

the Postal SUPERVISOR

December 2024



**NAPS Executive Board
Continues to Lead the Way
on Issues That Benefit
All EAS Employees**



*Wishing you peace
and happiness in this
holiday season.*



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Objective

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

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

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

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Paying the Cost To Be the Boss: One Reality of Leadership

James Brown recorded “The Boss” in the ’70s. It was Brown’s funky, soulful soundtrack to the 1973 movie “Black Caesar.” The song is an ode to leadership, but a very particular kind.

Leadership earned through hustle and hard work echoes Brown’s journey from poverty to iconic status. “Caught, tracked, turned my back” speaks to the resilience required to lead, particularly when the journey gives you insights from which you have to fight to disentangle.

Beyond the individual struggle, “The Boss” also reflected the broader social changes of its time. Its release resonated in an era when social hierarchies were being questioned and opportunities claimed by those who long had been denied them. Brown rose from the segregated South to become a cross-cultural music megastar; the song serves as an anthem

to others like him who fought for their place at the top.

The cost of being the boss means putting in the hard work, making tough decisions and, sometimes, sacrificing comfort for growth. Leadership often comes with a glamorous image, but the truth is being in charge requires sacrifices, resilience and an unwavering commitment to your vision. “Paying the cost to be the boss” is more than just a catchy phrase; it encapsulates the challenges and responsibilities of leadership.

One of the most immediate costs of leadership is financial. Whether you’re starting your own business or managing a team in a larger organization, financial resources often are needed to fuel growth. This may include investing in technology, hiring skilled employees or developing marketing strategies. Leaders must be prepared to allocate funds wisely and, sometimes, take calculated risks to maintain a well-trained and well-motivated workforce.

On Sept. 12, the USPS engaged with NAPS on a proposal to make changes to the pending FY24 PFP payout

cells. NAPS Headquarters welcomed the opportunity to partner with USPS leadership in continuing to add some financial relief back into the pay of EAS employees as we had seen the past two-plus years. Your NAPS resident officers and the NAPS Executive Board PFP Review Committee considered all the data we requested in making our review of the proposed changes.

On Oct. 2, NAPS presented the USPS with a counter request to their proposal, which called for continuing the same adjusted PFP payout cells implemented for FY23. On Oct. 10, NAPS received notice from USPS Headquarters that our proposal was not adopted. We were given, in writing, what would be the FY24 NPA payout cells, which we promptly shared with our members that same day.

Soon thereafter, NAPS Headquarters received notices from the field of USPS NPA payout cells that differed from what was noted by NAPS Headquarters in the official notification received from the USPS. We began reaching out to USPS leadership, asking why it was renegeing on the official notification we received on Oct. 10.

As consumers, we expect that when we receive something from a supplier it is what they say it is. Have you ever gone to purchase something you think is a great deal, but, when you got to the counter, the item scanned at a different (higher) price? This is not a “my bad” moment. This is an accountability moment for that company to keep its word to the customer. I hear the words of my late father here: “Your word is your bond.”

This adage underscores the importance of demonstrating integrity and reliability in one’s professional life. The quality and dedication of your word is a testament to your character and trustworthiness. Essentially, it means you should be as good as your word and your actions (or words) should reflect your commitments and promises.

In a world where reputations often are built on dependability, this phrase reminds us that consistency, effort and honesty in our words can be as binding and

Continued on page 7



Ivan D. Butts
President

NAPS Continues to Lead the Way

As the nation approached the 2024 election cycle, the National Association of Postal Supervisors remained steadfast in advocating for policies that protect and enhance the interests of EAS managers, supervisors and postmasters across the country. For decades, NAPS has been a key player in shaping the legislative agenda surrounding the U.S. Postal Service; 2024 promised to be a pivotal year.



Chuck Mulidore
Executive Vice President

With an array of challenges facing the USPS—from financial instability and declining service to workforce concerns—NAPS mobilized through its Supervisors' Political Action Committee (SPAC) to ensure its legislative priorities were, and will remain, front and center during the recent election season and beyond. We have completed the 2024 election cycle; the results are well known. Newly elected and returning members of Congress

will assume office in January 2025.

NAPS invested over \$430,000 in more than 230 congressional races, flexing our political and legislative muscle on behalf of NAPS' issues and interests, as well as the interests of the Postal Service. I am proud to tell you that 92% of the candidates NAPS supported won their election races! Moving forward into 2025, one of NAPS' top priorities remains securing sustainable funding for the USPS.

Despite the Postal Service's vital role in American society, it continues to face significant financial challenges. NAPS will work to push for reforms that will relieve these financial pressures and ensure the long-term stability of the Postal Service. NAPS will continue to advocate for full implementation of the Postal Service Reform Act of 2022, which took steps to eliminate the retiree health benefits prefunding mandate.

However, more needs to be done, including additional funding

to stabilize operations such as Civil Service Retirement System (CSRS) reform that will return billions to the USPS that were unfairly misallocated by Congress. In an increasingly digital world, the USPS must adapt to changing technologies and new customer needs.

NAPS recognizes the importance of modernization and innovation in maintaining the Postal Service's competitiveness. NAPS is not certain that the path established by the "Delivering for America" plan is the right one, but we will continue to advocate for our members to ensure that any modernization efforts consider the EAS workforce's role with an emphasis on job security, fair treatment, training and employee retention. NAPS is committed to helping equip all EAS employees with the tools and resources needed for success.

NAPS urges all members to get involved in the political process by participating in SPAC and supporting candidates who are aligned with NAPS' legislative goals. Whether it's through contributing, volunteering or simply staying informed, NAPS is committed to mobilizing its members to influence the outcome of elections and advocate for the continued success of the Postal Service.

SPAC is a bipartisan political action committee that

channels contributions from members to support candidates at the federal level who align with the mission and priorities of the National Association of Postal Supervisors. The goal of SPAC is to build relationships with lawmakers who understand the complexities of the Postal Service, advocate for policies that protect the interests of postal employees and help secure the long-term sustainability of USPS operations.

One of the core tenets of SPAC is that the needs of the EAS workforce transcend political lines. As such, SPAC contributions are bipartisan, ensuring that candidates from both the Democratic and Republican parties who support postal issues and the needs of postal employees receive the backing they require. As we move into 2025, your SPAC contributions will focus on legislation

Continued

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 16-19, 2025

Conducted by: Eastern Region VP Richard Green, Capitol-Atlantic Area VP Troy Griffin, Mideast Area VP Tony Dallojacono and Pioneer Area VP Ed Laster

Location: Marriott Cleveland Downtown Key Tower, 127 Public Square, Cleveland, OH 44114-1217; 800-228-9290. Meeting name: NAPS Eastern Region Jan 2025. Reservation link: <https://www.marriott.com/event-reservations/reservation-link.mi?id=1716301847964&key=GRP&app=resvlink>

Hotel Rate: \$234, including taxes

Registration Fee: \$279 postmarked by Oct. 31; \$359 postmarked Nov. 1 or later. Registrants not staying in the meeting hotel will pay a \$359 registration fee.

Training: Conducted by NAPS resident officers and USPS officials

The Good News Continues

My column this month has three exciting topics on which to report. First, congratulations to Tom Barone, president of Long Island Branch 202. Tom is the winner of the \$500 gift card drawing from the sponsorship contest.

The contest was based on 1187s submitted from between our national convention in August and Nov. 1, 2024. We appreciate everyone's efforts in increasing

membership. Tom's name was chosen randomly from all the new-members sponsors during that time period. Congratulations, Tom! Your gift card will be in the mail.

Next, I want to tell you about the Membership Blitz your national officers approved. At the recent 2024 fall Executive Board Meeting, a motion was made to increase the sponsorship fee for signing a new member from \$25 to \$50 for a three-month period. From Dec. 1,

2024, through Feb. 28, 2025, when you sponsor a new member, you will receive a check for \$50. All 1187s must be received at NAPS Headquarters by March 5, 2025, to qualify.

I have great membership news! The September DCO numbers show we are at 29,000-plus strong.



Jimmy Warden
Secretary/Treasurer

Membership currently is 29,032, with active members at 27,568 and associate members at 1,464. Of this, 41% of Postmasters also are members of NAPS. This great achievement is all due to your efforts informing non-members of the many benefits of joining and being part of the NAPS family.

It would be great to break the 30,000 mark; it is within our reach. We only are 968 new members away; the opportunity is there. Always remember, "There is nothing to it but to do it!"

There are just a few weeks left of peak mailing season. This is the period that defines the United States Postal Service. Delivering for America brings joy and happiness to so many people. And you make that happen with your dedication, commitment and work ethic to make the Postal Service successful. Seeing smiles on our customers' faces makes it all worth the effort.

