

# the Postal Supervisor

August 2025



## Reimagining Performance Goals as Tools for Excellence

page 3



**NAPS' Vigorous and  
Timely Advocacy  
Results in Legislative  
Successes**

pages 5 and 34



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## Objective

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

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# The Dark Side of Metrics-Driven Culture

**A**s we are near the end of NPA FY25 and still await (as of this writing) the first planning meeting for NPA FY26, I want to continue the focus on issues negatively impacting the success the USPS states it wants in the Pay-for-Performance (PFP) system that continues to underwhelm EAS employees as the method for pay raises. Don't get me wrong, if this strictly was the methodology for EAS employees to receive performance bonuses instead of the method for pay raises, it would be better suited for success.



**Ivan D. Butts**  
*President*

Setting ambitious performance goals often is seen as a cornerstone of productivity, motivation and success. But beneath the surface of key performance indicators, quotas and stretch targets lurks a troubling truth: The very goals designed to inspire excellence sometimes encourage the opposite.

High-stakes performance goals create an environment where the end often justify the means. Employees under pressure to hit metrics may resort to unethical behaviors or shortcuts that compromise quality, integrity and long-term sustainability.

Falsifying data to meet targets, corner-cutting in safety or compliance to save time or sabotaging co-workers to come out ahead in competitive performance reviews are just a few examples of wrong behaviors being driven by performance goals.

When goals are tied to the only way to receive pay raises, the brain enters what psychologists call a “reward-focused tunnel.” This narrows decision-making, amplifies risk-taking and suppresses ethical reasoning:

- Loss aversion—Fear of missing

a target can push people to do whatever it takes.

- Goal fixation—Focus shifts from doing good work to simply checking boxes.
- Social comparison—Employees may compare themselves to peers and feel compelled to “keep up,” even by bending rules.

The USPS has plenty of documents, such as lofty mission statements about ethics, transparency and teamwork. But when performance goals contradict those values, it sends a confusing message: Win at all costs. This misalignment erodes trust in teams and breeds cynicism.

Not all performance goals are bad, but they must be crafted thoughtfully. Let's look at some of the components of what healthier goal-setting looks like:

- Balancing short-term metrics with long-term learning
- Encouraging collaboration over competition
- Rewarding ethical processes, not just results
- Building flexibility into goals to reflect real-world complexity

It is no doubt that performance goals can sharpen focus and drive progress. But when designed without nuance or empathy, these goals risk turning workplaces into pressure cookers of anxiety, deception and toxic competition. The challenge isn't to eliminate goals, it's to reimagine them as tools that serve both excellence and ethics.

If the USPS would like help redesigning goals to inspire better behaviors, NAPS would love to brainstorm with them.

In solidarity ...

**naps.ib@naps.org**

## **The Postal Supervisor 2025 Production Schedule**

Issue	Copy Deadline*	Mails
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.

# A Proud Day for NAPS

I have never been so proud to be a NAPS member as I was on June 24 after attending a hearing of the House Oversight and Accountability Subcommittee on Government Operations with Bob Levi, NAPS' director of Legislative & Political Affairs, on the future of the U.S. Postal Service. During the hearing, Bob and I both were called out by Subcommittee Chairman Pete Sessions (R-TX) and ranking member Kweisi Mfume (D-MD) for our attendance at the hearing.



**Chuck Mulidore**  
*Executive Vice President*

Why do I tell you this and why was I so proud of NAPS that day? Because the other postal management organization was *not* recognized for attending the hearing. That organization has *no* full-time legislative director as NAPS has.

They outsource their legislative work to a firm that has multiple clients, thus weakening their influence. Nor did they have a national officer at the hearing.

NAPS always is at the forefront of legislative battles, led by our full-time legislative director Bob Levi who has massive recognition and influence on the Hill; that was very evident during the hearing. To me, that is a tremendous talking point when we discuss with prospective members the differences between NAPS and the other management organization.

We are on the Hill full time, fighting and representing *all* EAS employees. We know the issues and we know the leaders in Congress. They call out to us at hearings.

I want to emphasize that it was Bob Levi who recognized that, in the Congressional Budget Office's review of the Senate's version of H.R. 1, it actually would cost the government over \$110 million to include language requiring newly hired or promoted EAS employees to pay more in FERS contributions or face "at-will" status in the USPS. This violated the Senate's Byrd Rule mandating that reconciliation bills not increase the deficit.

Levi collaborated with the staff of Michigan Sen. Gary Peters, a close NAPS ally, to bring this to the Senate parliamentarian under a "point of order." The parliamentarian accepted the point of order and subsequently struck this language from the bill.

As we know, H.R. 1 passed the Senate under the reconciliation process, then passed the House in a close

vote. However, *all* the negative language in H.R. 1 that directly affected postal employees—current and future, and specifically EAS—was removed from the reconciliation bill.

Should we celebrate that victory? No. The fight is not over. We have to continue working to keep this negative language out of any future legislation, particularly a rumored, second reconciliation bill possibly forthcoming later this year.

More storm clouds hung over that day's hearing on other postal matters. I provided written testimony (*see page 8*) to the subcommittee, which was accepted in the record, detailing NAPS' vision of a vital Postal Service unburdened by past congressional meddling, as well as prudent and rational decisions by Congress and leadership at L'Enfant Plaza.

A panel of "experts" testified on their vision of what a successful Postal Service would look like. While nearly all decried privatization of the Postal Service in principle, a troubling trend emerged from some of the panelists, as well as several congressional members of the subcommittee. They discussed turning over mail processing to private entities—a public-private partnership that would be "more efficient and reduce costs," in their view.

I see this as our next great battle against those who seek the demise of the Postal Service, that is, a piece-by-piece privatization of the agency—not in one fell swoop, but in a series of devastating cuts that would ultimately hollow out the foundation of this great and uniquely American institution. We discussed this with committee members after the hearing as it may become the next big struggle on the horizon for which we must prepare now.

NAPS will use its outsized influence on the Hill—on both sides of the aisle—to always stand firm against the dismantling of the U.S. Postal Service in any form. This is a position your resident officers will reaffirm to the new PMG when we meet with him now that he has taken office.

Now, let's celebrate NAPS—who we are and what more we will become—as a leading voice for postal issues on Capitol Hill. I am so proud of the work all of you have done in marshaling your members and co-workers to successfully oppose the devastating language in H.R. 1 as it moved through the House and Senate.

I want to thank Bob Levi for his tireless work in leg-

*Continued*

# Get Involved!

In my June column, I spoke of the importance of getting involved. I stressed that what was happening on Capitol Hill needed to be taken personally by everyone. Business may be business, but this was personal for all.

As I am writing this column, great news was achieved as the result of the tireless efforts of our legislative team of Executive Vice President Chuck Mu-

lidore, Director of Legislative & Political Affairs Bob Levi and all of you. It was through your combined efforts that provisions of H.R. 1, the Reconciliation Bill, that had a direct effect on postal employees and retirees had been eliminated from the bill in the Senate.

A key provision was the “at-will” employee status that would have affected any future individual becoming an EAS employee or anyone already an EAS employee who

was granted a promotion.

The FERS Annuity Supplement will remain and the retirement formula going from the high three to the high five has been eliminated. In the House, the health benefit voucher system was eliminated, which would have affected all retirees and those working.

All this was a major accomplishment achieved through your advocacy efforts by sending emails and contacting your representative and senators. Our message was heard and responded to favorably.

Thanks to Chuck and Bob for, once again, putting our SPAC dollars to good use as we see the results of grassroots advocacy. We now must stay active and ensure these issues are not brought up again in the future.

On the eve of June 24, Sen. Rand Paul (R-KY) entered two provisions back into H.R. 1 that would have affected future postal employees, as well as current em-

ployees. The revised text would have increased FERS contributions by 5% for federal and postal employees who are hired on or after Jan. 1, 2026.

In addition, the revised text would have imposed a \$350 user fee on employees who seek due process relief through the Merit Systems Protection Board. We cannot sit on the sidelines and not stay focused going forward. As we were informed on Sunday, June 29, those two provisions submitted by Paul were removed from the bill.

The bill now has been passed and will be signed by the president, fortunately, without the provisions previously referenced. Our advocacy efforts need to continue to ensure these provisions—as well as others that can be detrimental to postal employees—never are brought again.

We also need to continue supporting legislation such as H.R. 491/S. 624, the Equal COLA Act, that would allow all FERS retirees a full COLA raise into their pension. We also need to support H.R. 1559, the Postal Employees Appeal Rights Amendment Act, and H.R. 1560, the Postal Supervisors and Managers Fairness Act. You can read more about our legislative agenda on the NAPS website at [www.naps.org](http://www.naps.org).

SPAC is an important part of supporting our legislative agenda. At the recent Northeast Region Training Seminar hosted by Northeast Region Vice President Dee Perez, \$12,947.66 was raised for SPAC. A special thanks to Tu Tu, Branch 100, and Woodley Moy, Branch 202, for working the SPAC table.

Also, special thanks to Worcester, MA, Branch 6 and President Dave Lum for developing the SPAC Walkathon pin. The pin brought in \$440 for SPAC. A great job by all—our future depends on it!

Get involved—it’s personal. And never forget, increasing membership demonstrates leadership.

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

islatively defending NAPS members. I also want to thank NAPS President Ivan D. Butts and Secretary/Treasurer Jimmy Warden for their unwavering support and commitment to the NAPS legislative agenda. It is a team effort!

Mostly, I want to express my sincere gratitude and immense pride in the outstanding efforts of the Nation-

al Association of Postal Supervisors in protecting the interests of postal employees nationwide. NAPS will continue to lead with integrity, resolve and an unwavering commitment to the well-being of postal supervisors and the broader USPS family.

The work continues.

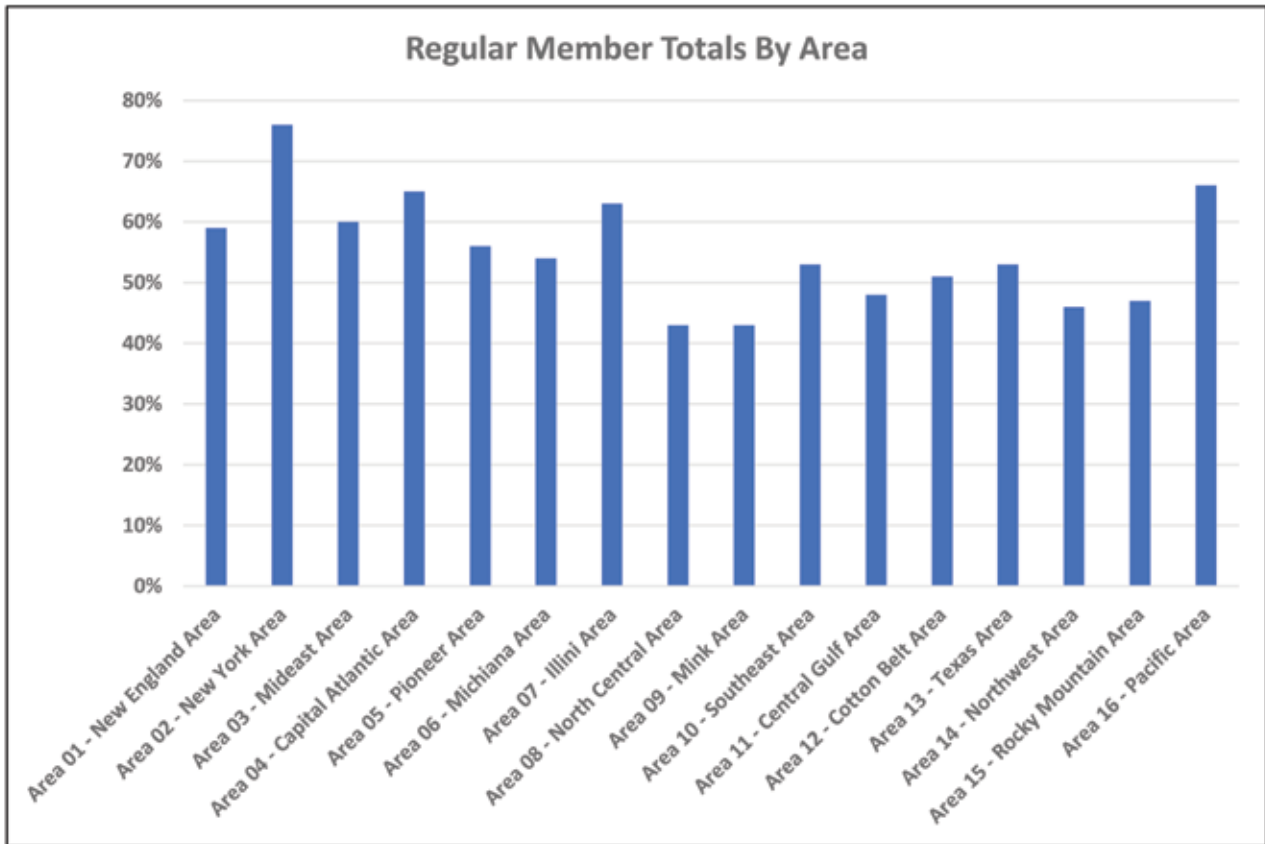
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**Jimmy Warden**  
*Secretary/Treasurer*



## National Association of Postal Supervisors Membership Report May 2025



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	76%
Area 03 - Mideast Area	60%
Area 04 - Capitol Atlantic Area	65%
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	53%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	51%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	47%
Area 16 - Pacific Area	66%
<b>Total Regular Member %</b>	<b>57%</b>
<b>Total Regular Members</b>	<b>27,439</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,363</b>
<b>Total NonMember %</b>	<b>43%</b>



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# 'The Postal Service's Most Important Stakeholder Is the American Public'

*Following is the statement of NAPS Executive Vice President Chuck Mulidore before the June 24 hearing, 'The Route Forward for the U.S. Postal Service: A View from Stakeholders,' of the House Oversight and Accountability Subcommittee on Government Relations:*

**C**hairman Sessions, Ranking Member Mfume and members of the subcommittee, thank you for permitting the National Association of Postal Supervisors (NAPS) the privilege to share with the subcommittee the views of the approximately 47,000 postal supervisors, managers and postmasters NAPS represents. I am Chuck Mulidore, executive vice president of NAPS.