This holiday season also is time to remember those are not as fortunate as we are. One can say what they wish about their career with the USPS, but the reality is it is a good job. I always believe my glass is half full—not half empty; many people don't even have a glass!

On behalf of my family to yours, I wish everyone a happy and blessed holiday season and a happy and healthy new year! Stay safe and remember, increasing membership demonstrates leadership.

naps.jw@naps.org

Continued from previous page

to restore the role of postal police, support pay consultation reform that will bring stability and sense to the EAS pay consultation process, advocate for reforms to CSRS that will fix the decades-old problems affecting civil service retirees and their survivors and seek MSPB reforms for those EAS employees who currently do not have such protections.

You see, the work never ends; the struggle continues. Rest assured, NAPS will continue to lead the way on these important issues that benefit all EAS employees.

Finally, please allow me to wish you a wonderful Christmas and holiday season, a joyous and happy new year and many blessings to you and your family. As fall mailing season has passed into peak, you know these are two of the most stressful times to be a supervisor, manager, postmaster or, really, any level of EAS employee in the Postal Service. You perform heroic, oftentimes

thankless, work for long hours away from your family during the holiday season.

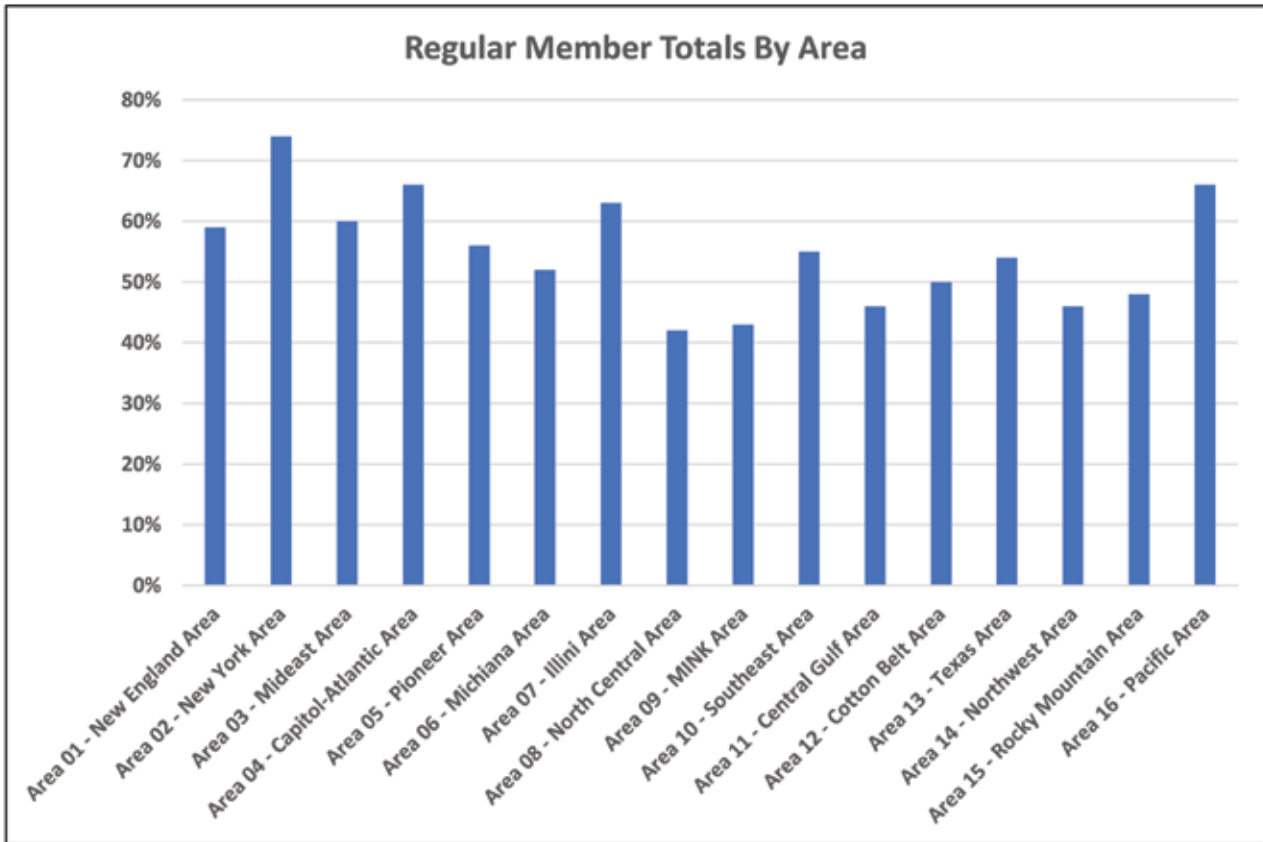
Your sacrifices do not go unnoticed. NAPS appreciates you and all that you do for the Postal Service and your family. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges, the ones who run the plants, cover the vacancies, run the delivery units, get the trucks out on time and provide support on top of the many other functions that go into delivering the nation's mail.

You keep the promise of more than 245 years that this essential agency, America's Postal Service, created by the Founding Fathers in the U.S. Constitution, would persevere. Merry Christmas, with blessings to all; thank you.

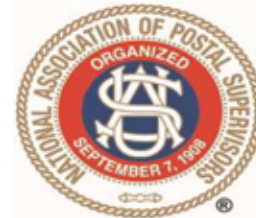
naps.cm@naps.org

National Association of Postal Supervisors Membership Report

September 2024



Regular Member Totals By Area	
Area 01 - New England Area	59%
Area 02 - New York Area	74%
Area 03 - Mideast Area	60%
Area 04 - Capitol-Atlantic Area	66%
Area 05 - Pioneer Area	56%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	63%
Area 08 - North Central Area	42%
Area 09 - MINK Area	43%
Area 10 - Southeast Area	55%
Area 11 - Central Gulf Area	46%
Area 12 - Cotton Belt Area	50%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	66%
Total Regular Member %	57%
Total Regular Members	27,568
NonMember Totals	
Total NonMembers	20,582
Total NonMember %	43%



**Thanks to your
Efforts
Membership is
on the Rise!**

**Paying the Cost To Be the Boss:
One Reality of Leadership***Continued from page 3*

significant as any formal agreement.

Some have written off this PFP discrepancy as unfortunate inconsistencies that displayed errors between the signed USPS notification NAPS received and reported to EAS employees as their FY24 NPA payout cells and what the USPS published to employees. NAPS does not agree. We believe the USPS should be leaders and stand behind the words we received in writing on Oct. 10.

Calling this an unfortunate inconsistency is a discredit to the hard-working EAS employees of the Postal Service. This represents approximately \$45 million of pay wealth to EAS employees being wiped out.

In a column from the other management association, I read an accusation that the NAPS resident officers do not care about the EAS pay issues due to our status as retirees. Why, then, do they now readily write off \$45 million of EAS wealth?

While I recognize and appreciate the words from this association 14 days after the fact, the points are clear: NAPS Headquarters, with the assistance of a strong Executive Board, has been in front of this issue. We will continue to always put the advancement of EAS employees first in all we do.

Maybe what helps all EAS employees in the development of pay policies and schedules, fringe benefit programs and other programs relating to supervisory and other managerial employees is having NAPS resident officers who are not looking for a job in an ideal location at the end of their tenure nor willing to include you in the sacrifices to achieve their needs.

In solidarity ...

naps.ib@naps.org

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

Statement of Financial Position (Balance Sheet)—Aug. 31, 2024**Assets:**

Cash and Investments	\$ 7,875,265.30
Dues Withholding Receivable	549,434.65
Prepaid Expenses and Other Assets	115,874.95
Total Current Assets	8,540,574.90
Building and Equipment, Net of Accumulated Depreciation	1,961,265.24
Total Assets	\$ 10,501,840.14

Liabilities and Fund Balances:

Accounts Payable	\$ 746,538.98
Accrued Expenses	215,176.08
Dues to be Remitted to Branches	682,674.66
Total Liabilities	1,644,389.72
Unrestricted and Designated Net Assets	8,857,450.42
Total Liabilities and Net Assets	\$ 10,501,840.14

Statement of Activities (Revenues and Expenses)

(For the period June 1, 2024 through Aug. 31, 2024)

Revenues:

Dues and Assessments	\$ 2,287,739.84
Less: Dues Remitted to Branches	1,291,074.79
Net Dues and Assessment Revenue	996,665.05
National Convention Registrations, Vendor Exhibitor Fees, & Advertising	515,575.00
<i>The Postal Supervisor</i> Advertising	6,800.00
Royalties	2,711.86
Other Revenues	1,311.43
Total Revenues	1,523,063.34

Expenses:

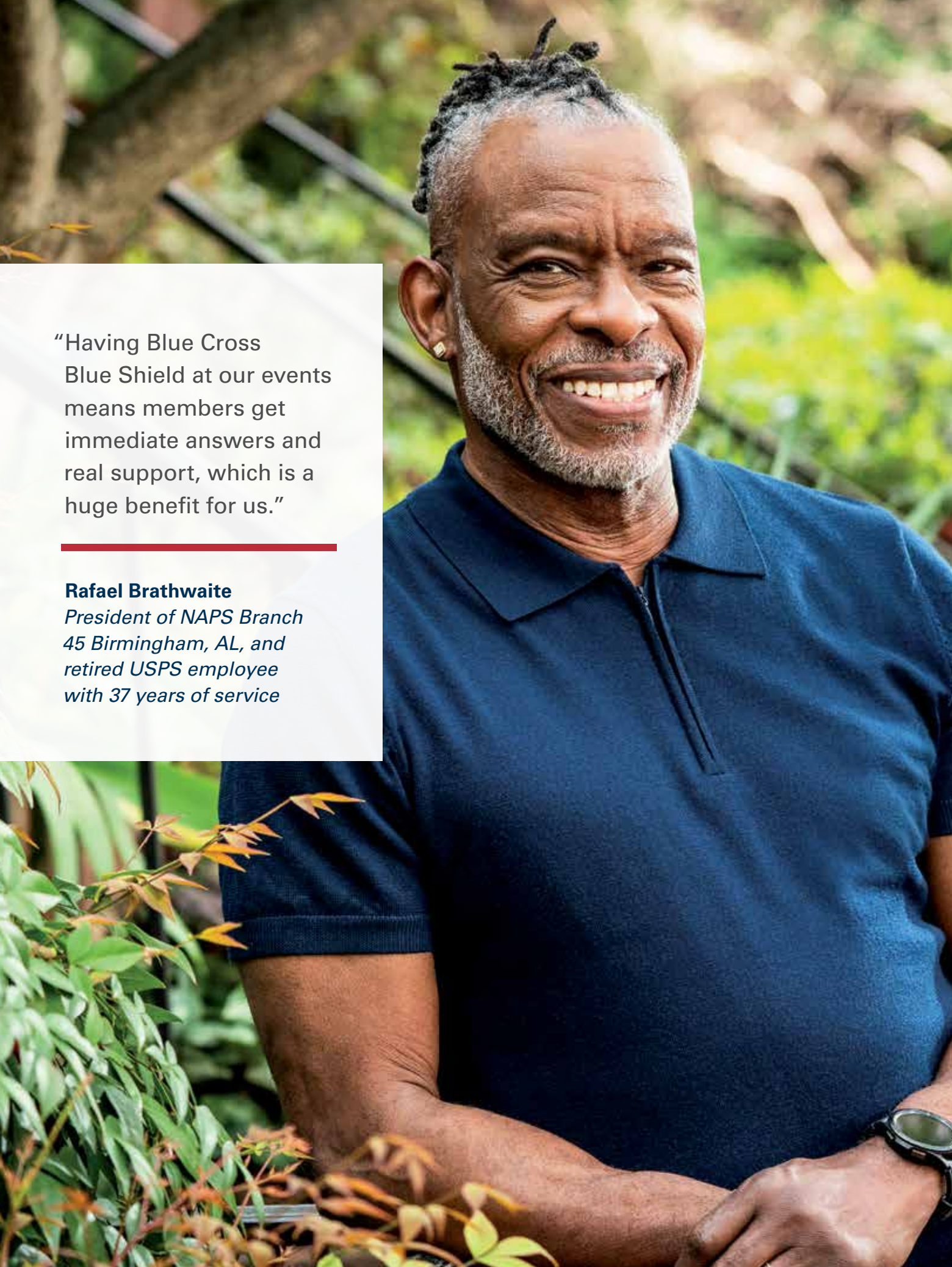
National Headquarters	484,058.08
Executive Board	237,390.20
2024 National Convention	884,263.15
Education and Training	12,426.97
Legislative Counsel	7,102.70
Legislative Expenses	13,514.80
Legal/Fact Finding/Pay Consultation	131,293.20
Disciplinary Defense	106,849.24
Membership	25,035.04
<i>The Postal Supervisor</i>	89,722.09
Total Expenses	1,991,655.47
Net Expenses in Excess of Revenues From Operations	(468,592.13)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$ (103,466.24)
Less Depreciation & Amortization	(33,614.73)
NAPS Property, Inc. (Net Loss)	(137,080.97)
Investments Net Income	374,608.21
Total Expenses in Excess of Revenues	\$ (231,064.89)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include statements of functional expenses nor cash flows.

The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.



“Having Blue Cross Blue Shield at our events means members get immediate answers and real support, which is a huge benefit for us.”

Rafael Brathwaite

*President of NAPS Branch
45 Birmingham, AL, and
retired USPS employee
with 37 years of service*

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This is a summary of the features of the Blue Cross and Blue Shield Service Benefit Plan. Before making a final decision, please read the Plan's Federal brochure (RI 71-005). All benefits are subject to the definitions, limitations and exclusions set forth in the Federal brochure.



Open Season is November 11 – December 9, 2024

C360 Cases, City Carrier Efficiencies, VMF Manager Workload, Staffing Model for S&DC Managers Among Items Discussed

The Aug. 10 consultative meeting was held in conjunction with the 2024 National Convention; all board members were present. Representing the Postal Service were Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Labor Relations Policies & Programs.

Agenda Item #1

NAPS contends the Akron, OH, postmaster regularly is changing EAS schedules, refusing to pay code 35 time to supervisors, attempting to eliminate EAS positions, not properly posting EAS positions' hours of work and more. All this, while, at the same time, detailing a person in an MCSO position for which Akron, as a Level-24, does not qualify. These issues have been raised to Ohio 1 District Manager Susan Taylor, as well as former Central Area Vice President Eric Henry. Yet there has been no effort to control the Akron postmaster or stop this type of behavior.

NAPS requested that, if the Ohio 1 District or Central Area is unwilling or unable to ensure the Akron postmaster follows postal regulations and postal directives on EAS schedule changes, details to unauthorized positions or proper EAS staffing and cease this type of psychologically aggressive behavior, that Postal Headquarters take control of these matters.

Alleged violations of employment policies should be sent to Human Resources for the appropriate district.

Supervisors have the option to appeal actions in accordance with Employee and Labor Relations Manual, Section 650, Nonbargaining, Disciplinary, Grievance, and Appeal Procedures.

Agenda Item #2

NAPS asked what the process is when hiring EAS positions from outside the Postal Service. Is any consideration given to EAS employees who currently work in that department in terms of pay so it stays consistent? NAPS has been made aware that, on certain occasions, outside hires are brought into Headquarters EAS positions and given salaries higher than the EAS employees who currently work in that department and, in some cases, have for many years. This creates discord in that department. What is the basis for these salary decisions?

Recruitment uses market data to make initial salary offers for external hires and has authorization to hire up to the midpoint of the salary schedule. If the selecting official and vice president over the position would like to offer a salary above the midpoint, the request must be supported by the vice president and Executive Leadership Team before coming to Compensation for review.

Handbook EL-312

233.3 External Recruitment - Competitive and Noncompetitive
233.31 External Recruitment in General

When the appointing official cannot fill a vacancy through the

internal placement of employees, the appointing official can post the vacancy externally on <http://about.usps.com/careers/welcome.htm> (see Chapter 4).

Applications are accepted and processed through the Postal Service's online application management system. In addition, appointing officials:

- a. May use additional recruitment activities to attract qualified applicants.
- b. May fill bargaining and non-bargaining vacancies using the noncompetitive sources listed in 233.33 through 233.39, as appropriate and in accordance with the applicable national agreement.

233.32 Competitive Appointment

A competitive appointment is when a selection is made from applicants who respond to an announcement posted on <http://about.usps.com/careers/welcome.htm>. Current career postal employees, regardless of position or location, are ineligible for selection for externally announced vacancies. Current noncareer employees are eligible to apply and compete for externally announced vacancies.

Agenda Item #3

NAPS discussed that the Chief Retail Delivery Office requires each post office for each day of the week to have an entry for every employee working their nonscheduled day. This also must be done by each

function for each day—clerks, city carriers, rural carriers, mail handlers, custodians, etc. Workhours must be projected for each day of the week ahead of time, which can change based on fluctuations in volumes and staffing.

Currently, the program works intermittently. EAS employees are to make entries on *Form 50s*, but, often, entries cannot be made—even after an update was made in RADAR to ensure the level of access was corrected.

The report could be consolidated into total SDO requests per day without entering each individual name. Additionally, why not just have how many total SDOs for all crafts the office is requesting? There is no need to break this down to such a level.

While it is understandable to control the SDO and overtime usage, the budget and DWP matrix would reflect overtime usage. If offices are using too much overtime, the best way to control it would be at the MPOO level, reviewing reports that already populate this data on a daily/weekly basis. The areas send out SDO usage reports daily, as well. Different crafts have different questions to answer.

There is no value to this and is very time-consuming for offices short-staffed with many vacancies. EAS employees have enough reports, telecons and calls, not to mention excessive stress created by these redundant mechanisms. NAPS asked what the value is of this daily SDO usage report and that it be stopped until a less-cumbersome and efficient report can be used.

We are not aware of a “SDO usage report” to which you are referring or any requirement from CRDO as referenced.

Agenda Item #4

NAPS contended that, in the field, administrative offices must answer C360 cases. There are numer-

ous cases that cannot be answered based on parcels being in transit from plants and thus delayed. Customers do not want to hear their package is delayed; the USPS cannot provide the date of delivery until the package arrives in the office. Customers want their packages as expected.

There are telecons to explain what is being done to improve scores; EAS employees are being held accountable for failures not within their control. This also is part of NPA. The goal currently is 46%; nationally, the Postal Service is at 46.54%, with 995,815 responses. That is not the number of cases; these just are responses.

NAPS requested the Postal Service improves this process and relieves EAS employees in the field of accountability for scores not within their line of control.

We are asking the customer to tell us how the C360 user(s) who worked on their Service Request provided the assistance needed. The answer is directly influenced by the way the C360 user(s) assisted the customer. Did they empathize with the customer and apologize for the situation or brush them off as “not my problem?”

Did they provide communication and updates to the customer throughout the process? Did they ensure the Service Request was not closed prematurely, giving the appropriate time for the matter to be investigated and resolved?

If, ultimately, the package was not found, did the LPO C360 user(s) involved provide the customer clear guidance on how to file a claim, open a Missing Mail Search (where applicable) or advise the customer to contact the sender to let them know if an uninsured package was never received? And throughout all this process, did they maintain a kind, respectful attitude in their attempts to assist the customer?

All those actions are what influences a customer’s perception of the quality

The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
JAN '25	12/5	1/4
FEB	1/6	2/4

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

of service provided to them during the investigation, handling and resolution of their Service Request. Even when bad news is the only news we have to provide the customer, when provided in an empathetic way with clear communication that shows the customer we did everything we could to assist them, we see positive responses to the OSAT question.

Concerning inquiries on packages that have not yet reached the delivery unit, we currently are developing a new process for handling those inquiries. Once the full details of this strategy are finalized, we will share that information with NAPS.

Agenda Item #5

NAPS has offered suggestions that could improve efficiency in city carrier operations. NAPS asked if in the next NALC contract, can the USPS establish a pace carriers must walk? Paces per minute should be measured by how many steps are taken in 10 seconds and multiplied by 6. Currently, supervisors cannot give expectations on paces per minute.

The NALC is telling carriers they do not have to walk fast and can slow down and there is nothing management can do about it. This mindset is costing the Postal Service money. The 18-letters-per-minute and 8-flats-per-minute casing standard is antiquated and needs to change, as well. Instead of 18-8, it should be catered to the mail volume as cased mail continues to decline.

The new formula should be more

like 25-25. This will get carriers out of the office faster and, coupled with the paces per minute, make city delivery more efficient and improve NPA scores for customer service.

Holding carriers to a minimum time standard alone does not improve efficiency or prevent supervisors from giving expectations. It is the carrier's responsibility to notify the supervisor if that expectation cannot be met by submitting a PS Form 3996.

Supervisors should identify any time-wasting practices, specifically if it's determined that a carrier is not meeting minimal acceptable performance standards due to unsatisfactory effort. Corrective action should not be issued based solely on not meeting minimum work standards:

"M-39, 242.332 - No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards."

District Labor Relations should be contacted for advice in these circumstances. It would be inappropriate to discuss changing time standards in this forum as the USPS and NALC currently are in contract negotiations.

Agenda Item #6

NAPS asked to partner with the USPS to develop an improved PS Form 150 process; specifically, the Zone of Tolerance and the two-year waiting period for most offices to get an upgrade. NAPS provided the June 2024 Form 150 as a baseline for improving this upgrade process.

We can engage with NAPS on a work team. If NAPS has any proposals, send them as soon as possible for review and consideration.

Agenda Item #7

NAPS brought back an ongoing issue—specifically, the lack of

adequate response time to NAPS' requests for information or documentation through the Central Area Labor Relations department. NAPS Central Region Vice President Craig Johnson recently has made several requests for information regarding cases in his NAPS region. He has received slow or no responses from Central Area Labor.

He has received no response from the District and Central Area regarding an issue out of Michigan. When will this issue be resolved so important case information can be processed and resolved timely by NAPS leaders who work with Central Area Labor Relations?

Procedures and the name of individuals to contact for requests for information regarding specific disciplinary actions are included among the proposed action.

Agenda Item #8

NAPS previously brought to the table VMF manager levels and was told the Postal Service was waiting for new vehicles to arrive before adjusting VMF manager levels. The NGDV and Ford E-Transits are arriving. A VMF manager currently has approximately 900 units; top EAS-19 pay is \$104,190 per year. When will the USPS rightsize the pay and levels for VMF managers?

A proposal is under development to modify the VMF workload model and apply it nationally. Once approved, the proposal will be provided to the management associations to begin the consultation process.

Agenda Item #9

NAPS asked when a staffing model will be available for S&DC managers. For example, a station manager who had a unit with a window operation and 32 routes could be an EAS-21. Now, that manager may be overseeing 150 routes. Many

station managers moved into S&DCs are in limbo. How is NPA going to be determined for EAS employees who have been put into S&DCs, especially station managers?

Organization Design is evaluating the Customer Service manager workload model to account for S&DC operations. Once completed, and if there are any changes, a proposal will be provided for feedback. Each employee is linked to a specific NPA scorecard and can be found in the Performance Evaluation System (PES). Monthly and end-of-year information can be found on the Blue Page's NPA site.

Agenda Item #10

NAPS discussed that the functional effectiveness scorecard currently has a CSV/SOV goal that cannot be achieved in overstaffed offices. Therefore, this situation is preventing EAS employees from achieving the possibility of 100% of their NPA goals. When a goal is not achievable through no fault of the office, this means the individual in the office can, at best, expect to achieve less of the full score/percentage of their NPA goals, limiting that individual's ability to achieve 100% of their NPA goals.

A solution would be to give these offices the average combined score from their district or provide another goal to allow the EAS employee to achieve the potential 100% of all goals combined. NAPS requested the Postal Service make this change for these types of offices.

These offices should request a Function-4 Review. If the Function-4 Review determines the office is "over staffed," then it is the responsibility of local management to adjust staffing accordingly. Whether that is posting bids where vacancies exist, reverting vacancies or excessing where overstaffing has been identified.

Gifts that Give

Help St. Jude give every child with cancer a chance.



Families never receive a bill from St. Jude Children's Research Hospital® for treatment, travel, housing or food — so they can focus on helping their child live. St. Jude has helped push the overall survival rate from 20% to more than 80% and won't stop until no child dies from cancer.

Because the majority of St. Jude funding comes from generous donors, St. Jude has the freedom to focus on what matters most — saving kids regardless of their financial situation. **Every dollar makes a difference.**

- **\$25** could help provide a St. Jude patient with meals for one day.
- **\$55** could help cover the cost of four platelet count tests.
- **\$200** could help provide two red wagons to help patient transportation.
- **\$300** could help provide groceries to a family for two weeks.
- **\$500** could help cover the cost of two days of oxygen for a St. Jude patient.
- **\$775** could help provide a spinal tap.
- **\$1,000** could help cover the cost of airfare for three St. Jude patients and three parents.



**Make your most generous gift to St. Jude now (CFC #10560).
Help St. Jude give every child with cancer a chance.**

When you make a donation using this information, your donation will be used to provide breakthrough research, treatment and cures. Items listed here are representative of services and supplies that are part of the treatment and care of children at St. Jude. The cost of each item or service is an approximation, and will vary based on actual costs incurred and individual patient needs. Your donation will be used for the general operating needs of St. Jude, where no family ever receives a bill for treatment, travel, housing or food.

Proposed Salary Increases Issued

NAPS received the Postal Service's proposed 1.7% increases for FY25 salary ranges for EAS and Part-Time Postmaster schedules, to take effect Jan. 11:



Attending the election-night celebration for Maryland's Sen.-Elect Angela Alsobrooks were NAPS Capitol-Atlantic Area Vice President Troy Griffin, Southern Maryland Branch 531 President C. Michele Randall and Maryland-DC State Branch 923 President Steve Shawn.