As you may know, NAPS members serve as frontline guardians in securing and enhancing our national mail system by managing its processing, delivery, retail, administrative and support functions. NAPS members are proud of the 250-year history of the United States mail system and pledge to fight for its viability into the foreseeable future.

NAPS knows the subcommittee is aware that postal supervisors, managers and postmasters are essential to this nation's most-trusted federal agency and, therefore, NAPS is appreciative of the subcommittee's statutory, diligent, comprehensive and necessary postal oversight.

NAPS values the chairman's and ranking member's appreciation that the Postal Service is not an autonomous, profit-driven corporate entity; rather, it is a national treasure, established in the U.S. Constitution for the benefit of our citizens. Its modern incarnation remains an independent establishment in the executive branch of our government and is a vital part of the nation's essential infrastructure.

Noting the title of this hearing, "The Route Forward for the U.S. Postal Service: A View from Stakeholders," it's crucial to recognize that the Postal Service's most important stakeholder is the American public—your constituents. As such, NAPS' testimony will focus on the impact recent operational changes have had on the Postal Service and how misguided proposed changes may have on the institution in the future.

In contrast, NAPS suggests that Congress focus on strengthening the Postal Service to service the American public, with a deep recognition of postal-dependent com-



munities throughout the nation and national commerce, which benefits from a resilient, national postal operation. Indeed, the Postal Service is in a transition, welcoming a new postmaster general in a few weeks.

In addition, the Senate will be considering presidential nominees to fill two vacancies on the Postal Board of Governors. At this point, it is unclear what direction the new postmaster general will take regarding the ongoing imple-

mentation of the postal reorganization plan initiated by his predecessor.

To the extent the Postal Service continues to proceed with its planned operational changes, it will be vital that the Postal Regulatory Commission (PRC) continues to exercise its regulatory oversight to ensure the American public and mailers are provided with high-quality mail service at an affordable price. For this reason, NAPS participated in the PRC proceeding that reviewed the "Delivering for America" (DFA) plan and resulted in a valuable advisory opinion.

NAPS strongly recommends that members of the subcommittee, if they already have not done so, review the PRC advisory opinion for its insight and recommendations. It is unfortunate the Postal Service chose to dismiss these recommendations.

Postal personnel represented by NAPS have managed and experienced the complications of implementing the DFA. Staffing issues were widespread and postal facilities faced logistical difficulties.

These issues were documented by the Postal Service's Inspector General, the Government Accountability Office and the PRC. Therefore, as the subcommittee proceeds with "the route forward," it may want to consider strengthening authority of the PRC to enforce its advisory opinion, particularly when it comes to ensuring speed and reliability of mail service.

Much has been said about the Postal Service's ominous financial status. However, a considerable portion of the Postal Service's financial challenges are rooted in several, dec-



ades-old harmful congressional and White House decisions that have destabilized the agency, both operationally and financially. For example, three decades ago, Congress imposed on the Postal Service retirement and health insurance charges intended to offset ongoing federal budget deficits.

Inasmuch as Postal Service operations were funded by postage—not through annual appropriations—numerous past congresses raided the Postal Service as a cash cow to reduce the federal budget deficit. Ironically, this was after Congress, in 1989, moved the Postal Service “off-budget.” This hard-fought action was intended to protect it from congressional budget-tampering.

About 20 years ago, it was discovered the Postal Service was overpaying into the Civil Service Retirement and Disability Trust Fund by about \$3 billion per year. Instead of refunding the Postal Service its overpayments and waiving future contributions, Congress forced the Postal Service to divert future overpayments into an “escrow fund,” with the fund’s disposition to be decided later by Congress.

Subsequently, Congress enacted legislation to shift the military retirement credit of postal employees from the U.S. Treasury to the Postal Service. This budget sleight-of-hand pilfered the escrow and then some, totaling about \$27 billion.

And then, in 2006, Congress passed the Postal Accountability and Enhancement Act. One of the statute’s provisions forced the Postal Service to prefund future retirement liabilities—an obligation carried by no other entity, public or private. The prospective assessment totaled \$5.5 billion to \$5.8 billion per year from 2007-2016.

Fortunately, the 2022 Postal Service Reform Act relieved the agency of this punitive obligation. Indeed, when evaluating the Postal Service’s current financial condition, an honest and responsible examination will consider the punitive and unfair way in which the Postal Service has been treated in the past.

NAPS supports two specific measures to help financially strengthen the Postal Service. First, NAPS promotes legislation to require the Office of Personnel Management to replace the unfair method it uses to calculate the Postal Service’s Civil Service Retirement System liability for postal retirees employed by the Postal Service prior to 1971, the year in which the Postal Service transitioned from an executive branch agency into an independent establishment.

Second, NAPS supports the Postal Service having greater investment flexibility regarding its pension trust fund. Presently, the Postal Service may only invest in low-yield government bonds. The agency should be able to invest in securi-



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ties like those used by the Thrift Savings Plan life-cycle funds. The Postal Inspector General projected that, had the agency had that authority, the Trust Fund would surpass the current balance by \$900 billion.

The route forward to financially and operationally strengthen the Postal Service does not include privatizing America's mail service or making it a subsidiary of another executive branch agency. These misguided proposals would lead the Postal Service off-course, potentially directing it over a cliff.

Foreign governments that have abandoned postal operations and relinquished them to private operators have, for the most part, suffered from escalating postage rates and declining mail delivery speed and reliability. This is not the route the Postal Service should follow.

Furthermore, folding the Postal Service into an executive agency, such as the Department of Commerce—as was suggested earlier this year—does absolutely nothing to strengthen the agency. Such an action would weaken the capability of the Postal Service to respond to shifting market conditions and address immediate concerns of the mailing public.

In fact, the Commerce Department's core objective is incompatible with the historic mission of the Postal Service. Commerce is intended to promote the business community and global economic competitiveness. In contrast, the Postal Service was created to provide the American public with trusted, affordable and universal mail service, binding the nation together.

Instead of toying with ill-conceived postal privatization and useless bureaucratic realignment, Congress should promote a type of postal governance that is conducted by experienced postal officials who fully understand the reliance and historic



**From left: House Oversight and Accountability Subcommittee on Government Relations Chairman Pete Sessions (R-TX), NALC President Brian Renfroe, Subcommittee Ranking Member Kweisi Mfume (D-MD) and NAPS Executive Vice President Chuck Mulidore.**

confidence the American public has in the institution.

In conclusion, NAPS is compelled to address two postal-related issues that entered the reconciliation debate. On April 30, the full committee approved by a single vote a provision that would have impacted future postal supervisors, managers and postmasters, hindered operational management and, ironically, increased the federal budget deficit. Specifically, section 90001 of the House Oversight and Accountability Committee print for H.R. 1 would have decreased the take-home pay by 5% of newly hired and newly promoted postal supervisors, managers and postmasters who choose to exercise their right to merit-based employment protections.

The pay cut would result from an increase in the Federal Employees Retirement System contribution. (This provision would not apply to postal employees belonging to collective bargaining units.) Consequently, the proposal would deter the future recruitment of high-quality postal supervisors, managers and postmasters.

Moreover, due to the unique budget treatment of the Postal Ser-

vice, this proposal would have increased the federal budget deficit by \$111 million. As part of the Senate reconciliation process, Sen. Rand Paul proposed a much more punitive provision that would decrease the take-home pay of all future postal supervisors, managers and postmasters by 5% for those hired at-will and 10% for those who wanted merit-based protections.

Fortunately, Paul's proposal is subject to a "point of order" under the "Byrd Rule" and, therefore, likely will be stripped from H.R. 1. Chairman Sessions and members of the subcommittee, on behalf of the future supervisors, managers and postmasters that NAPS will represent, I respectfully request you remove any proposal to punish NAPS members by unfairly and punitively reducing their take-home pay.

Mr. Chairman, as the subcommittee charts the Postal Service's route forward, NAPS invites continuing dialogue with the chairman and members of the committee to ensure the viability and vitality of a universal, national mail system.

Thank you.



# Deployment of Ford-E Transit Vans, FMIS Classroom Training Among Items Discussed

**T**he Oct. 22, 2024, consultative meeting was held in conjunction with the fall NAPS Executive Board meeting; all board members were present. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

## Agenda Item #1

NAPS noted there currently are over 2,500 Ford E-Transit vans waiting to be deployed. What is the status of the infrastructure to support these vehicles? When will these units be deployed?

*The Postal Service began receiving Ford E-Transit vans in February 2024. The Postal Service will continue receiving E-Transits in advance of EVSE (electric vehicle supply equipment) installation. Installation of EVSE equipment (chargers) is ongoing at S&DCs across the nation and will continue through 2028 and potentially beyond as the network grows.*

*Battery-electric vehicles (BEVs), such as the E-Transits and NGDVs, are deployed when charging ports are commissioned at each S&DC. Quantities of BEVs will periodically vary within holding lots while the EVSE infrastructure is installed and commissioned.*

## Agenda Item #2

NAPS again asked if there be will classroom training on the new Fleet Management Information System (FMIS). There has been little training for EAS employees.

*Fleet Management is currently working with the Training & Development team to update the existing “VMF*

*Manager and Supervisor Essentials” and “VMF Clerk Fundamentals” courses to incorporate FMIS workflows and processes. Fleet Management anticipates these revised courses being available later in FY25.*

*EAS employees currently have access to extensive training resources and guides via the FMIS Resource Library (usps.gov). Materials available include job aides, reference guides, SWIs, recorded trainings to rewatch and more than 80 “navigation guides” with step-by-step instructions for key processes.*

*Additionally, VMFs can use the materials.customerservice@usps.gov help desk for technical issues, as well as contact their assigned SME for questions related to the FMIS.*

## Agenda Item #3

In order to allow NAPS to participate meaningfully and productively in the planning and development of pay policies, including the upcoming EAS pay talks and continued implementation of the current EAS pay package, NAPS asked the USPS to provide all studies, surveys or other data regarding private-sector compensation the Postal Service has conducted or obtained in the past five years relating to positions comparable to EAS positions.

*The Postal Service is considering your request, but, as of today, is not prepared to respond. The information you are requesting is part of the active litigation. Pay consultations are not scheduled; the time period for those consultations is unknown.*

## Agenda Item #4

NAPS has been made aware of an

issue at a post office in Florida where the postmaster has been ordered to report to another office to avoid an issue of nepotism. The postmaster’s wife was promoted to a custodian position in the office; the POOM has reassigned the postmaster to a different office in that same Finance number. The Southern Area HR manager supports this move.

NAPS does not agree there is any

*Continued on page 16*

## NAPS Training Calendar

### 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:** \$125 by Sept. 15; \$150 thereafter; cut-off is Aug. 26

**Training:** Bobby Bock and Brian Wagner

# Justification of Temporary Involuntary Schedule Change, Excessive Emails, Grievance Settlements Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the March 18 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policies and Programs.

## Agenda Item #1

NAPS asked that, since the Postal Service changed the point value for VMF managers, what are the minimum required points for a VMF to have a manager?

*Consistent with the Postal Service's Sept. 16 and Dec. 23, 2024, correspondences to NAPS regarding the modification of established nonbargaining criteria for VMFs, the minimum workload credit threshold for manager, Vehicle Maintenance Facility, was removed, maintaining that all VMFs will earn a manager. The change was effective on Jan. 25, 2025.*

*\*The criteria matrix information on the JD Online has been updated to reflect the change that was effective Jan. 25, 2025.*

## Criteria:

The following criteria apply to these jobs:

2150-7043 MGR VEHICLE  
MAINTENANCE FACILITY EAS-18  
2380-0008 MGR VEHICLE  
MAINT FACILITY (SDA) EAS-19  
2150-7044 MGR VEHICLE  
MAINTENANCE FACILITY EAS-19  
2102-0006 MGR VEHICLE

MAINTENANCE FACILITY EAS-20

2380-0006 MGR VEHICLE

MAINTENANCE FACILITY EAS-21

2380-0007 MGR VEHICLE

MAINTENANCE FACILITY EAS-22

Manager level is determined by workload credits assigned to the Vehicle Maintenance Facility (VMF), which are based on vehicle types and quantities.

Workload Credits	Manager Level
0 - 1,099	EAS-18
1,100 - 2,199	EAS-19
2,200 - 3,299	EAS-20
3,300 - 4,399	EAS-21
4,400 and more	EAS-22

Criteria effective Jan. 25, 2025. For additional information or to submit a staffing change request, follow instructions on webpage: Organization Design Services - MyHR. Questions may be directed to Field Staffing Helpdesk via email (QM34N0@usps.gov).

NAPS also noted that, currently, with so many national disasters, the Mobile Retail Units (MRU) are being deployed. Some of these units are 27 years old. Many issues are going on with these units, especially the generators. Are there any plans to purchase new MRUs?

*We are not aware of any plans to purchase new MRUs.*

With so many electric vehicles coming online, what is the status of training for EAS staff?

*Training is being focused on craft employees who will be working on the vehicles. Some training is available for EAS*

*employees in the Ford STARS system that can provide some overview information.*

## Agenda Item #2

NAPS informed the USPS that NAPS Pioneer Area Vice President Ed Laster is not getting cooperation from senior management leaders, including Acting District Manager Don Karvos, former Central Area Vice President Mike Rakes, Dayton Plant Manager Mary Leach, Springdale Plant Manager Shanel Byrom or the Cincinnati Plant manager.

Laster went to Mark Wilson, Lakeshores director, as well, with no resolution. When NAPS brings issues to these senior USPS leaders, why are there no responses or resolutions?

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

## Agenda Item #3

NAPS contended that Acting Michigan 2 Senior Plant Manager Jami Nettleton has made the decision to deny blocks of EAS annual leave for November 2025 at the Grand Rapids RPDC and its annexes, as well as the Lansing processing plant.

Nettleton has been asked multiple times who gave her the authority to deny leave in November. Her response was, because of her position and the business case, she feels she will get support on the denial of leave blocks in November. NAPS Michiana Area Vice President Kevin Trayer contacted



Regional Processing Operations Eastern Vice President Todd Hawkins and spoke to him about this issue; Trayer has not heard back on any potential resolution. When can EAS employees in these Michigan plants expect a resolution to this issue?

ELM chapter 5, section 512.62, stipulates:

*Nonbargaining Unit Employees Vacation Planning*

*“Vacation leave is granted to non-bargaining unit employees when their services can best be spared. Postmasters and other responsible officials must schedule leave so that:*

- a. Employees do not forfeit leave; and*
- b. Postal operations are not impaired.”*

#### **Agenda Item #4**

NAPS said a Level-19 VMF manager in Sioux Falls, SD, with one clerk and no supervisor does not get a supervisor differential adjustment (SDA). In March 2022, this VMF got a second clerk with no supervisor, but the manager was not given SDA because it is supposed to be for Level-18 VMF managers only.

However, based on ELM 412.12b (below), why shouldn't the manager have been given SDA at the point he got a second bargaining unit employee? He received the SDA with the new VMF agreement released by the USPS. Would he not be eligible for back pay (including NPA and TSP) from the time he should have gotten the SDA (when his second clerk was hired)?

#### **412.12 New Career Appointment**

“A new employee hired into the EAS schedule is paid the minimum salary for the grade of the position to which hired. The appointing official has the flexibility to set the starting salary up to the midpoint of the grade. Further variation may occur in the following circumstances:

“a. *Exceptional Qualifications.* If the person has exceptional qualifi-

cations, the appointing official may request an exception to set the salary over the midpoint of the grade. Per current pay policy, the functional vice president must approve the exception. Human Resources' Compensation and Benefits is the final approver.

“b. *Supervision of Bargaining Unit Employees.* When an appointment is to an exempt EAS-15 through EAS-19 grade position that involves directly supervising two or more full-time equivalent bargaining unit employees, current supervisor differential adjustment (SDA) pay policies apply as described in Exhibit 412.12b.”

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

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

NAPS discussed that, after years of issued and reissued involuntary reassignment policy statements, supervisors other than relief supervisors continue to be directed outside their posted assignments. NAPS asked for a definitive statement of what circumstances justify a temporary involuntary schedule change.

*David Williams' Aug. 31, 2015, memo on temporary involuntary reassignments provides guidelines in making temporary involuntary reassignments. Consistent with that memo, while temporary involuntary reassignments may be made for training or developmental needs or to meet operating requirements, there are practical limiting factors regarding such assignments.*

*These reassignments are not to be made arbitrarily and are not to be used as punitive measures to address performance deficiencies. Local management should address unsatisfactory or deficient work performance through other, more appropriate courses of action*

*such as additional coaching and training, performance improvement plans or corrective discipline action.*

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

NAPS asked if something can be done to eliminate the excessive email traffic sent daily from USPS Headquarters personnel supporting the districts. EAS employees in these positions are supposed to be focusing on their support job, but redundant emails, telecons and reports prevent this.

*Please clarify the request. Is this regarding EAS employees in support positions sending emails that burden them?*

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

NAPS asked that when an S&DC is newly established, can Form 50 VOMA positions be assigned to these new S&DC locations?

*This is a request to establish bargaining unit positions and that discussion is not suitable for this forum.*

#### **Agenda Item #8**

NAPS asked if USPS Headquarters could provide the documented number of crimes committed against postal personnel over the past several years.

*From Jan 1, 2023, to present, there have been 12,401 documented incidents against postal personnel in our system. There is no readily available indication whether all these incidents were verified criminal acts.*

*More information can be found on the Postal Inspection Service website at <https://www.uspis.gov/project-safe-delivery>.*

*Personnel Incidents:*

*2023—6,163*

*2024—5,414*

*2025 YTD—824*

#### **Agenda Item #9**

NAPS asked if USPS Headquar-

*Continued on page 16*

# Career Conference Locations, Exceptions to the RTO Process, Changes to PME Training Among Items Discussed

**N**APS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the May 20 Zoom consultative meeting. Representing the Postal Service were Bruce Nicholson and James Timmons, Labor Relations Policies and Programs.

## Agenda Item #1

NAPS asked about the process being used by the USPS to review Customer Service manager positions once units are consolidated into a S&DC. What criteria has been established for such a review? When will NAPS and the USPS meet to discuss proper staffing and levels for manager positions relative to the S&DC process?

*As the S&DCs have been established, Post Office installation EAS staffing has been reevaluated based on the consolidated carrier workload. Under the existing MCS model, if the S&DC is located in the main office, it will not meet the criteria to earn an MCS.*

*The current Station Manager Workload Credit (WSC) model states that a station must meet the requirements below to be eligible for a manager, Customer Service position.*

*In a station:*

- Must have deliveries.
- Units without retail are graded one

*level below that of a unit with retail.*

*In the main office:*

- If there three or more EAS-19 or greater offices outside of the main office and the main office has a carrier operation.

*Currently, the MCS staffing on-roles are not impacted by a RIF at the time the S&DC was established. The jobs are marked as non-authorized and employees are repositioned from the spoke station to the S&DC to provide support.*

## Agenda Item #2

NAPS noted that, as of Wednesday, April 23, 2025, all users with TACS supervisor Field roles or TACS supervisor Headquarters/Headquarters-related roles, receive a pop-up message on logging into TACS. This message must be acknowledged each login: “Offices with Lead Clerks: Timekeeping duties associated with the Lead Clerk Clock Office Role are expected to be performed by Clerk Craft bargaining unit employees.”

It would appear the intent of this is for EAS accountability with contractual obligations. If the purpose is to ensure contract compliance, then it would be beneficial to give EAS employees in these facilities “read-only” access. By doing this, the likelihood is that grievances will be reduced while also minimizing EAS employees’ exposure to disciplinary actions.

*The intent is to educate supervisor Field employees of the Postal Service’s obligations with contract compliance. TACS roles are not programmed based on authorized assignments or office level.*

## Agenda Item #3

NAPS asked that the USPS review and change the policy that prevents an observer from sitting in and assisting NAPS representatives during an ELM 650 mediation. This hampers

the ability to assist NAPS members in the preparation and administration of the mediation.

*Employees are entitled to a representative in administrative proceedings. The representative is not entitled to their own representative or assistant.*

NAPS will seek further clarification to this USPS response. NAPS believes the response does not address the intent of the question.

## Agenda Item #4

NAPS noted there are Career Conferences scheduled for each Retail/Delivery District, meaning some Career Conferences are being held in districts that encompass multiple states. Those districts often cover rural areas, as well as a substantial number of miles.

This makes it expensive to attend and could mean overnight travel, necessitating leave be taken. Those employees are being penalized for working in multi-state districts. NAPS asked that that Career Conferences be held in each state of a multi-state district.

*The Career Conference event, owned by Field HR, is planned and executed to serve the needs of all employees in that Field HR territory. Career Conferences require significant investments of time, effort and money; those resources are not limitless.*

*The primary factor considered when choosing a location is a site that can attract the most attendance. Multi-state territories or very large geographies have used multiple strategies to expand access, including rotating the host state or city.*



*Employees are empowered to attend any Career Conference, regardless of their work location.*

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

NAPS asked how Plant and Logistics employees are being told about Career Conferences and what options they have to attend. Options are limited in many circumstances due to the time of day and location of the conferences. NAPS noted that all employees should have equal opportunity for advancement.

*Career Conferences are promoted and marketed in a variety of ways. This includes stand-up talks, LINK articles, messaging on Informed Facility monitors and a postcard mailed to every employee's home. In some cases, Field HR teams visit large stations and units in their territories to promote their events in person, which often include local plants.*

*Employees are encouraged to attend the Career Conference(s) of their choice, regardless of their work location as an "off the clock" event. Field HR continues to recommend managers give full consideration for approving leave to attend these events.*

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

NAPS discussed that when mandatory online or "learn and grow" EAS training is being given, limited options are being given to tour 1 employees to attend. HR employees sending out the training requirements list only tour 2 and 3 times available.

Why must tour 1 employees alter their schedules to take training when one Headquarters HR employee could work tour 1 and give the training?

*Please provide the specific training that is referenced. "Learn and grow" training is not mandatory; participation always is optional. Learn and Grows are scheduled locally for HR sessions and are not tracked at the national level.*

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

NAPS asked what the formula is, if any, to determine the EAS employee pecking order when it comes to realigning tours in a mail plant. In cases where a facility is realigning its supervisory EAS, do the existing relief supervisors take part in canvassing those newly realigned positions?

*If there are multiple EAS employees affected, a Retention Register may be needed to determine the EAS standings. Essentially, there has been no official policy issued on this because each circumstance can be different. Typically, when realigning tours, the optimal path is to only disrupt the minimum number of employees. Therefore, all jobs would not be reassigned; possibly, only a few need to change hours or days off.*

#### **Agenda Item #8**

NAPS noted when the USPS established the Regional Transportation Optimization (RTO) process, a 50-mile radius was established that defined whether a unit received multiple mail pickups or just one daily. Is this a hard number or can it be altered for necessary circumstances? If so, what are the criteria for those exceptions?

*The offices identified as being eligible for RTO (reduction/elimination of afternoon trans) removes the constraint of having to pick up in the afternoon, but does not dictate that all afternoon transportation to those offices will be eliminated. Where volume is generated to RTO offices in the afternoons or where sufficient volume warrants it, afternoon transportation will be scheduled.*

*Exceptions for adding RTO offices will be considered based on operational and business needs. At this point, we have added a small number of exceptions based on excessive drive times to offices within 50 miles of the RPDC.*

#### **Agenda Item #9**

NAPS asked how the USPS informs its customers who belong

to an RTO office whether a pickup is performed later in the day or mail will not move until the next service day.

*The following is communicated and readily available at usps.com.*

#### **What this means for rural customers:**

"We do not anticipate that individual rural customers will experience a significant impact from these adjustments and, in fact, are likely to notice positive impacts. The delivery process in rural communities is not changing. Customers, regardless of where they live, will still receive delivery 6 and sometimes 7 days per week. The collection of mail and package volume within local communities also is not changing. This includes carrier pickup from homes and blue collection boxes. Post Office hours also are not changing as part of this effort. What we are changing is the timing of transportation from select Post Offices to the USPS processing facilities. And we are processing and transporting mail and packages faster within our network.

"The service standard refinements do not depend on whether an area is urban or rural, but rather a collection point's distance from an Origin processing facility. For reference, the majority of mail and package volume, including mail and packages destined to rural communities, originates in ZIP Codes that are within 50 miles of an RPDC and/or is pre-sorted. The changes add one day to the delivery expectation for mail and packages sent from certain ZIP Codes, but they also include improvements to our processing and transportation of mail and packages within our network (often removing a day from previous expectations). Because individual postal customers generally receive far more mail and packages than they send, these service standard refinements either maintain or speed up the vast majority of First-Class

Mail (almost 90 percent). Almost 70 percent of First-Class Mail will have a service standard of three days or less. The Postal Service also maintains the range for the First-Class mail service standard at 1-5 days.

“To determine the total impact of these service standard refinements, customers can go to [usps.com](https://usps.com) at Service Commitments to find the Expected Delivery times for their correspondence and packages based on ZIP Code. This tool accounts for the Sunday/Holiday change.”

#### Agenda Item #10

NAPS has been made aware that

the USPS is updating the Postmaster Essentials (PME) training program booklet to remove outdated information and include current information relating to actual programs and applications. However, NAPS also has been made aware the USPS is planning to reduce instructor-based training to two days for new Level-18 to -20 postmasters, then assign them to work in the field to shadow another postmaster for some period of time before returning them to their assigned office.

Currently, the PME training course is two weeks. Reducing this training to two days will greatly

increase the risk to newly promoted postmasters getting into situations for which they will not be prepared and expose them to corrective actions for their deficiencies or lack of knowledge based on a lack of training.

Further, NAPS has not been briefed on this change, in accordance with Title 39, Section 1004(b), of the law. NAPS requested to be involved in the planning of any proposed changes to PME training, as required under the law.

*We are not aware of any changes to the Postmaster Essentials (PME) training program or the PME training program booklet.*

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#### October Consultative

*Continued from page 11*

violation of ethics rules or any indication of nepotism. There are several layers of management between the custodian and the postmaster. The

documentation for this issue has been submitted, as part of this consultative item, under cover to Postal Headquarters. NAPS requested that this mandate placed on the postmaster be rescinded.

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

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#### March Consultative

*Continued from page 13*

ters could provide the documented number of crimes committed against blue collection boxes and relay boxes in the past several years. Also, what more can the USPS do to provide additional security to the blue collection boxes and employees who collect mail from those boxes?

*From Jan. 1, 2023, to present, there have been 30,296 documented incidents involving collection boxes and relay boxes. There is no readily available indication whether all these incidents were verified criminal acts.*

*More information can be found on the Postal Inspection Service website at <https://www.uspis.gov/project-safe-delivery>.*

*Documented Incidents:*

*2023—15,377*

*2024—13,005*

*2025 YTD—1,914*

#### Agenda Item #10

NAPS asked what the Postal Service policy is regarding grievance settlements and the authority of EAS employees to settle grievances at the lowest level, as provided for in each collective bargaining agreement.

NAPS has been made aware of multiple investigative interviews occurring with EAS employees at various levels on grievance settlements. Do EAS employees have the right to settle grievances or should all grievances be denied at each level until they reach Labor Relations in each district, area or Postal Headquarters?

*Management representatives at each step of the grievance procedure have the authority to settle grievances, but that authority comes with the responsibility to:*

- *Ensure settlements are consistent with the National Agreement and relevant handbooks, manuals and published regulations;*

- *Determine the appropriate contractual remedy if a violation is established;*

- *Understand the steps necessary for settlement implementation (when appropriate);*

- *Understand the processes and activities involved for other functional areas;*

- *Ensure that all settlements are in compliance with postal rules and regulations and consistent with the law, including Internal Revenue Service tax regulations.*

*The Postal Service policy on grievances can be found in the ELM and Article 15 of the Collective Bargaining Agreements.*

*ELM 666.24 Grievance Procedure*

*“Employees covered by a collective bargaining agreement may file grievances regarding wages, hours, and working conditions in accordance with the provisions of the applicable agreement.”*

Try NAPS' Cure for the

# Summertime Blues



The song says, "There ain't no cure for the summertime blues." But NAPS has just what you need—"The Cure for the Summertime Blues SPAC Gift Raffle."