California State Legislative Consultant Felecia Pennington (left) and President Marilyn Jones attended an October reception in Artesia, CA, for Rep. Adam Schiff who won his election in November for California senator.



San Diego Bridget Evans Branch 159 President Stephnia Campbell (right) and Vice President Frances Meana attended a reception in La Jolla for Rep. Adam Schiff.



Illini Area Vice President Luz Moreno and husband Fernando with Rep. Raja Krishnamoorthi (D-IL) at his election headquarters election night.



New Jersey Legislative Co-Chair George Barrett (left) and NAPS legislative activist Russell Carmody (right) at an event for Rep. Donald Norcross (D).

Executive Administrative Schedule (EAS) Annual Salary Effective January 11, 2025 (Day 1, Week 1, PP 03-2025)		
RSC E		
Grade	Minimum	Maximum
15	\$59,380	\$82,980
16	\$62,920	\$92,820
17	\$66,620	\$96,930
18	\$68,530	\$101,170
43 (18B)	\$74,100	\$102,980
19	\$75,150	\$105,960
20	\$86,700	\$111,750
21	\$87,890	\$117,130
22	\$91,520	\$126,960
23	\$96,550	\$133,880
24	\$102,180	\$140,520
25	\$114,350	\$147,510
26	\$122,280	\$154,830

Part-Time Postmasters Hourly and Annual Equivalent Basic Rates Effective January 11, 2025 (Day 1, Week 1, PP 03-2025)					
RSC F (Des-Act 38-0)					
PM - Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056				
RMPO-56	2301-0057	\$23.24	\$48,340	\$34.48	\$71,710
		\$23.2404	\$48,340	\$34.4760	\$71,710



New Jersey State Sen. Nellie Pou (D), center, with, from left, Vincent Lambusta Branch 53 member Ed Dennis, New Jersey Legislative Co-Chair Constance Scales-Bradley, New Jersey State President Jon Kofsky and MSC Red Bank District Branch 568 member Michael Notaroberto. Pou won election in November to the U.S. House representing New Jersey's 9th District.



Virginia Legislative Chair Deborah Holley with Rep.-Elect Suhas Subramanyam (D).



Margarete A. Grant Branch 127 President Charles Patterson met at the Oakland P&DC with Oakland Postmaster Raj Khahera and his managers (all NAPS members). From left: Sharon Manasala, Khahera, Larry Yang, Christian Cox Diaz, Ben Velasquez, Maria Tonoco, Manpreet Sohi and Logan Reyes.



New York City Branch 100, with President Lijia Sanchez; Bronx Branch 459, with President Christine Bailey; Flushing Branch 164, with President Jeff Goldman; and New York State Branch 935, with President Mark Velez, held a joint branch meeting. Nearly 100 members attended. Guest speakers included NAPS Secretary/Treasurer Jimmy Warden, New York Area Vice President Dee Perez and the NETWORK's Raschelle Parker.



Las Vegas District Branch 463 members Sherry Patterson, Cicilia Pelletier, Ellen Tyler, Pat Doruth and Jackie Clayton with NAPS President Ivan D. Butts



San Francisco Branch 88 is saddened to report the death of long-time member Dianne Ayon. She served as president, trustee, editor and on the Legislative and Constitution and Bylaws committees. Her contributions to Branch 88 were immeasurable.

Past NAPS President Brian J. Wagner, with Southeast Area Vice President Bobby Bock, swore in Patti Lynn as Florida State's Legislative director.



Attending Daytona Branch 353's meeting were, from left, Secretary/Treasurer Enrique Lebron, Vanessa Fonseca, Southeast Area Vice President Bobby Bock, Pauline Williams, Jeniffer Boucher and Ashley Kelly.



Los Angeles Branch 39 held an open house on Oct. 26 to celebrate its new office.



Branch 39 President Marilyn Jones, Vice President Sam Booth Jr. and GPIS Employee Benefits Specialists vendor Bobby Groves



Branch 39 Legislative Chair Felecia Pennington, President Marilyn Jones, Customer Care Supervisors Burnell Hayes, Catrice Clemmons and Tiffanye Shedrick-Johnson, and Branch 39 Vice President Sam Booth Jr.



Branch 39 Sergeant-at-Arms Steve Paretsky




Branch 39 also held a branch meeting, available on Zoom, to discuss the 2025 California State convention and recent RIFs.



Killackey-Russell Boston Branch 43 Executive Board, from left: Recording Secretary Jose Medina III, Treasurer Keith Hansen, Corresponding Secretary Tawonda Slayden, At-Large Rep Anthony Moscaritolo, President Vincent Ignoto, At-Large Rep Elizabeth Kimble and Legislative Rep Robert Anderson III. Not pictured: At-Large Rep John Russell and Sergeant-at-Arms James Servideo.



Killackey-Russell Branch 43 held its annual brunch in early November. With John Russell (second from left) are three members who each have over 40 years of membership: Jessie Jones, Mary Bagley and Cheryl Mysiyk. Branch 43 appreciates their support



The NAPS Membership Blitz Has Begun!

**Sponsor a new member and
receive a \$50 sponsor check for
each new member you sign!**

At the 2024 fall Executive Board meeting, the NAPS national officers passed a motion to increase the sponsorship fee from \$25 to \$50 for each new member sponsored in a three-month period—Dec. 1, 2024, through Feb. 28, 2025. All applications must be received by NAPS Headquarters by March 5, 2025, to qualify for the additional sponsorship money.

“Increasing membership demonstrates leadership!”

Fleet Management

Bobby Bock

Southeast Area Vice President

The Fleet Management division recently held a meeting to discuss their remarkable achievements. Over the past year, the division successfully reduced costs by an impressive \$144 million compared to the same period last year, a significant milestone in terms of savings.

Moreover, in fiscal year 2024, the team welcomed 28,958 new vehicles, including the eagerly awaited next-generation delivery vehicles now in production and gradually being deployed to various delivery units and centers. Notably, the Ford E-Transit vehicles currently are being stored in designated lots as infrastructure enhancements are underway to fully support their operations. In the interim, the fleet team ensures these vehicles' batteries remain charged, showcasing their commitment to

efficient management and readiness for future deployment.

In the past year, our focus on efficiency and safety led us to conduct a total of 791,532 preventative maintenance inspections. Furthermore, we have made significant strides in enhancing our fleet management by integrating 126,222 telematics devices. These devices offer comprehensive monitoring capabilities, including tracking idling time, seat-belt usage, speed, collision alerts and real-time location data.

Of particular concern is the issue of excessive idling, with some carriers allowing their vehicles to idle for extended periods, exceeding four hours. This practice not only wastes fuel, but also contributes to unneces-

sary emissions. Additionally, it is essential to emphasize these vehicles are dedicated to postal service operations and should not be used for personal purposes by employees.

An exciting update is underway for fleet management at *PO 701* as the handbook is getting a revamp to reflect the latest changes. The team recently explored the new training facility dedicated to enhancing fleet maintenance procedures. Auto technicians presently are enrolled in classes to familiarize themselves with the maintenance of the new vehicles, ensuring top-notch service delivery.

Additionally, insights were shared by the PMG during a Zoom session discussing the "Delivering for America" plan. To accommodate the new fleet, VMFs are undergoing retrofitting processes across the board. With a substantial number of 300



VMFs in line, the retrofitting endeavor is anticipated to span a few years, emphasizing the meticulous planning and execution required for this extensive upgrade.

In our recent discussions on fleet management, we delved into the complexities of the software tools we rely on daily, particularly the Fleet Management Information Systems (FMIS). While these systems are crucial to our operations, they can pose

challenges that test our team's patience. Despite the hurdles, the team's dedication was recognized at the conference.

I would like to give a special mention to our Customer Service and Logistics members. With the Postal Service's significant investment in new vehicles, protecting our fleet is paramount. One effective strategy emphasized was conducting regular lot inspections to promptly detect

unreported vehicle damage. It was stressed that even minor damages should not be dismissed as part of the cost of business, a sentiment echoed by a postal executive.

As we approach the holiday season, I extend my warm wishes to all team members, hoping for a time of rest and joy amidst our ongoing efforts to safeguard our fleet and uphold operational excellence.

bocknapsseavp@aol.com

If You See Disrespect, Say Something!

Dec Perez

New York Area Vice President

The holiday season is upon us and although most people exhibit good cheer toward each other, the USPS is different. Everyone is under additional stress due to peak season performance expectations, almost as much as during the extraordinary pressure of the political mailing season.

In late October, PMG Louis DeJoy addressed the NAPS Executive Board for an hour at our fall meeting. He shared many thoughts about his vision for the USPS and how he believes he will turn it around. But the most important topic, in my opinion, that he addressed is more than likely something everyone has thought about, including myself for 35 years in the Postal Service. It's a common thought we all have, but we place it in the deepest recesses of our minds and just accept it will never change; therefore, nobody acts on it.