Considering the major legislative battles in which we thus far have prevailed and the upcoming battles to fight, SPAC needs to replenish its political war chest. So, don't miss the opportunity to help raise funds for NAPS' legislative agenda, our political insurance policy.

NAPS will conduct this three-week long raffle **beginning Aug. 11**. The raffle will be like our past, successful online raffles. Once again, our SPAC vendor, Q-Giv, will provide the platform for this "in-kind gift raffle," aided by items contributed by NAPS members.

The raffle will take place on the NAPS website SPAC page from **Aug. 11 through Sept. 1 (Labor Day)**.

"The Cure for the Summertime Blues SPAC Gift Raffle" will arm NAPS for full engagement in the 2026 congressional elections that will help decide the future of the Postal Service and its EAS-level employees. The heated political environment and legislative threats that impact NAPS members combine to make our SPAC efforts vital to the livelihood of every NAPS member.

This online raffle is an exciting opportunity for all NAPS members to participate, not just those present at branch, state or national meetings. NAPS members have contributed prizes (like electronics, jewelry, memorabilia, etc.) to be raffled off for the benefit of SPAC.

After Labor Day, NAPS will post the names of the winners online and officially notify all winners at that time. The donor of each item will ship the item to the respective winner after they are announced.

Thank you for your participation! We look forward to a successful  
**"The Cure for the Summertime Blues SPAC Gift Raffle."**



## USPS Implements Updated Plant Ranking and Management Staffing Criteria

NAPS was notified in a June 20 letter from Bruce Nicholson, director, USPS Labor Relations Policies and Programs, that the agency was implementing the updated Plant Ranking and Management Staffing Criteria that establishes positions and grades of non-bargaining employees. The letter listed the jobs to be reclassified to the newly earned position in their current facility.

Upgrades due to reclassification and same-level assignments would be effective June 28. Downgrades due to reclassification are scheduled to be effective no sooner than 30 days from notice to the employee, estimated to occur in August.

In a July 5 letter to NAPS members, President Ivan D. Butts said these are “the most extensive and potentially disastrous organizational changes EAS employees ever have faced.” NAPS advised that impacted EAS personnel should exercise their rights through the *ELM* 650 process and MSPB appeals to challenge any downgrades.

He stressed NAPS is committed to fully supporting its members impacted by this process and will continue to review and ensure all appropriate steps are taken in support of the EAS employees who deliver for America. Detailed information is available under “Breaking News” at [www.naps.org](http://www.naps.org).

**San Francisco Branch 88 members met with Terri McCullough, aide to Rep. Nancy Pelosi (D-CA) during LTS. From left: Branch 88 President Linda Thomas, McCullough, California Auxiliary President Yunina Graham and Vice President Deborah D. Johnson.**



Delegates from Margarete A. Grant Branch 127 were sponsors at Rep. Mike Thompson's So-lano County Dinner at the Caymus-Suisun Winery. NAPS attends the annual event that offers an opportunity to speak with Thompson; he is the ranking member on the House Ways and Means Committee. Front row, from left: Francis Barfield, Trustee Edna Gray and Treasurer Yolanda Lewis. Back row: Trustee Rachel Gholston, Thompson and Vice President Glenn Gray.



Members from William and Lilly Paige Cleveland Branch 46 members had an opportunity to meet with Rep. Shontel Brown (D-OH). From left: Norris Sudbury, Jacshica Laster, Leanna Gates, Brown, Pioneer Area Vice President Ed Laster, Marcia Kimbrough, Lashuanda Spears and Ron Smith.





During LTS this past April, Pennsylvania members visited Capitol Hill.



Jim Goodwell; Jason Berardo, aide to Rep. Guy Reschenthaler (R); and Joseph O'Donnell



Gerry Kudach; Jim Goodwill; Ben Chamberlin, aide to Rep. Mike Kelly (R); and Joseph O'Donnell



Gerry Kudach; Jim Goodwill; Joseph O'Donnell' and Joshua Hager, aide to Rep. Chris Deluzio (D)



Joseph O'Donnell; Tori DeLeonardo, aide to Rep. Summer Lee (D); and Jim Goodwill



NAPS President Ivan D. Butts, with Eastern Region Vice President Richard Green, Mideast Area Vice President Tony Dallojacono and Northeast Region Vice President Dee Perez, swore in the 2025-2027 New Jersey State Executive Board. From left: Butts, President Jonathan Kofsky, Executive Vice President Sal Grasso, Secretary Tammy Henkel, Treasurer Gary Rutter, Sergeant-at-Arms Roberta Hoag, Northern Area Vice President Constance Scales-Bradley, Southern Area Vice President Gregg Walker, Green, Dallojacono and Perez.



Long Island, NY, Branch 202 held its meeting on a boat. From left: Northeast Region Vice President Dee Perez, Vinny Nicolosi, Vinny Violante, Frank Baselice, President Tom Barone, Jay Singh, Vice President Rocky Singh and New York Area Vice President Tom Hughes.



Minneapolis Branch 16 members attended the May 18 Minnesota-North Dakota District Career Conference in Minneapolis. From left: Branch 16 Vice President/Legislative rep Tashi Lama and North Central Area Vice President Dan Mooney.



Elizabeth R. Flamon Branch 14 President Charles May and Illini Area Vice President Luz Moreno attended the Illinois 1 Career Conference.

Fairfield County, CT, Branch 47 Vice President Brian Falcha (left) and President Patrick Lauture represented NAPS at the June 8 Career Conference in Connecticut.



USPS California 1 sponsored a Career Conference on June 8 in San Jose.



USPS Retail and Post Office Operations Vice President Jennifer Vo and San Jose Branch 94 President Regina Black



Atlanta Branch 82 Vice President Elvina Cox staffed the NAPS table at the June 7 Career Conference in Duluth.



North Coast Branch 497 Vice President Cole Risley, San Jose Branch 94 President Regina Black and North Coast Branch 497 President J.J. Wong



**USPS California 2 sponsored a Career Conference June 29 at Travis Air Force Base, Fairfield. Representing NAPS were Margarete A. Grant Branch 127, Sacramento District Branch 77 and Stockton Branch 197.**



Branch 127 President Charles Patterson and California State Area Vice President Victor Garcia



Branch 127 members Danita Smith and Jan James



New Branch 127 member Eric Ting



California State Area Vice President Victor Garcia and Oakland Plant Manager Ramon Martinez



California 2 District Manager Jadgeep Grewal

**Central Illinois Branch 369 held its Spring Fling Dinner May 31 at Coopers Hawk Winery & Restaurant.**



Central Region Vice President Craig Johnson, Illini Area Vice President Luz Moreno and Illinois State President Toni Coleman-Scruggs



Central Region Vice President Craig Johnson addressed attendees.



Illini Area Vice President Luz Moreno spoke to Branch 369 members.

Branch 369 Vice President Mecki Smith, Central Region Vice President Craig Johnson, Branch 369 Legislative rep Lee Junious, Secretary Suzanne Hawkins, Illini Area Vice President Luz Moreno, Branch 369 President Kay Randle and Illinois State President Toni Coleman-Scruggs



Photos by Frederick W. McDonald



At the Florida/Georgia Bi-State Convention, NAPS Executive Vice President Chuck Mulidore swore in District 7 Vice President Janet Grandison. From left: Southeast Area Vice President Bobby Bock, Grandison, Florida State President Diane Goldstein and Mulidore.



Southeast Area Vice President Bobby Bock presented Clearwater Branch 386 member Robert Gary with a Special Achievement Award.

Southeast Area Vice President Bobby Bock presented Bill Quinn, Tampa Branch 81, a NAPS watch for signing the most new members in Florida.



Executive Vice President Chuck Mulidore and Southeast Area Vice President Bobby Bock presented Miami Branch 146 President Michael LeCounte the President of the Year Award.



Executive Vice President Chuck Mulidore and Southeast Area Vice President Bobby Bock presented John Harris, Atlanta Branch 82, the Southeast Special Achievement Award.

Southeast Area Vice President Bobby Bock presented Roxanne Butler, Atlanta Branch 82, a watch for signing the most new members in Georgia.



NAPS President Ivan D. Butts swore in the Pennsylvania State Executive Board at the 103rd Pennsylvania State Convention. From left: President Sue Bartko, Vice President Casey Uber, Secretary Michael Kugal, Treasurer Anthony DiRado, Area 1 Vice President Darryl Williams, Area 2 Vice President Phylcia Manes, Area 3 Vice President Patrick Timothy, Area 4 Vice President Eric Smith and Area 5 Vice President Ed Villanueva.



Pennsylvania State President Sue Bartko and NAPS President Ivan D. Butts expressed their appreciation to Don Ferguson, past Area 2 vice president, who officially retired. He also served as Blair County Branch 48 president. Special thanks to Don and his family for serving Pennsylvania State Branch 941.



The Alabama/Louisiana/Mississippi Convention was held June 13-14 in Baton Rouge, LA.



Louisiana-Mississippi Bi-State Branch President Larry Hamilton presented Louis M. Atkins Branch 209 Treasurer Cinderella Clark a Distinguished Service Award.



Central Gulf Area Vice President Dwight Studdard and USPS Labor Relations Policies and Programs Director Bruce Nicholson

Participating in the Q&A were, from left, Louisiana District HR Manager Celestine Jackson, NAPS President Ivan D. Butts, Alabama/Mississippi District HR Manager Daphne McClain, NAPS Executive Vice President Chuck Mulidore and USPS Labor Relations Policies and Programs Director Bruce Nicholson.



Birmingham Branch 45 Treasurer Carol Dangerfield, Montgomery District Branch 208 Supervisor Angela Crenshaw and Alabama/Mississippi District HR Manager Daphne McClain



Convention group photo with NAPS President Ivan D. Butts (left) and Central Gulf Area Vice President Dwight Studdard (right)





**The Pioneer Area Training Seminar and Tri-State Kentucky/Ohio/West Virginia State Convention were held June 15-16 in Evansville, IN.**



NAPS Secretary/Treasurer Jimmy Warden installed Jim (JJ) Jordan president, Louisville Branch 1.



NAPS Secretary/Treasurer Jimmy Warden installed, from left, Sandy Noble, president, Lexington Branch 322; Debbie Moore, vice president, Evansville Branch 55; and Rosemary Harmon, president, Kentucky State Branch 920.



From left: Past NAPS President Brian Wagner, Pioneer Area Vice President Ed Laster, NAPS Secretary/Treasurer Jimmy Warden, newly elected Ohio State Branch 938 President Timothy (Tim) Kopcash and Vice President Richard (Rick) Sargent, and Eastern Region Vice President Richard Green.



Kentucky State Branch 920 President Rosemary Harmon and Past NAPS President Brian Wagner at the Western-themed banquet.

From left: Eastern Region Vice President Richard Green, Pioneer Area Vice President Ed Laster, NAPS Secretary/Treasurer Jimmy Warden, William & Lilly Paige Cleveland Branch 46 President Deborah Jackson, Charles Johnson, Lashuanda Spears, Jacshica Laster, Capitol-Atlantic Area Vice President Troy Griffin and Branch 46 member Norris Sudberry.



From left: Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden, Charleston, WV, Branch 212 President Christina McComas, Pioneer Area Vice President Ed Laster and Capitol-Atlantic Area Vice President Troy Griffin. Not pictured: West Virginia State Branch 955 President Troy Rickles and Branch 212 officers Craig Baldwin and Mike Smith.



From left: Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden, Ohio State Branch 938 and Youngstown Branch 133 President Tim Kopcash, Akron Branch 63 President Deb Jones, Pioneer Area Vice President Ed Laster and Capitol-Atlantic Area Vice President Troy Griffin.

From left: Louisville Branch 1 Amber Braxton, Branch 1 President Jim Jordan, Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden, Kentucky State Branch 920 President Rosemary Harmon, Evansville Branch 55 Vice President Debbie Moore, Dan Hoyle, Pioneer Area Vice President Ed Laster, Lexington Branch 322 President Sandy Nobles, Capitol-Atlantic Area Vice President Troy Griffin and Branch 322 members Tonjua Darley and Paul Worley



From left: Eastern Region Vice President Richard Green, Dayton Branch 2 President Jill Lewis, NAPS Secretary/Treasurer Jimmy Warden, Branch 2 members Kevin Ogletree, Donna Jones, Margaret Hamm, Pioneer Area Vice President Ed Laster, Branch 2 members Cynthia Miegler, Raemonda Adams Hogue, Capitol-Atlantic Area Vice President Troy Griffin and Branch 2 members Elaine Barnett and Wesley Craig.



From left: Eastern Region Vice President Richard Green, NAPS Secretary/Treasurer Jimmy Warden, Long Isaac Keyes (Columbus) Branch 33 President Leslie Saunders, Kelly Bennett, Ohio State Branch 938 Vice President Richard Sargent, Pioneer Area Vice President Ed Laster and Capitol-Atlantic Area Vice President Troy Griffin.



The Northeast Region Training Seminar was June 27-28 in San Juan, PR.



Northeast Region Vice President Dee Perez conducted training.



New York Area Vice President Tom Hughes talked about the importance of SPAC; nearly \$13,000 was collected, exceeding the seminar goal.



Iris Colon, EAP clinician



Participating in the roundtable discussion were, from left: NAPS Secretary/Treasurer Jimmy Warden, Northeast Region Vice President Dee Perez, Executive Vice President Chuck Mulidore, New York Area Vice President Tom Hughes, USPS Labor Relations Director of Policies and Programs Bruce Nicholson, NAPS New England Area Vice President Bill Austin, Dillard Financial Solutions rep Lynn Yut, EAP Clinician Iris Colon, Postal Inspector Cemal Lazier and Long Island City Postmaster Frank Monteleone.