DeJoy said he would like to change the culture of the Postal Service. The definition of "culture" is defined as "the set of shared attitudes, values, goals and practices that char-

acterize an institution or organization. The set of values, conventions or social practices associated with a particular field, activity or societal characteristic."

I agree wholeheartedly with the PMG. The culture must change among all of us before we see the USPS work environment change for the better. However, this change must start at the top with USPS executives and filter down to the rank-and-file supervisors, then to all the craft employees and their union leadership. This philosophy begins with leaders looking in the mirror and practicing what they should be preaching.

I've been preaching dignity and respect since I first became a NAPS member in the early '90s. I saw how people were treated. My parents didn't raise me to treat people this way—back then or today. If the culture changes for the better, the work environment will follow.

I attended a joint meeting on a Sunday in October that included Branches 100, 459 and 164. There were 92 members in attendance. NAPS Secretary/Treasurer Jimmy Warden spoke first, then I spoke. The main topic brought up by members

was the lack of dignity and respect by their superiors toward them in Zoom meetings. Warden and I addressed these concerns and how "you" should go about handling it.

Warden told members that dignity and respect are a two-way street; you must give them to receive them. He also reminded everyone that the NAPS website provides three processes you can use to report instances of not getting dignity and respect. The processes can be found under "Forms and Documents."

I told attendees that, as an adult, you cannot be afraid to stand up for yourself; NAPS will back you 100%. However, you must carry yourself as the professional adult you need to be at all times.

I advised the members who have been disrespected, embarrassed, bullied and belittled in front of their peers on Zoom meetings to log off and leave the meeting. I then told them their MPOO or whoever is acting like a disrespectful child would be calling them.

You answer the phone and tell them you do not appreciate being disrespected in front of your peers or at any time and you will not tolerate or accept their behavior. That's all it takes! Then you go to www.naps.org

Continued on page 24



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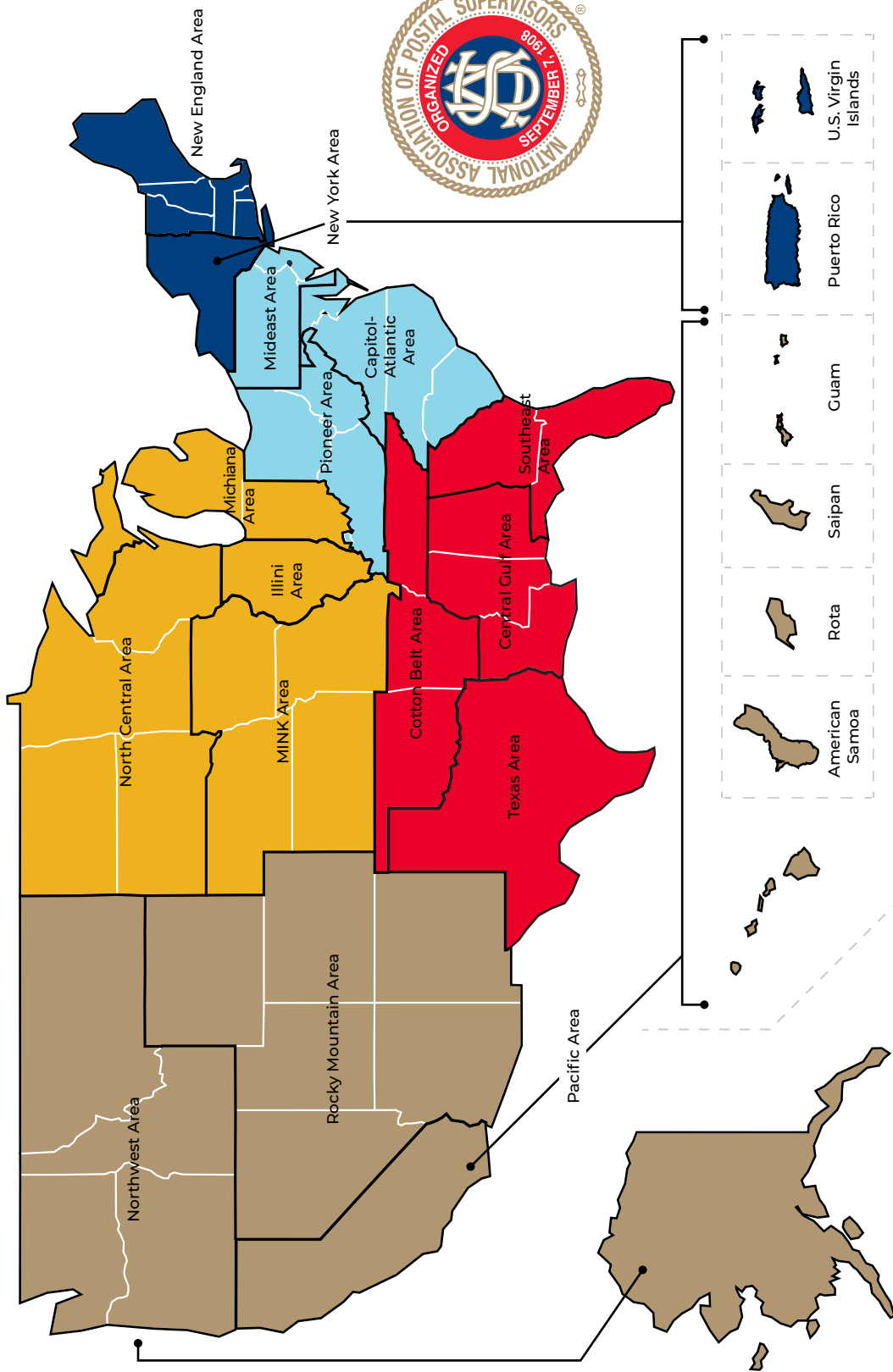
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- Western Region
- Central Region
- Southern Region
- Eastern Region
- Northeast Region



National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2024

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



Applications must be received no later than Dec. 31, 2024. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Louis M. Atkins Presidential Student Scholarships**, or go to <https://naps.org/Members-Scholarship>.

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

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

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

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

Bob Levi

Director of Legislative & Political Affairs



Once again, the United States Postal Service demonstrated its ability to provide American citizens with an accessible, secure and efficient means of participating in our

dent and Sen. Marco Rubio (R-FL) will be vacating his seat on Senate confirmation as secretary of state, the Republican governors of Ohio and Florida will be appointing senators who

will serve at least through 2026.

In the House, many of our allies in competitive races were reelected, but some were not. The bottom line is

pause is the gavel of the Homeland Security and Governmental Affairs Committee will pass to Sen. Rand Paul (R-KY). His postal priorities, views about the federal workforce and legislative philosophy contrast with current Committee Chairman Gary Peters (D-MI).

Over two years ago, Paul was one of only 19 senators who voted against the Postal Reform Act of 2022. More recently, Paul has

been extremely critical of Postal Service performance and finances, arguing,

in part, that financial assistance must be contingent on “significant structural labor changes” being made to workforce hiring and retention.

During committee consideration, Paul voted against confirmation of PRC members Thomas Day (September 2023) and Ashley Poling (July 2024). This reticence about USPS sup-

'24 Election in the Rearview Mirror, '25 Legislative Agenda Straight Ahead

nation’s democracy. Well over 45 million Americans cast their ballots by mail in the 2024 general election. Notably, there have been no credible accusations of any ballot impropriety regarding these votes. With this sacred tool of citizen engagement, the American electorate spoke.

One thing is clear, a “red tide” burst the banks of the Potomac River and swept away Democratic-majority control of the Senate and its party’s White House occupancy. The election results also enabled the Republicans to maintain a razor-thin majority in the House. Consequently, the legislative and political environment in our nation’s capital will, for the most part, be dictated by the Republican Party.

Regrettably, the electorate retired two veteran NAPS allies—Sens. Sherrod Brown (D-OH) and Jon Tester (D-MT). Both have been relentless advocates for a universal Postal Service and steadfast guardians of the federal workforce, but they could not overcome President-Elect Trump’s substantial coattails in their states.

Also defeated for reelection was Sen. Robert Casey (D-PA). Inasmuch as Sen. J.D. Vance (R-OH) will be vacating his seat to become vice presi-

dent and Sen. Marco Rubio (R-FL) will be vacating his seat on Senate confirmation as secretary of state, the Republican governors of Ohio and Florida will be appointing senators who will serve at least through 2026.

In the House, many of our allies in competitive races were reelected, but some were not. The bottom line is that SPAC-supported congressional candidates (i.e., incumbents and challengers) won 92% of their races. These individuals included Democrats, Republicans and Independents.