Cemal Lazier, postal inspector, Miami Division





Don Flak, USPS executive director, Performance/Field Operations Support



Elvin Mercado, USPS chief Retail and Delivery officer



Frank Monteleone, postmaster, Long Island City



Adyani Torres, USPS executive director, Insights and Operational Excellence



Tyrone Williams, USPS director, Field Operations Support



The SPAC Walkathon was led by Worcester, MA, Branch 6 President Dave Lum. Branch 6 designed and donated pins to sponsor the walk; the pins raised \$440. The walk started at the San Juan Marriott Resort, went through the streets of San Juan and ended on the beautiful beach with the flag of Puerto Rico.



Tu Tu, New York City Branch 100, and Woodley Moy, Long Island Branch 202, staffed the SPAC table.





The Texas State Convention was June 5-8 in Beaumont.



From left: Southern Region Vice President Jaime Elizondo Jr., Texas Area Vice President Pamela Davis, Texas State Branch Area 5 Vice President Jessie Austin, Texas State Branch President Mae Fletcher and Texas State Branch Area 3 Vice President Melvin Johnson.



Dallas, San Antonio and Waco delegates



Members of the Texas Auxiliary sold raffle tickets.



Southern Region Vice President Jaime Elizondo Jr. and Texas Area Vice President Pamela Davis installed the newly elected Texas State Board, from left: Elizondo, Davis, President Debra Foster, Area 4 Vice President/Rick Longoria Branch 229 President Michelle Soliz, Area 3 Vice President/Heart of Texas Branch 203 President Melvin Johnson, Area 2 Vice President Francisco (Tony) Berlan and Area 5 Vice President Jessie Austin.

Fort Worth Branch 124 delegates, from left: Sheryl Culp, Darla Fonda, Kevin Kukucka and President Elaine Kukucka.



**National Association of Postal Supervisors**

# **Louis M. Atkins Presidential Student Scholarships**

**Deadline: Dec. 31, 2025**

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



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

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

Applications must be received no later than Dec. 31, 2025. Online applications only will be accepted using the NAPS website. Go to [www.naps.org](http://www.naps.org) and log into the “Member Portal” (upper right on the home page) to apply for the **Louis M. Atkins Presidential Student Scholarships**.

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: Log into the “Member Portal” at [www.naps.org](http://www.naps.org)**



# USPS Employees Remain Committed

**Bobby Bock**

*Southeast Area Vice President*

In my 42 years with the United States Postal Service, I have had the opportunity to serve under 12 different postmasters general. Each one has left their distinct mark on the organization.

Many seasoned postal employees will remember Marvin Runyon—known across the ranks as “Carvin’ Marvin”—for his sweeping attempt to restructure the Postal Service during his tenure.

When Louis DeJoy was appointed, he introduced the “Delivering for America” plan, which led to a significant transformation in our operational structure. He launched the Sorting and Delivery Centers (S&DCs) and restructured many of our mail processing centers in an effort to modernize the network.



Following DeJoy’s departure, Doug Tulino stepped in as interim PMG. He brought a wealth of postal knowledge and a steady hand during a transitional time. Under his leadership, the Postal Service remained stable and focused, easing the transition between permanent leaders.

Now, the Postal Service Board of Governors has appointed David Steiner as the 76th postmaster general. Steiner brings with him a strong background in corporate leadership, having served as president and CEO of Waste Management and, most recently, as a board member at FedEx Corporation.

Steiner steps into this role at a pivotal time. The “Delivering for America” plan remains a central focus, but there are ongoing challenges ahead. Among them is the modernization of our fleet.

The rollout of the Next Generation Delivery Vehicle (NGDV) has been slower than anticipated. Additionally, Vehicle Maintenance Facilities (VMFs) across the country are in urgent need of proper resources, including tow trucks. Towing continues to be one of the largest, non-accident-related expenses for the VMF. We need better tools to manage our fleet effectively.

To our new postmaster general, I offer this message: The 600,000-plus employees of the Postal Service are dedicated, hardworking and committed to serving the American public every single day. With collaboration among the postal unions, management associations and leadership, we will continue to move forward and face every challenge head-on.

I look forward to meeting PMG Steiner and working together to ensure the continued success of the Postal Service. Welcome aboard!

**bocknapsseavp@aol.com**

# Eastern Region Celebrates Successful Conventions

**Richard Green**

*Eastern Region Vice President*

When we move from the cold winter to spring and summer, we all look forward to good weather. But what I look forward to is NAPS’ state convention season!

Over the past few months, conventions have been going on across the country where NAPS members come together to conduct business, hear from NAPS and USPS leadership,

as well as network and learn together. What a great convention season we have had in the Eastern Region.

I want to thank Area Vice Presidents Troy Griffin, Ed Laster and Tony Dallojacono for their exceptional leadership. Thanks, also, to the state and local branch leadership teams for all they do in making these events come together and be beneficial to our members.

If you are not involved, I challenge you to become involved with your

local branch so I can meet you at next year’s convention. I want to share some highlights from our conventions in the Eastern Region.

The Capitol-Atlantic Five States Convention was in Falls Church, VA. Thanks to Troy and the team for a great convention! Members from Maryland, the District of Columbia, Virginia and North and South Carolina were in attendance. USPS leadership was represented by Chief Retail and Delivery Officer Elvin Mercado.

He shared his vision for the direction of the delivery side of the house.

Mercado discussed three indicators that he uses to drive success: Engagement, accountability and results. I look forward to working with Mercado to ensure NAPS members see where they fit in the future and how we can be a part of the future success of the USPS.

NAPS Headquarters was represented by Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden. Legislative updates and financial training were provided to equip our members with information to share with their members.

The Pennsylvania State Convention was in Harrisburg, PA. Thanks to Tony D. and the Pennsylvania leadership team for all their work to ensure a successful meeting. NAPS President Ivan D. Butts provided a detailed briefing on the status of the NAPS lawsuit against the USPS. Members left with a clear understanding of our position

and ready to continue the fight.

HR training was conducted by Sue Bartko, Pennsylvania State president.



The training was informative and provided our members with tools to more effectively manage their offices.

The Pioneer Area Convention was in Evansville, IN. Thanks to Ed and the team for a great convention. Members from Ohio, Kentucky, Indiana and West Virginia were in attendance. NAPS Secretary/Treasurer Jimmy Warden provided a legislative briefing on legislation impacting our members being debated in Congress at the time. All delegates in attendance took the opportunity to reach out to their senators using the platform NAPS Headquarters provided. If you would like to do the same, please reach out to us and we will assist you.

The New Jersey State Convention was in Atlantic City. Thanks to Tony D. and the team for a great convention. USPS speakers included Greg Ferris, postmaster, Kilmer S&DC;

Tony Impronto, director, Post Office Operations; Jill Minniard, director, Field Labor Relations, Atlantic Area; Bruce Nicholson, director, Labor Relations Policies and Programs; and Dane Coleman, vice president, Processing Operations.

A wealth of information was shared with delegates concerning upcoming changes and vision for the Postal Service. Coleman was optimistic about service improvement trends and driving the transformation of the processing network to prepare the Postal Service for the future.

This is just a snapshot of the importance and impact of information shared during convention season. If you are not involved in your local branch, get involved! We need your presence at your conventions.

You are missing out on great networking opportunities, as well as opportunities to learn more about where the USPS is going and understanding the key role NAPS plays in the day-to-day operations of the agency.

Fighting for membership!

**rgreen151929@aol.com**

## Knowledge Is Power

**Myrna Pashinski**

*Rocky Mountain Area Vice President*

**L**et's talk about being indebted to the USPS for a shortage on your unit reserve. What would you do if there was an audit of your unit reserve and a major shortage was found? Who's responsible for the shortage?

If you manage the unit and have a supervisor, the supervisor is responsible because they signed for the stock. If you are the postmaster, you might say you are responsible because you signed for the unit reserve; in both cases



you would be right.

The financial obligation rests with the person who signed for the unit reserve. However, that doesn't necessarily protect you as the manager from corrective action if you did not provide the proper resources, training and coaching to your subordinate team member.

Corrective action to anyone in case of a shortage is not the subject of this column, even though we all know that is the first result of a unit reserve shortage—some sort of letter of corrective action followed by the

dreaded letter of debt saying how much you owe the USPS.

NAPS is here to help with the letter of debt for your team member and our NAPS member. That will be the topic of a different column, but I thought about what else is available to protect against such a loss for a member.

As the manager or postmaster, you might not be obligated to cover the cost of the shortage of your supervisor. So, I Googled: "I work for the USPS and am responsible for a stamp unit reserve of \$250,000. What type of insurance do I need to protect myself from an audit shortage?"

Here's the AI overview:

"Based on the information pro-



vided, it's important to understand the concept of financial liability in the USPS context and how it relates to your role as a stamp unit reserve custodian.

1. Your responsibility:

- As a USPS employee assigned a fixed credit, such as a stamp unit reserve, you are held strictly accountable for its full value, which is \$250,000 in your case.

- If a financial audit reveals a shortage in the reserve, you are financially liable unless you can demonstrate reasonable care in fulfilling your duties.

2. Tolerance and accountability:

- There's a defined tolerance amount for stamp stock counts in the unit reserve, which is based on a specific chart and has a maximum limit of \$150.

- However, if a shortage exceeds this tolerance amount or if the unit reserve stock is canceled or transferred, you, as the custodian, are responsible for the entire shortage amount.

3. Types of insurance:

- While the USPS offers insurance for mail and packages against loss or damage during transit, which is rele-

vant for individual shipments, this type of insurance is not designed to cover shortages in the stamp unit reserve itself.

- The relevant type of protection in your situation generally is known as a fidelity bond.

- A fidelity bond is designed to protect the employer (in this case, the USPS) from financial losses resulting from the dishonest acts of employees, such as theft or embezzlement.

4. How a fidelity bond works:

- If a financial audit reveals a shortage in your stamp unit reserve due to actions covered by the fidelity bond, the bond would pay out to the USPS, covering the loss.

- The bond acts as a form of security for your obligations as the custodian of the stamp unit reserve.

5. Additional considerations:

The USPS may require you to have a fidelity bond in place, especially given the substantial value of the stamp unit reserve for which you are responsible.

- The amount of the bond would be determined by the USPS to ensure adequate protection of their interest.

- You may need to check your

employment agreement or relevant USPS policies to determine if a fidelity bond is required and how it would be obtained.

In summary, to protect yourself against potential financial liability for a shortage in your stamp unit reserve resulting from a financial audit, you typically would need a fidelity bond. This bond provides assurance to the USPS that it would be compensated for any losses due to covered acts of dishonesty by an employee responsible for handling funds or property."

The definition of a fidelity bond is extremely negative. It covers employees for dishonesty and fraud, but what isn't negative about a shortage in your unit reserve—no pun intended?

A shortage is scary, but it's good to know there's insurance for that type of indebtedness to the USPS, even when you were not acting dishonestly or fraudulently. The audit revealed a shortage; it didn't reveal your character.

I'm not an insurance agent, just a proponent for you knowing there is insurance that could protect you if you were held accountable for your unit reserve shortage.

**vprma6state@aol.com**

## What Is RTO? Why Do We Have It?

### Dan Mooney

*North Central Area Vice President*

**W**e all know the USPS has decided to fully implement the Regional Transportation Optimization (RTO) initiative on a national scale. The Postal Regulatory Commission (PRC) gave an advisory opinion against implementing RTO, saying it would have a negative impact on service, particularly in rural America. RTO also means the end to overnight Express Mail for 71% of the ZIP codes under the RTO umbrella.

Basically, RTO means if you are a smaller post office outside 50 miles from a processing center, you will not have your mail picked up at the end of the day. It will be picked up the next morning when mail is brought to be delivered that day. Mail taken in over the counter, mail brought back by carriers and mail collected from collection boxes will remain at the office until the next morning and be picked up and taken to be processed.



The plus to this initiative is it is supposed to save millions of dollars by eliminating PM dispatches in RTO offices. The negative is this initiative will slow down mail, mainly in rural America. It also will eliminate overnight Express Mail in many post offices.

Understand the impacts and theories behind this initiative. Approximately 71% of the country's ZIP codes will be impacted by RTO; 29% will not be impacted. Approximately

47% of the nation's population will be impacted who live in the 71% of impacted ZIP codes. Conversely, 53% of the nation's population lives in the 29% of the ZIP codes not being impacted by RTO.

The USPS claims approximately 11% of the mail will have slower/lower service standards. This means the amount of mail generated in the 71% of ZIP codes and 47% of the population—which is rural America and impacted by RTO—makes up a relatively small portion of the overall mail volume.

Conversely, most of the U.S. mail volume is generated in the 29% of ZIP codes and 53% of the population

(urban America) that will not be RTO. Bottom line, the USPS is banking it will save a lot of money to outweigh the negative service impact to a small amount of rural mail.

The USPS has lowered service standards to accommodate the impact of RTO. Customers and the general public are not made aware when RTO is implemented. They don't know if they rush to the post office to mail something before it closes that it won't go out that night; it will go out the next morning.

They won't know if collection box pickup times are changed and, if the times are changed, what the new time is. They don't know the mail in

collection boxes picked up that night will sit in the post office overnight.

We should let customers know when their service has changed, how it's changed and that we are doing it to save money and keep the company viable. Let's all hope for the sake of the USPS that the savings outweigh the service impacts when all is said and done.

Hopefully, this has given you a better understanding of RTO, the rationale and impacts behind it. Keep the faith and stay on the high road, the view is much better!

**dan\_9999@msn.com**

## Endless Emails, Plus a 'Madden' Workload!

**Dee Perez**

*Northeast Region Vice President*

**I**s it the amount of work we need to accomplish in a day or keeping current with our daily emails that's driving people insane? The challenging aspect of this job as an EAS employee is being able to handle everything related to compliance and manage your team while dealing with numerous emails and various programs daily.

When a postmaster walks into their office and turns on the computer at 8 a.m., 50 emails usually are waiting; on a Monday, it could be double that number. If the postmaster was off for a week, as our Secretary/Treasurer Jimmy Warden would say, "Fuhgeddaboutdit!" You are talking 100s of emails.

It's even worse if you are an MPOO or anyone above that level in leadership; the email traffic is out of control. Santa's little helpers who happen to be your peers who are

sending additional emails thinking they are helping their MPOOs—you are not! The duplicated number of emails daily is enough to drive a sane person insane.

Making matters worse is the person who responds by hitting "Reply



All" instead of responding to only the sender. This drives everyone bonkers. Nobody cares about your issues, but they do care when they receive another email about the same topic because someone "Replied All," which sets off a chain reaction for others to follow. Don't "Reply All," folks! Please stop.

The supervisor's job is a key figure in a company's management structure, responsible for overseeing a group of employees to ensure productivity and effective performance. Supervisors play a crucial role in embodying company values and expectations. But, in this USPS world, there are far more responsibilities.

These days, EAS employees are involved in Human Resources, Labor,

workforce planning, vehicle management and acting as a safety expert, Retail specialist, attendance expert, EAP counselor, analytics research expert, master communicator expert and more! The list is far greater than this list.

While you are required to conduct daily street observations, let's not forget you also must counsel customers on packages they are expecting that have not yet arrived at your office. This alone has grown into a herculean task to satisfy customers and receive a positive rating.

Everything we do, we are told, is for our NPA to increase our salary because, unlike the craft, we do not have guaranteed raises; regardless of what we do, it's all about NPA. I understand this and I'm thankful for the opportunity to know why it works this way.

However, we have leaders who need to tone down their volume and be more respectful toward their subordinates when failures occur. We do not manage robots; we manage people—people who have good days and

*Continued on page 40*



## Bob Levi

Director of Legislative & Political Affairs



Six months ago, I traveled to the California Postal Legislative Coalition and issued a clear warning that congressional and White House attacks on postal bene-

mented by NAPS' timely legislative conference in early April.

NAPS was not misled by those who counseled restraint. NAPS refused to stand by and simply "monitor" the situation while its members were being targeted by those seeking to demonize postal and federal employees.

of those direct threats remained in the bill at the time it reached the president for his signature on July 4.

Also, NAPS was one of the first groups to recognize that several House-passed provisions targeting postal employees violated the Senate's "Byrd Rule," a parliamentary decree that limits the scope of provisions included in a reconciliation bill. Moreover, NAPS pointed out that the increased FERS contribution assessed to newly hired or promoted EAS-level postal employees would have increased the federal deficit by \$111 million. Also, the subsequent Senate language that would have expanded the FERS assessment to all newly hired postal employees would have increased the deficit by more than \$1 billion.

In late June, when Senate leadership unveiled its second-to-last and, subsequently, its penultimate version of H.R. 1, NAPS inundated key members of the House and Senate and their staff members with phone calls, emails and text messages—day and night, weekday and weekend. Of course, we also met with them in person, but not at night or during the weekend.

In those communications and meetings, we explained that the proposals to cut postal supervisor, manager and postmaster pay; charge

## Stopping Bad Things From Happening—For Now

fits and the Postal Service were imminent. Indeed, a few days after the conference, House leadership zeroed in on the postal and federal workforce.

Throughout the past half-year, NAPS' communications with its members have been consistent—engage with and persuade policymakers to reject proposed cuts. To their credit, NAPS members have been aggressive and effective legislative advocates. This activism was successful and must continue.

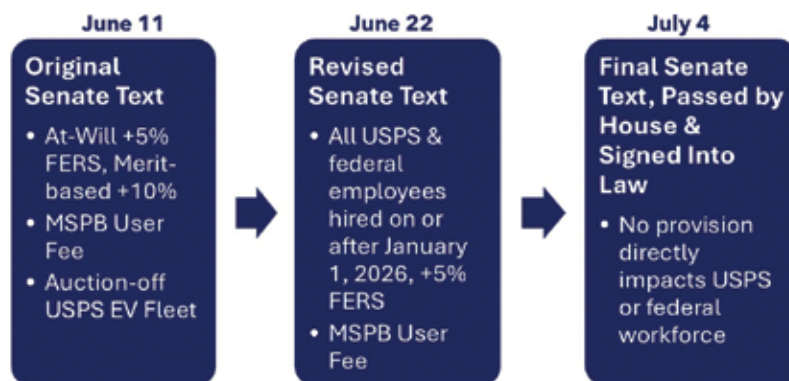
There were those who counseled and practiced restraint, suggesting the House Budget Committee's early-February budget framework—which proposed significant cuts to the pay and benefits of the postal and federal workforce—merely was a "framework." However, seasoned legislative professionals knew full-well the outline would be the foundation of the effort to underwrite massive tax cuts, increased border security and immigration control funding and a surge in military spending.

NAPS was one of the few organizations that, early on, activated a major, online, legislative advocacy campaign to reject the budget framework. The campaign was comple-

Concurrent with the call for benefits cuts was the White House's loud drumbeat promoting postal privatization and Postal Service submission to another federal agency. NAPS voiced full-throated declarations opposing these dual plots to dismantle the Postal Service. Moreover, we aligned with the postal unions to rally opposition to postal privatization and postal surrender. Indeed, the unions reciprocated by participating in our April rally in front of the U.S. Capitol.

Timely NAPS political activism helped generate enough congressional resistance to the anti-postal employee provisions in H.R. 1, the Budget Reconciliation Act, that none

### Reconciliation Process – End Game



EAS-level postal employees a fee for exercising their due-process rights; and require the USPS to abandon vehicle modernization and its electric vehicle fleet would devastate NAPS members, harm the Postal Service and violate the Byrd Rule.

It is noteworthy that the House passed H.R. 1 on May 22 by a single vote. On July 1, the Senate's revised version of H.R. 1 needed the vice president to break a 50-50 tie to pass the legislation. And on July 3, when the Senate-passed version returned to the House for final consideration, it squeaked by with a four-vote majority.

During each step in the legislative process, a succession of anti-postal provisions were dumped. Nevertheless, the president signed into law a highly controversial and partisan bill that certainly will lead to further risks to postal and federal employees.

Removal of the provisions to which NAPS objected bought time. Noted economists and the Congressional Budget Office have warned that H.R. 1 will increase the federal deficit by \$3.4 trillion over the next decade—a gap as wide as the Grand Canyon and as deep as the Mariana Trench.

In the near and long terms, Congress and the administration will be seeking legislative ways to reduce this self-created deficit. In fact, House Speaker Mike Johnson (R-LA) declared he is contemplating another reconciliation bill. NAPS already is planning for it.

While H.R. 1 was working its way through the Senate, the House Government Operations Subcommittee conducted a June 24 hearing on the U.S. Postal Service's future. NAPS Executive Vice President Chuck Mulidore submitted testimony on behalf of the 47,000 postal supervisors, managers and postmasters represent-

ed by NAPS (*see page 8*). The congressional panel heard from representatives of two mailer groups, three “academics” and the NALC.

In sum, the panel criticized the USPS’ “Delivering for America” plan and opposed “outright” postal privatization. The mailers, however, support increased use of postal partnerships with the private sector, particularly regarding mail processing and logistics.

There also was discussion about the number of post offices and outsourcing mail processing functions. Toward the end of the hearing, Chairman Pete Sessions (R-TX) and Ranking Democrat Kweisi Mfume (D-MD) publicly acknowledged, on the record, the constructive legislative work of Mulidore and yours truly.

Indeed, we were humbled by the shout-out. Therefore, after the hearing, we took the opportunity to thank them for their kind words and proceeded to discuss several issues of unique concern to NAPS members.

These valuable conversations will continue. Nevertheless, it is unclear how the full House Oversight and Accountability Committee will proceed since new Postmaster General David Steiner assumed leadership of the agency in mid-July.

In addition, the president, reflecting his desire for a partisan shift on the USPS Board of Governors, nominated two Republicans to the postal panel: Anthony Lomangino and John LaValle. Lomangino will succeed Roman Martinez IV who currently is serving a “holdover year.”

Lomangino is in the waste man-

agement and recycling business, first in New York, then in South Florida. He also was a major fundraiser for President Trump. LaValle will replace Democratic member Anton Hajjar.

LaValle heads up a law practice, specializing in real estate issues. In February, LaValle was appointed as Department of Energy’s White House liaison. Previously, LaValle was elected to a variety of local positions in Suffolk County, New York.

On a final note, the Inspector General (IG) for the Office of Personnel Management (OPM) issued a “Flash Report” on July 2 that warned OPM has failed to ensure it has the necessary staff and finances to successfully manage the 2025 Postal Service Health Benefits (PSHB) Program open season. Specifically, the IG is concerned that OPM layoffs, retirements and hiring freezes have left insufficient staffing to effectively administer the PSHB enrollment platform.

In addition, the IG warned that Congress’ failure to fulfill OPM’s 2024 request for additional funding to administer the PSHB may hamper operations. NAPS immediately communicated its deep concern to the USPS and members of Congress tasked with overseeing the implementation and operation of the PSHB. We want to make sure the 2025 PSHB open season goes smoothly.

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

## 2025 NAPS State Conventions

Dates	State(s)	Location
Sept. 14	New York	Westchester Marriott, Tarrytown



# Identify and Support Our Future Leaders

Peggie Bednar

**W**hat a wild, past couple of months it has been! After intense discussions and advocacy, we diligently fought to retain our Federal Employees Retirement System (FERS) benefits that were a crucial component of the recent legislation, H.R. 1.

I am thrilled to announce that our efforts at NAPS Headquarters were not only tireless, but ultimately successful in protecting these essential benefits. This victory re-



flects the commitment and hard work of everyone involved, ensuring current and future federal and postal employees can depend on their retirement security. Visit the [www.naps.org](http://www.naps.org) website and click on the

“Legislative Center” to read about how this came about and what was needed to get it done.

As postmasters, we advocate with USPS upper management to secure the resources necessary for our success. Legislative issues also require our active advocacy; we must fight for them. I firmly support

our SPAC initiatives and contribute to the funds because I believe in their potential to drive significant growth and innovation.

We are dedicated to the mission of identifying and nurturing the next generation of talented leaders who will shape the future of the Postal Service. This journey presents challenges, especially when encountering individuals who struggle to see themselves as leaders.

However, as we gain a deeper understanding of our influence in the office, we can engage in meaningful conversations with those who show

*Continued on page 43*

## 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.*

# 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
Hoerner, Thomas	FL	Branch 420
Van Horn, Gail	FL	Branch 154
Devaney, David	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Christopher, Arthur	TX	Branch 122
Jackson, Alice	VA	Branch 526

## June Contributors

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

Hoerner, Thomas	FL	Branch 420
Van Horn, Gail	FL	Branch 154
Jones, Wilmore	MD	Branch 42
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96

### VP Elite (\$750)

Rosario, Tamara	ME	Branch 96
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### Secretary's Roundtable (\$500)

Brathwaite, Rafael	AL	Branch 45
Gibson, Lelton	CA	Branch 88
Jones, Marilyn	CA	Branch 39
Bock, Robert	FL	Branch 406
Valuet, John	ID	Branch 915
McCartney, Kelly	KS	Branch 919
Foley, Paul	MA	Branch 120
Elyea, Chad	MI	Branch 142
Tessmer, Stephen	MI	Branch 508
Olson, Chad	ND	Branch 937
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Carmona, Richard	TX	Branch 122

Peters, Diane	TX	Branch 122
Green Jr., Richard	VA	Branch 98
Thomas, Carlos	VA	Branch 98
Gruetzmacher, Bjoern	WA	Branch 61

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

Hardwick, Andrew	AL	Branch 208
Studdard, Dwight	AL	Branch 45
Austin, William	CT	Branch 47
Goldstein, Diane	FL	Branch 156
Gucmeris, Algimantas	FL	Branch 420
LeCounte, Michael	FL	Branch 146
Long, Pamela	FL	Branch 577
Pierce, Annette	IL	Branch 255
Boudreaux, Charla	LA	Branch 209
Lum, David	MA	Branch 6
Byrum, Jimmy	MI	Branch 508
Krzycki Jr., Kenneth	MI	Branch 508
Johnson, Craig	MO	Branch 36
Kindsvatter, Leo	MT	Branch 929
Wu, Karen	NH	Branch 932
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Paige, Lillie	OH	Branch 46
Aldape, Pamela	OR	Branch 66
Bartko, Susan	PA	Branch 20
Timothy, Pat	PA	Branch 941
Erickson, David	SD	Branch 946
Magnuson, Sonny	SD	Branch 946
Austin, Jessie	TX	Branch 122
Clark, Bobby	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Brandt, Junemarie	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

### Supporter (\$100)

Billingsley, Mary	AL	Branch 208
Brooks, Rita	AL	Branch 208
Brown, Adrienne	AL	Branch 45
Cannon, Stacey	AL	Branch 26
Carter, Pamela	AL	Branch 901



## *In Memory of Tommy Roma*

The following NAPS members made contributions to SPAC in memory of longtime Northeast Region Vice President Tommy Roma at the Northeast Region Training Seminar, June 27-28, in Puerto Rico:

Victor Arroyo, Branch 85	Anthony Geritano, Branch 202	Brenda Piedra, Branch 102
Bill Austin, Branch 47	Jeff Goldman, Branch 164	Renee Rafuse, Branch 102
Christine Bailey-Tolliver, Branch 459	Ernesto Gonzalez, Branch 406	Calvin Robinson, Branch 85
Tom Barone, Branch 202	Juana Guerrero, Branch 100	Joaquin Rodriguez, Branch 216
Penny Bradley, Branch 235	Miriam Hernandez, Branch 459	Paul Ross, Branch 7
John Bu, Branch 68	Tom Hughes, Branch 100	Christy Schirching, Branch 27
Antonio Cabrera, Branch 216	Ernesto Irizarry, Branch 216	Melissa Seaward, Branch 85
Cathy Catania, Branch 7	Deborah Jackson, Branch 46	Aaron Smith, Branch 27
Gwendolyn O'Garro Chadwell, Branch 216	Marcia Kimbrough, Branch 46	Danika Tai, Branch 68
Shaunna Chyreck, Branch 27	Liane LaFoe, Branch 235	Tu Tu, Branch 100
David Conover, Branch 100	Dave Lum, Branch 6	Francisco Vazquez, Branch 110
Hector Cuadrado, Branch 5	Rosalie Martial, Branch 68	Francisco Villalobos, Branch 216
Kathleen Cusyk, Branch 7	Erin Morrisroe, Branch 47	Mark Velez, Branch 164
Walter DeBerry, Branch 68	Woodley Moy, Branch 100	Richard Walston, Branch 441
Diane Duncan, Branch 85	Jamaal Muhammad, Branch 68	Ivonne Warden, Branch 100
Darius Evan, Branch 85	Chuck Mulidore, Branch 133	James Warden, Branch 68
Michael Flood, Branch 102	Mariel Murillo, Branch 466	Denis Wright, Branch 3
Paul Foley, Branch 120	Juan Pastor, Branch 100	Karen Ximenez, Branch 244
Dennis Gawron, Branch 27	Veronica Patterson, Branch 100	Lynn Yut, Branch 66
	Dee Perez, Branch 202	Paul Zimolka, Branch 83

Coleman, Marby	AL	Branch 45
Crenshaw, Angela	AL	Branch 208
Dangerfield, Carol	AL	Branch 45
Finch, Shaquila	AL	Branch 26
Long, Emanuel	AL	Branch 45
Massey, Eddie	AL	Branch 399
McClain, Daphne	AL	Branch 45
Sullivan, Tyjuana	AL	Branch 26
Wilson, Leonard	AL	Branch 45
Winchester, Valerie	AL	Branch 26
Johnson, Patrick	CA	Branch 266
Cuadrado, Hector	CT	Branch 5
Bivins, Rosena	FL	Branch 296
Brady, Catherine	FL	Branch 420
Brock, Tammy	FL	Branch 81
Calhoun, Clothelia	FL	Branch 354
Delucia, Keith	FL	Branch 386
Gilbert, Belinda	FL	Branch 425
Hutt, Jeff	FL	Branch 478

King, David	FL	Branch 420
Meadors, Joan	FL	Branch 146
Paisley, Sabrena	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Vera-Millan, Yolanda	FL	Branch 321
Cook, Carol	IL	Branch 14
Clark, Cinderella	LA	Branch 209
Gardner, Michael	LA	Branch 73
Hamilton, Larry	LA	Branch 209
Patterson, Lydia	LA	Branch 73
Anderson, Paul	MA	Branch 498
Lewin, Kim	MA	Branch 118
Moscaritolo, Anthony	MA	Branch 43
Jackson, Edward	MD	Branch 531
Lothridge, Derek	ME	Branch 96
Simpson, Erich	ME	Branch 96
Bodary, Joseph	MI	Branch 268
Easterwood, Roberta	MI	Branch 130
Hommerson Jr., David	MI	Branch 130



# SPAC Scoreboard

(Statistics reflect monies collected June 1 to June 30, 2025)

## National Aggregate:

\$120,019.02

## National Per Capita:

\$4.50

## Region Aggregate:

1. Eastern.....	\$29,781.00
2. Southern.....	\$29,006.10
3. Western.....	\$28,166.98
4. Central.....	\$18,241.21
5. Northeast.....	\$14,823.73

## Region Per Capita:

1. Western.....	\$5.30
2. Southern.....	\$5.22
3. Eastern.....	\$4.82
4. Central.....	\$4.15
5. Northeast.....	\$2.97

## Area Aggregate:

1. Pacific.....	\$21,735.50
2. Capitol-Atlantic.....	\$21,326.65
3. Southeast.....	\$10,608.10
4. New England.....	\$ 8,453.62
5. Texas.....	\$ 7,428.00
6. Central Gulf.....	\$ 7,360.00
7. North Central.....	\$ 6,424.56
8. Pioneer.....	\$ 6,308.85
9. Michiana.....	\$ 5,445.00
10. Mideast.....	\$ 4,460.50
11. Illini.....	\$ 3,995.50
12. Cotton Belt.....	\$ 3,748.00
13. Northwest.....	\$ 3,595.48
14. New York.....	\$ 3,055.11
15. Rocky Mountain.....	\$ 2,836.00
16. MINK.....	\$ 2,376.15

## Area Per Capita:

1. Central Gulf.....	\$9.83
2. Pacific.....	\$7.71
3. North Central.....	\$7.18
4. Capitol-Atlantic.....	\$6.39
5. New England.....	\$5.88
6. Southeast.....	\$5.04
7. Pioneer.....	\$4.59
8. Michiana.....	\$4.53
9. Texas.....	\$4.26
10. Cotton Belt.....	\$3.90
11. Northwest.....	\$3.46
12. Illini.....	\$3.30
13. MINK.....	\$2.18
14. Rocky Mountain.....	\$1.99
5. Mideast.....	\$1.72
16. New York.....	\$1.33

## State Aggregate:

1. California.....	\$20,510.50
2. Maryland.....	\$10,363.00
3. Florida.....	\$ 9,576.10
4. Texas.....	\$ 7,428.00
5. Virginia.....	\$ 6,874.50

## State Per Capita:

1. Maine.....	\$22.68
2. Maryland.....	\$16.50
3. Alabama.....	\$15.91
4. South Dakota.....	\$13.90
5. North Dakota.....	\$13.63

## Drive for 5

## Members by Region:

1. Eastern.....	39
2. Southern.....	39
3. Western.....	34
4. Central.....	34
5. Northeast.....	28

## Aggregate by Region:

1. Eastern.....	\$9,722.50
2. Western.....	\$8,503.98
3. Southern.....	\$7,734.48
4. Northeast.....	\$5,372.11
5. Central.....	\$4,984.00

Hughes, Carmen	MI	Branch 925
Hunsanger, Laurianne	MI	Branch 508
Orlando, Carmelo	MI	Branch 268
Orloski, Rose	MI	Branch 508
Pryjowski, Cheryl	MI	Branch 268
Schneider, Irene	MI	Branch 508
Turner, Michele	MI	Branch 508
Guodace, Jodene	ND	Branch 937
LaFlamme, Barbara	NH	Branch 932
Jackson, Deborah	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Walker-Hoffman, Denise	OR	Branch 940
Yut, Lynn	OR	Branch 66
Branch, Shaun	RI	Branch 105
Peters, Leitrim	RI	Branch 105
Heberlee, Carrie	SD	Branch 946
Nation, Linda	SD	Branch 946
Nielson, Tracey	SD	Branch 946
Weier, Craig	SD	Branch 946
Blakely, Kathy	TN	Branch 41
McMurry, Robert	TN	Branch 165
Miller, Ovetta	TX	Branch 9
Shawver, Stephen	TX	Branch 122
Barrett, Teresa	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Farmer, Deborah	VA	Branch 526

## Endless Emails, Plus a 'Madden' Workload!

*Continued from page 33*

bad. This is what leadership needs to understand.

Nobody can wear all these hats at once and maintain their composure or consistently do everything required daily and be successful at the same time. At what point does the USPS notice that its front-line EAS employees are overwhelmed with daily tasks and responsibilities? When is it enough already or do you keep pushing until someone snaps?

It's difficult enough to have an hour's lunch, although recommended by all levels of management. It's humorous how Zoom meetings are scheduled at noon, 1 or even 2 p.m.—the hours you most likely would be having a lunch break. But nobody has the time anyway to walk away.

From all the venting emails and text messages I receive, the consensus is everyone can't wait to retire or find something normal because the amount of work and responsibility EAS employees have today is not normal by anyone's standards.

Remember, MM=membership matters!

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



# 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](mailto: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:**

*Dillard*  
Financial Solutions, Inc.



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

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILIARY



# Caring for the Caregivers

## Leadership With Compassion and Awareness



**Submitted by the USPS Employee Assistance Program**

**A**t the Postal Service, supervisors serve as the backbone of daily operations. You ensure the mail moves efficiently, safety protocols are followed and teams perform at their best.

But, beyond logistics and leadership metrics, you carry another equally vital role—supporting the human beings behind the work. Among them are caregivers—employees who, after clocking out, go home to care for aging parents, ill spouses, children with special needs or others who rely on them.

These dual responsibilities often create a silent struggle. While caregiving is a profound act of love and duty, it also can lead to chronic stress, emotional exhaustion and physical fatigue. And because USPS employees are among the most dedicated and resilient, many will try to push through without letting anyone know they're struggling. But, over time, the pressure may show up in

unexpected ways—missed time, irritability, fatigue, difficulty concentrating or even safety issues.

### Recognizing the Warning Signs

As a USPS supervisor, you are uniquely positioned to notice these early warning signs—both in your employees and in yourselves. It's important to understand that changes in an employee's behavior are not always indicators of disengagement or poor performance. They may be signals of someone who is overwhelmed and trying to carry a hidden load. For example:

- Increased callouts or schedule conflicts might reflect not carelessness, but the unpredictability of caregiving at home.
- A shift in mood or energy could signal exhaustion, not lack of motivation.
- Emotional withdrawal or irritability may stem from stress that has nothing to do with work—and

everything to do with personal responsibilities.

Creating a supportive work environment doesn't mean taking on your employees' personal problems. It means cultivating a culture of awareness, empathy and access to resources. A quick check-in or a reminder about the Employee Assistance Program (EAP) can go a long way.

The EAP offers confidential support, including counseling, stress management tools and referrals for caregiving services. When employees feel supported, they're more likely to manage stress well, maintain engagement and stay safe on the job.

### Support Starts With You

Many USPS supervisors are caregivers themselves. You're expected to lead with consistency and strength, even when life at home is emotionally demanding or physically exhausting. The pressure to stay composed

while managing personal caregiving responsibilities can take a heavy toll.

Know this: Asking for help is not a weakness—it's a leadership strength. Recognizing your own limits and taking proactive steps to care for your mental, physical and emotional well-being is not selfish—it's essential. When your well-being is intact, you lead more effectively, respond more compassionately and model healthy boundaries for your team.

If you're navigating caregiving in your own life, take time to explore the support available to you. The EAP is not just a resource for your employees—it's for you, too. Whether it's a confidential counseling session, practical guidance or simply having someone listen, reaching out can be the first step toward restoring balance.

### USPS Leadership Is Human-Centered

When you recognize and respond to caregiver stress—in others and in yourself—you strengthen the heart of our organization. You foster a culture of empathy and resilience that allows every team member to thrive, both at work and at home.

As a USPS supervisor, you not only are managing performance, you are

stewarding people. And in caring for the caregivers, you demonstrate what true leadership looks like. You have the power to shape a culture where employees—and supervisors—don't have to carry their burdens alone.

Take a moment this month to check in with your team. Look beyond performance and ask how

they're doing. Encourage use of the EAP. And if you are navigating caregiving challenges yourself, consider reaching out, as well.

Lead by example. And remember, caring for others starts with caring for yourself. Visit [EAP4YOU.com](http://EAP4YOU.com) or reach out to the EAP at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341.

### Identify and Support Our Future Leaders

*Continued from page 36*

untapped potential. Together, we can explore their strengths and aspirations, shedding light on the leadership paths they have yet to envision for themselves.

When you identify a potential future leader, it is essential to invest in their growth and provide them the tools needed to enhance their skills. When the time comes for them to take a significant leap, prioritize being present and offer your unwa-

vering support.

Your guidance will empower them to succeed. By empowering someone, you allow them to walk, run and occasionally stumble, ultimately rising even stronger.

Sometimes, this can be a challenging task. You might feel confined in the walls of your office, but that does not define your true influence. You may attempt to convince someone only once they are needed or valued, but don't stop there.

Do not let anyone hinder your path to success. If someone tells you

“no,” it doesn't mean you should stop trying. Keep working to gather your future leaders; those you lead today may one day lead you.

Remember, you, too, once were a new employee—wide-eyed and unsure—and someone took an interest in you. Now, here you are today—an EAS leader!

*Peggie Bednar is president of Myrtle Beach, SC, Branch 695 and the retired postmaster of Rock Hill; [msbednar0714@gmail.com](mailto:msbednar0714@gmail.com).*

# We All Can Help Build Membership



## May High-Five Club Members

Elvina Cox, Branch 82, GA

Edgar Devarie Jr., Branch 183, NC

Debra Foster, Branch 9, TX

David Joseph, Branch 183, NC

Gary Maginnis, Branch 466, CA

Renee Rafuse, Branch 102, MA

Paul Ross, Branch 7, NY

Brian Wagner,\*\*\* Branch 255, IL

\*\*\*Denotes sponsor who signed 15+ members in the past 90 days.



# Working Off the Clock

**John Aceves**

Former NAPS Secretary/Treasurer

**E**AS employees who work off the clock may face myriad negative consequences, including loss of wages, increased stress and workload, reduced job satisfaction and potential legal issues. Wage theft affects EAS employees nationwide, occurring when USPS leadership fails to pay the right compensation. Know your pay category: special exempt, non-exempt or exempt. If postal leadership is aware of off-the-clock work, it may violate USPS wage regulations and result in a case of “wage theft” or improper compensation.

Wage theft encompasses many forms of senior leadership misconduct and failures. If you are a special

exempt or non-exempt EAS employee and being forced (or encouraged) to work off the clock and not getting paid overtime or “T” time as required by FLSA or special-exempt compensation agreements, you are being denied fair pay compensation.



The USPS is not exempt and must adhere to wage regulations to ensure fair employee compensation. This includes paying for all hours worked, including overtime, maintaining accurate records of hours worked by providing breaks and meal periods as required.

EAS employees should be aware of their rights regarding compensation; doing off-the-clock work is not one of them. *ELM* 434.143, version 55, pertains to this issue:

434.143 Eligible for FLSA-Exempt

## EAS Additional Pay

“FLSA special exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day, even while on a temporary assignment such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour as well as for the authorized work over 8.5 hours. Regular FLSA-exempt employees in EAS-23 positions and below positions except postmasters and officers-in-charge are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions.”

Proper compensation for hours worked for overtime and “T” time if you qualify is only fair, as well as proper scheduling of EAS employees maintaining a work schedule. EAS employees are not PTFs.

*ELM* 434.7, version 55, specifies:

434.7 Nonbargaining Rescheduling Premium

434.71 Policy

“Nonbargaining rescheduling premium is paid to eligible nonbargaining unit employees for time actually worked outside of and instead of their regularly scheduled workweek when less than 4 calendar days notice of the schedule change is given. It is not paid beyond the 4th calendar day after the notice of schedule change is given. Neither is it paid

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>June 2025</b>	<b>0.37%</b>	<b>1.54%</b>	<b>5.08%</b>	<b>5.40%</b>	<b>3.73%</b>
<b>12-month</b>	<b>4.42%</b>	<b>6.07%</b>	<b>15.11%</b>	<b>15.61%</b>	<b>16.91%</b>
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2030	L 2035	L 2040	L 2045
<b>June 2025</b>	<b>1.57%</b>	<b>3.00%</b>	<b>3.26%</b>	<b>3.51%</b>	<b>3.73%</b>
<b>12-month</b>	<b>7.80%</b>	<b>11.77%</b>	<b>12.46%</b>	<b>13.12%</b>	<b>13.68%</b>
Fund	L 2050	L 2055	L 2060	L 2065	L 2070
<b>June 2025</b>	<b>3.95%</b>	<b>4.61%</b>	<b>4.61%</b>	<b>4.62%</b>	<b>4.61%</b>
<b>12-month</b>	<b>14.23%</b>	<b>15.95%</b>	<b>15.95%</b>	<b>15.95%</b>	
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.					
Visit the TSP website at <a href="http://www.tsp.gov">www.tsp.gov</a>					

when the assignment is made to accommodate an employee's request."

If you believe you are a victim of wage theft, take the necessary steps to document instances of unpaid work and seek advice or assistance from your local NAPS branch officers.

Not being correctly paid per Postal Service regulations is a serious abuse of improper compensation affecting the financial stability of employees. Both employers and employees must be aware of the implications of working off the clock and take

necessary steps to prevent wage theft.

Remember, if you work off the clock and have an injury or vehicle accident, well, as the saying goes, "nuff said."

*Hasta luego.*

**napstheace@msn.com**

## POV—Not Me!

**Brian J. Wagner**

*Past NAPS President*

**A** week or two usually doesn't go by that I don't get a call from a NAPS member wanting to know the one big USPS question: "Do I have to drive my personal vehicle to deliver mail or do street supervision?"

You thought the question was going to be, "Are we getting raises this year?" That's the second most-asked question.

However, for this column, let's do one important question at a time. Can the USPS direct EAS employees to use their privately owned vehicle (POV) to do postal business? Here's the scoop!

The short answer is "no." Per a March 12, 2004, USPS memo from George H. Butler, USPS Employment and Labor Law office, he wrote: "The Postal Service should not force or require supervisors to use their own vehicle to perform their job responsibilities, such as street observations or route inspections."

You would think that would be the end of this column and all would be good in the postal world. Hardly. There are some in postal leadership who constantly pressure EAS employees to use their POV to do postal business. Why?

There is a shortage of USPS admin vehicles. Street supervision needs to be done. Mail needs to be delivered.

You probably can think of many other reasons why postal leaders want EAS employees to use their POV to do official postal business.

I understand not all post offices have vehicles designated for EAS employees to perform their respective

USPS job duties. They should. This is the cost of doing business—postal business.

I also understand EAS employees are dedicated and, for the "good of the service" and customers, want to have mail delivered

timely. But, they also want to do their jobs properly. So, many EAS employees will use their POV to get the job done. They have honorable, good intentions, but let's look at some quotes about good intentions.

"No good deed goes unpunished." This reflects a cynical view that even when one attempts to act for the good, it may backfire or lead to unfortunate consequences.

Then, from Tim Walberg: "Good intentions often can lead to unintended consequences." This quote highlights the potential for well-meaning actions to have unforeseen negative effects. It acknowledges that, even with the best intentions, outcomes can be unfavorable.

What are some unfavorable outcomes for EAS employees who volunteer or who are "voluntold" to use their POV for postal business?

- If an EAS employee is injured in

an accident while using their POV to perform USPS duties, regardless of fault, the employee is entitled to workers' compensation under a particular federal law, provided the employee was acting within the scope of their employment.

Could the USPS challenge this "scope" issue. If so, where does that leave the employee (NAPS member)?

- If a postal employee is involved in an automobile accident while driving their POV in an on-duty status for the USPS, the Postal Service will not pay for any damages to the employee's POV, even if the employee is not at fault.

- The USPS will not pay for any increase in premiums that the employee's personal insurance company may charge the employee because they used their POV in the performance of their USPS employment.

As a NAPS member, are you willing to risk these unfavorable consequences because the USPS failed to provide you the required resources—a USPS vehicle to perform your postal job effectively?

Now, the Postal Service has a POV offer they hope EAS employees won't refuse. The USPS issued a June 1, 2015, Management Instruction (MI) titled, "EAS Privately Owned Vehicle (POV) Program," (aka "EAS POV Program"). Under this program, EAS employees can volunteer to use their POV for official postal business with the USPS paying for some of the costs.

The "EAS POV Program" is de-





signed to compensate eligible supervisors and other nonbargaining EAS employees—supervisors who perform street supervision and postmasters who must drive to or between remotely managed post offices—for the incremental costs associated with the use of their privately owned vehicles for work-related purposes.

Under this program, eligible employees who use their privately owned vehicles for work-related purposes will be reimbursed for mileage and the cost of adding business-use coverage or a commercial rider on their existing insurance policies, if necessary. This program is strictly voluntary; no employee is required to participate.

However, if you are a working NAPS member thinking of volunteering for the “EAS POV Program,” I recommend you think very carefully.

Before signing any document, read the “fine print.” Know the specific rules and conduct you must follow under this program.

There are consequences for violating the Postal Service driving policy while under the “EAS POV Program.” Then there is the process for reimbursing claims due to damage or injuries, not to mention the financial cost to reimburse the USPS if an employee quits the “EAS POV Program” early. Truly weigh personal “benefits” against any unfavorable program consequences you may endure.

Today’s takeaways:

- EAS employees should not use their POV to do USPS work, including carrying mail or transport of mail and employees.

- Always request the USPS provide an admin vehicle to perform

USPS duties. If the only postal vehicle available is a delivery or similar postal vehicle, for safety reasons, request vehicle/driver’s training before operating the respective vehicle.

- If you volunteer to use your POV to conduct USPS business outside the “EAS POV Program,” document the miles driven and request reimbursement for the miles. Again, know the risks if you are in an accident.

- Don’t rush to participate in the “EAS Privately Owned Vehicle (POV) Program” until you fully understand the program’s pros and cons.

I drove my POV to Cold Stone Creamery to buy my ice-cream-flavor-of-the-month recommendation: Peanut Butter Cup Perfection. Be safe and eat more ice cream.

**brian4naps@aol.com**

## USPS: A Case of Civility Gone Asunder

**Frank Barton**

*Anthony LaGreca Mid-Hudson, NY,  
President*

**C**an you recall a day when mentoring EAS employees was the way to guide one to success?

When providing encouragement was the preferred method of addressing deficiencies and weaknesses?

If you can, you know that environment disappeared long ago. We now watch in dismay as discipline reigns supreme.

Threatening emails supplant simple, one-on-one conversations. Telecon dress-downs have taken the place of the two-party phone call. Chasing one’s tail is the new method of priority rearrangement.

Are these the ways an organization inspires its management employees to greater heights? Consider these different definitions and de-

scriptions of the word “discipline.”

“Discipline (noun): control, regulation, direction, order, authority, rule, strictness, a firm hand; routine, regimen; **training, teaching, instruction** [emphasis added], drill, drilling, exercise; use of punishment.”



### **ELM 651.3 Nondisciplinary Corrective Measures**

“Accountable managers/supervisors are responsible for the direct day-to-day performance management of subordinates. The accountable manager/supervisor monitors subordinates’ performance and provides appropriate resources, coaching, and feedback to the subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are criti-

cal to achieving positive results and continuance of an effective manager/employee relationship.”

Degrading email messaging or telecon ridicule does not fulfill the obligations of Section 651.3 of the *Employee and Labor Relations Manual*.

“Discipline (verb): punish, penalize, take disciplinary action against, bring to book; reprimand, rebuke, reprove, chastise, castigate, upbraid, remonstrate with.”

This all-too-common behavior is inappropriate in administering reasonable management to a subordinate. As NAPS members, we must educate ourselves on our rights.

NAPS branch officers must not only make the effort to that end, but also assist members in challenging the myriad indifference that exists in today’s Postal Service.

More than ever, the time is now.

**frankbarton@verizon.net**

## Why SPAC? Why Now?

**Jane Finley**

*Southeast Area Vice President*

I pondered how to provide inspiring words of support for SPAC and why the fund should be everyone's priority in the context in which we find ourselves. The time is now! The need is greater now than ever in our recent history.

I point to the National Auxiliary's long-standing and untiring dedication to providing support to NAPS and our fundraising efforts to support the senators and representatives who have proven to support NAPS' agenda: protecting and defending the benefits of supervisors, managers and postmasters. These are the "boots on the ground," serving the American people seven days a week as duty calls.

I hope you reread the columns in the May issue of *The Postal Supervisor*. NAPS President Ivan D. Butts articulated the 2025 DOGE team's focus on the USPS and the urgency for action. Executive Vice President Chuck Mulidore's column, "The Mail Is Not for Sale," and Jordanna Garland's article, "Mail for All," stirred in me the urgency of why "now" is so important.

I hope you found great value and a call to action in the reminders that we (active and retired USPS employees and our families) are under attack by the administration that we, the American people, elected to lead our country and restore the freedom on which we were founded.

A strong SPAC is built on everyone's contributions. The fund is our most powerful tool to resist and take

a proactive part against this attack. Our NAPS officers' presence on Capitol Hill is a key factor in educating lawmakers and working to elect champions of the USPS who understand the importance of universal mail service to the American people.

Privatizing the USPS is not the answer!

SPAC also is a way to remind Congress that we have a voice and a vote, with the desire to preserve this right that is the vital network of communication for the American people

and the only way this service can remain affordable.

I encourage each NAPS branch to support their local auxiliary and encourage family members to join the auxiliary as we focus on increasing our fundraising efforts in support of SPAC.

There is power in numbers. We need "all hands on deck."

**mjfarm100@aol.com**



### 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](https://naps.org) and click on "NAPS Store" under the "Members" tab.

## National Auxiliary Executive Board

### National Officers

**Laurie D. Butts**

*President*

(484) 988-0933; [laurie.butts5615@comcast.net](mailto:laurie.butts5615@comcast.net)

**Beverly Austin**

*Executive Vice President*

(832) 326-1330; [braustin50@gmail.com](mailto:braustin50@gmail.com)

**Bonita R. Atkins**

*Secretary/Treasurer*

(225) 933-9190; [latkins326@aol.com](mailto:latkins326@aol.com)

### Regional Vice Presidents

**Hazel Green**

*Eastern Region*

(804) 248-9916; [hazel.green5@icloud.com](mailto:hazel.green5@icloud.com)

**Elly Soukey**

*Central Region*

(612) 715-3559; [elly@charter.net](mailto:elly@charter.net)

**Felecia Hill**

*Southern Region*

(281) 686-3999; [fah91@sbcglobal.net](mailto:fah91@sbcglobal.net)

**Chanel Dodson**

*Western Region*

(310) 968-5415; [chanelmd@gmail.com](mailto:chanelmd@gmail.com)

### Area Vice Presidents

**Cathy Towns**

*Mideast Area*

(732) 991-1404; [ctowns4@icloud.com](mailto:ctowns4@icloud.com)

**Shearly Shawn**

*Capitol-Atlantic Area*

(301) 613-9485; [sshawn58@gmail.com](mailto:sshawn58@gmail.com)

**Evelyn Spears**

*Pioneer Area*

(216) 374-1902; [evelynspears1@gmail.com](mailto:evelynspears1@gmail.com)

**Heather Hommerson**

*Michiana Area*

(231) 343-4192; [daveh.heatherh@yahoo.com](mailto:daveh.heatherh@yahoo.com)

**Linda Rendleman**

*Illini Area*

(618) 697-3695; [danrendleman@gmail.com](mailto:danrendleman@gmail.com)

**Sherry Mattfield**

*North Central Area*

(763) 486-6310; [smatt1956@outlook.com](mailto:smatt1956@outlook.com)

**Mary Caruso**

*MINK Area*

(402) 891-1310; [carusorj@aol.com](mailto:carusorj@aol.com)

**Jane Finley**

*Southeast Area*

(404) 403-3969; [mjfarm100@aol.com](mailto:mjfarm100@aol.com)

**Ruth Cushenberry**

*Cotton Belt Area*

(615) 812-1635; [john.cushenberry08@comcast.net](mailto:john.cushenberry08@comcast.net)

**Melva Seals**

*Texas Area*

(832) 260-2271; [melvaeseals@sbcglobal.net](mailto:melvaeseals@sbcglobal.net)

**Jerry Eckert**

*Pacific Area*

(714) 656-6139; [jerrylee48@outlook.com](mailto:jerrylee48@outlook.com)

*Region vacant: Northeast*

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



*Support the*

# Postal Employees' Relief Fund

# PERF



The United States Postal Service comprises over 630,000 employees. The agency is a critical part of the nation's infrastructure and supports our democracy by delivering election ballots to and from customers. And when natural disasters strike, postal employees are welcome sights, delivering vital supplies and mail.

But who takes care of Postal Service employees who also are victims of natural disasters? Fellow postal employees!

The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or left uninhabitable as a result of a natural disaster, displacing postal employees and their families for an extended period of time.

The fund provides small relief grants to help qualifying victims of such circumstances reestablish residences and help replenish basic necessities in the aftermath of a devastating loss.

PERF receives the majority of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC). PERF also receives group and individual contributions by check or money order sent directly to the fund, as well as by credit card via the fund's website.

PERF stands ready to provide assistance to those impacted by natural disasters. Please make a contribution to help your fellow postal family members.

#### 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**