For the postal community, the most immediate and consequential impact of the Republicans reclaiming the Senate majority after a four-year

After House Passage, H.R. 82 Moves to the Senate

On Nov. 12, the House passed H.R. 82, the Social Security Fairness Act, with a resounding 327-75 majority. “GPO/WEP repeal has been a NAPS legislative priority for decades,” commented NAPS Executive Vice President Chuck Mulidore. “We are pleased the House of Representatives finally has passed this long-overdue measure. NAPS legislative activists will be working to secure Senate passage before the end of the year so the bill can become law with President Biden’s signature.”

With House passage, H.R. 82 moves to the Senate for a possible vote. The Senate version of the

bill, S. 597, is co-sponsored by 62 senators. The Senate likely will consider H.R. 82 rather than S. 597. Let’s make sure the clock does not run out on H.R. 82.

The legislation would repeal the WEP and GPO—two Social Security provisions that discriminate against public employees, including many NAPS members, who participate in the Civil Service Retirement System (CSRS).

Urge your two senators to request H.R. 82 be scheduled for a vote and that they each vote for the bill. Send your message by going to <https://www.voterveoice.net/BroadcastLinks/d9Ns1k-NW NnTeOTE6hiVnQ>.

port may inform Paul's position on such legislative priorities as enacting a fair method of calculating the agency's pension liability and increasing its borrowing authority.

On Nov. 14, Peters held a confirmation hearing on three of the four Biden-nominated members to the Postal Service Board of Governors: Val Demings, William Zollars and Gordon Hartogensis. Demings is a Democrat; Zollars and Hartogensis are Republicans. Nominee Martin Walsh removed his name from consideration on the eve of the hearing.

It is unclear whether Paul, presently the ranking Republican on the committee, will stall consideration of the three remaining nominees. The vote is intended to take place before the end of the year. Paul could seek to halt committee action, awaiting his ascension to the chairmanship and Trump's inauguration. Trump then could submit his own four nominees to a Republican-controlled Senate.

Inasmuch as Republicans have retained their narrow House majority, Rep. James Comer (R-KY) will retain chairmanship of the House Oversight and Accountability Committee; Rep. Jamie Raskin (D-MD) will continue as the committee's ranking Democrat. It is expected that Rep. Pete Sessions (R-TX) also will continue to chair the subcommittee with jurisdiction over the Postal Service and the federal workforce; Rep. Kweisi Mfume (D-MD) will continue to serve as the subcommittee's ranking member.

Early next year, the soon-to-be sworn-in Congress plans to swiftly introduce and prioritize bills that align with the president's legislative agenda. It's important to note that, for the past two years, the House focused on executive branch oversight as a Democrat occupied the Oval Office. One of Trump's major bread-and-butter campaign promises was to enact new tax cuts, including a plan to reduce

corporate tax rates and extend his 2017 tax cuts.

Among his new promises was to exempt tips and overtime pay, along with Social Security benefits, from federal income tax. According to the Center for a Responsible Federal Budget, a bipartisan think tank, the 10-year cost of all Trump's proposed tax cuts would be about \$9.15 trillion—a massive price tag. Congress will seek offsets for these tax cuts.

Of course, the low-hanging fruit are federal and postal employee benefits. As we have grown accustomed, among the prime targets for such offsets are CSRS and FERS cost-of-living adjustments, federal health premiums and the formula for calculating federal and postal pensions. This anticipated tax package would be included in a "reconciliation bill."

This is a type of bill that the Senate cannot filibuster and only requires a simple Senate majority vote—not a 60-vote super majority. So, right out of the legislative gate, NAPS must be vigilant regarding any attempt to link postal benefits to a tax package.

NAPS also will be attentive to Trump's nominees to key federal agencies that may have an impact on the Postal Service and its financial health. As mentioned, the Senate may decline to take up Biden's nominees to the Postal Board of Governors before adjourning this year.

In addition, we will be watching who will be nominated to direct the White House Office of Management and Budget, the agency that develops the federal budget and weighs in on virtually all federal policy. During the first Trump administration, the Department of the Treasury secretary had a large voice on postal borrowing authority and sought executive branch oversight of the Postal Service.

The Office of Personnel Management has authority over the federal pension systems (FERS and CSRS) and

the Federal Employees Health Benefits Program, which includes the new Postal Service Health Benefits Program. So, its director is important.

Moreover, Trump has appointed business moguls Elon Musk and Vivek Ramaswamy to a proposed White House commission tasked with slashing government spending and restructuring federal agencies. This may have serious implications for the Postal Service and its employees.

Lastly, on Nov. 14, the Postal Board of Governors elected Amber McReynolds as its new chair and Derek Kan as its new vice chair.

So, with the elections behind us, we must look ahead.

naps.rl@naps.org

Views from the Vice Presidents

Continued from page 19

and fill out the "NAPS Teleconference Improvement Monitoring Program Reporting Form" and send it to NAPS Headquarters. This is the only way we can begin to clean up our culture and work environment.

The other hot topic of late is emergency placement (EP) in a non-pay status. Is this really who our leaders want to be? Messing with someone who may be living paycheck to paycheck and causing them financial hardship?

When a branch official shows this leader the deputy PMG's Emergency Placement letter and they disregard it, will they also be placed on EP in a non-pay status? All I'm asking is that everyone plays on a level playing field and is treated equally when they fail to follow instructions or a written directive.

MM—membership matters. Let's begin signing our non-member postmasters and supervisors. Let the membership blitz begin!

Enjoy the holidays!

nyavpdee@aol.com

Your Potential Is Unlimited

Peggie Bednar

We have the remarkable potential to achieve much of which we believe ourselves capable. When confronted with challenges, let us stand tall and remain resolute and deeply committed to our objectives.

Encountering dishonesty can be disheartening, particularly from those with whom we long have collaborated. For example, when a leader neglects to inform you of a new process and you invest considerable time working with the outdated method, trust is undeniably lost.

When a leader conveys half-truths to misdirect without offering explanations, trust diminishes.

Moreover, when a leader reaps personal gains that are not rightfully theirs, trust erodes further.

As we pursue growth, let us recognize that surpassing a mentor may present challenges, yet it also opens doors to exciting new opportunities. The principles of learning and teaching form the cornerstone of our organization.

Supervisors who are genuinely engaged are more likely to share their valuable insights and experiences with members. Sharing knowledge cultivates leadership; withholding knowledge can hinder the spirit of collaboration.

Participating in conventions, meetings and training sessions and

pursuing fellowships will significantly enhance your growth as a NAPS member. Participation also may position you for a leadership role in our organization.

Do not let a leader lacking integrity discourage you. Instead, build your confidence by passionately believing that truth will prevail and those who act unethically will face the consequences of their actions.

Your NAPS family is steadfastly here for you. All that is needed is for you to take the first step: Get involved!

msbednar@comcast.net

Peggie Bednar is president of Myrtle Beach, SC, Branch 695 and the retired postmaster of Rock Hill.

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Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction

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

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

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

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



PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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

7 7 2 2 5 5 5 5 5 _____

(Example: 77225555512345678).

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



2024 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Randle, Carol	CA	Branch 39
McClinton, Velma	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154

Hoerner, Thomas	FL	Branch 420
McHugh, James	FL	Branch 386
Lynn, Patti	FL	Branch 296
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Foley, Paul	MA	Branch 120
Jones, Wilmore	MD	Branch 42
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Lothridge, Derek	ME	Branch 96
Lothridge, Tammy	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 to Oct. 31, 2024)

National Aggregate:

\$218,740.27

National Per Capita:

\$8.21

Region Aggregate:

1. Eastern	\$51,443.34
2. Western	\$51,184.08
3. Southern	\$48,431.30
4. Northeast	\$36,442.11
5. Central	\$31,239.44

Region Per Capita:

1. Western	\$9.64
2. Southern	\$8.72
3. Eastern	\$8.32
4. Northeast	\$7.29
5. Central	\$7.10

Area Aggregate:

1. Capitol-Atlantic	\$35,607.20
2. Pacific	\$34,412.96
3. Southeast	\$25,544.80
4. New England	\$17,190.00
5. New York	\$13,822.11
6. Mideast	\$12,159.24
7. Texas	\$11,982.00
8. North Central	\$10,097.54
9. Pioneer	\$ 9,106.90
10. Northwest	\$ 8,538.62
11. Illini	\$ 8,395.00
12. Rocky Mountain	\$ 8,232.50
13. Michiana	\$ 8,030.00
14. Cotton Belt	\$ 5,571.00
15. Central Gulf	\$ 5,469.50
16. MINK	\$ 4,716.90

Area Per Capita:

1. Pacific	\$12.21
2. Southeast	\$12.14
3. North Central	\$11.28
4. New England	\$10.70
5. Capitol-Atlantic	\$10.66
6. Northwest	\$ 8.21
7. Central Gulf	\$ 7.30
8. Illini	\$ 6.93
9. Texas	\$ 6.87
10. Michiana	\$ 6.67
11. Pioneer	\$ 6.63
12. New York	\$ 6.00
13. Cotton Belt	\$ 5.80
14. Rocky Mountain	\$ 5.77
15. Mideast	\$ 4.68
16. MINK	\$ 4.33

State Aggregate:

1. California	\$32,592.96
2. Florida	\$23,582.80
3. Maryland	\$13,325.50
4. New York	\$12,677.11
5. Texas	\$11,982.00

State Per Capita:

1. Maine	\$42.34
2. North Dakota	\$25.94
3. South Dakota	\$23.11
4. Idaho	\$22.68
5. Maryland	\$21.22

Drive for 5

Members by Region:

1. Southern	43
2. Eastern	42
3. Western	38
4. Central	35
5. Northeast	27

Aggregate by Region:

1. Western	\$16,771.12
2. Eastern	\$15,888.00
3. Southern	\$12,955.30
4. Northeast	\$ 9,579.34
5. Central	\$ 8,372.00

Rosario, Tamara	ME	Branch 96
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Geter, John	NC	Branch 183
Dallojacono, Anthony	NJ	Branch 568
Scales-Bradley, Constance	NJ	Branch 53
Amash, Joseph	NY	Branch 83
Evans, Darius	NY	Branch 85
Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Butts, Ivan	PA	Branch 355
Gill, Kathy	PA	Branch 50
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Jackson, Alice	VA	Branch 526
Thomas, Carlos	VA	Branch 98

October Contributors

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

Studdard, Dwight	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Bock Jr., Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Valuet, John	ID	Branch 915
Moreno, Luz	IL	Branch 489
Wileman, Dotty	MD	Branch 923
Amergian, Raymond	ME	Branch 96
Johnson, Craig	MO	Branch 36
Washington, Robert	MO	Branch 131
Evans, Darius	NY	Branch 85
Warden, Ivonne	NY	Branch 100
Green, Shri	TN	Branch 41
Davis, Pamela	TX	Branch 122
Green Jr., Richard	VA	Branch 98

VP Elite (\$750)

Lum, Chuck	HI	Branch 214
Griffin, Troy	MD	Branch 42

Continued on page 46

Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

Below are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the

month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

By internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



PMG Louis DeJoy Provides Update on the 'Delivering for America' Plan and Measures in Place for the 2024 Elections

Submitted by Jimmy Warden

Secretary/Treasurer

NAPS President Ivan D. Butts called the Oct. 21 Executive Board meeting to order at 8 a.m. Cotton Belt Area Vice President Shri Green gave the invocation; Southeast Area Vice President Bobby Bock led the Pledge of Allegiance.

Mideast Area Vice President Tony Dallojacono and Rocky Mountain Area Vice President Myrna Pashinski were named sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present.

The resident officers welcomed board members and congratulated them on their successful elections. Butts said there is a lot of work ahead; parts of the "Delivering for America" (DFA) plan are disturbing. NAPS will be looking at the next couple years regarding staffing. He said he looked forward to a productive meeting.

Executive Vice President Chuck Mulidore told the board a lot of decisions need to be made and he looks forward to beneficial discussions. MINK Area Vice President Bob Washington was welcomed to the board. Warden said he looked forward to a productive meeting.

Michiana Area Vice President Kevin Trayer nominated Pacific Area Vice President Chuck Lum for Executive Board chair; no other nominations were made. Lum was named

chair for the next two years.

Lum thanked Trayer and the board for their votes of confidence and said it is an honor to serve in this position. He affirmed his hopes for a productive meeting.

Eastern Region Vice President Richard Green, seconded by Dallojacono, made a motion to accept the 2024 National Convention Executive Board Meeting minutes as written. The minutes were sent to the board, published in *The Postal Supervisor* and available on the NAPS website. The motion passed unanimously on a voice vote.

Warden gave his report:

- As of Sept. 30, 2024, NAPS investments totaled \$6,965,572.90.
- As of Sept. 29, 2023, NAPS investments totaled \$6,616,994.69.
- This is an increase of \$348,578.21, or 5%.

As of Oct. 19, 2024, the NAPS General Fund Signature FCU Checking account balance was \$529,736.25; the Signature FCU Money Market account was \$99,963.32, for a total of \$629,699.57.

As of Sept. 30, 2024, NAPS Property Inc. (NPI) had \$107,667 in cash on the balance sheet. There was \$102,490 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$5,177 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 square feet), expanded into Suite 105—an additional

6,090 square feet—as of March 1, 2024. Like the agreement for Suite 305, the expansion is a license agreement with profit sharing. It's assumed to be low risk, but also has no defined income model.

Through Sept. 30, 2024, profit sharing with NAPS Property Inc. totaled \$28,147, which averages \$7,035/month. Year-to-date totals are \$4,553 under budget; however, monthly payments are trending in a positive direction. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

The current cash projections assume continued vacancies on the 2nd floor, as well as Suite 350. NAPS has contracted with Jim Stoladi to lease out the space. The overall pace of leasing activity remains slow.

The cash forecast for the fiscal year assumes contributions of \$32,500/month from the landlord to cover the building operating expenses. However, to the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease.

As of Oct. 1, NAPS Headquarters' social media results were as follows:

Facebook had 4,334 followers (up from 4,035 in October 2023, or 7.41%). Posts continue to garner an average of about 300-1,000 views; the most engaging posts get about 1,000-4,000-plus views organically.

The competition for organic views on Facebook's timeline remains intense. Every year, NAPS'

page competes with many organizations, individuals and pages to appear on people's timelines while scrolling through the platform. Most of NAPS' web traffic from social media continues to come from Facebook (90%+). It continues to be important to be visible on the other platforms (Instagram and LinkedIn). LinkedIn, especially, is growing at a rapid rate organically (without paid ads).

Instagram followers were 470 (up from 431 in October 2023, or 9.05%).

LinkedIn followers were 998 (up from 402 in October 2023, or 148.26%).

The X (formerly Twitter) account no longer is in use per President Ivan D. Butt's Nov. 2, 2022, memo.

Web traffic (number of users) for January-September 2024 compared to SPLY is relatively flat; the number of overall page views increased 2.3%. Email remains a significant factor in boosting website traffic and readership. The news pages and magazine articles regularly published online and distributed through email also are among the most popular pages.

Reposting printed magazine articles on NAPS' website is crucial because it offers current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes. To date, six of the top 30 pages (20%) are from *The Postal Supervisor*.

It is recommended to create an ongoing content plan for publishing more original news and other types of original content/messaging on the website that will directly speak to current and prospective members. A



We All Can Help Build Membership



September High-Five Club Members

Carol Jefferson-Eaddy, Branch 336, NY
Deborah Johnson, Branch 88, CA
Leo Kindsvatter Jr., Branch 929, MT
Derek Lothridge, Branch 96, ME
Charles Patterson, Branch 127, CA
Paul Ross,[†] Branch 7, NY
Tarnetta Sadler,[†] Branch 545, MI
Brian Wagner,^{†††} Branch 255, IL

[†] Denotes sponsor who signed 10+ members in the past 90 days.

yearly plan could be developed that is broken down quarterly. While the magazine articles are popular, it is worth considering whether there is other information NAPS wants to get out to its audience in other/newer formats.

This approach could help expand messaging, increase website traffic and further attract potential members. Additionally, digital communication easily can be tracked.

As of the September 2024 DCO (reflecting DCO membership through PPs 19 and 20), NAPS had 29,032 members (27,568 active and 1,464 associate; 95% and 5%, respectively). Total membership from a year ago (PPs 18, 19 and 20, 2023), was 27,068 (25,608 active and 1,460 associate); an overall total increase over

SPLY of 1,964 members, or (7%).

As of the September 2024 DCO, the total number of active nonmembers was 20,582. This number is based on USPS payroll files of nonmember EAS employees, which now also includes postmasters. Based on current membership totals, there are approximately 43% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check. The "High-Five Club" offers an opportunity for sponsors to receive an additional check for \$25.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports, along with their DCO and Mail Address reports monthly. We also encourage review of the biweekly EAS

promotion and monthly Postmaster Promotion reports. We ask that any individual listed as a nonmember be contacted and informed regarding the benefits of joining NAPS.

Per a board motion, contracts expiring prior to the March 2025 Executive Board meeting are Bruce Moyer for legal services and Al Lum, NAPS' Disciplinary Defense Fund provider. Two additional contracts have been submitted: ConferenceDirect for 2028 National Convention management and a contract from ADI Construction to upgrade the NAPS Headquarters copy room.

A recommendation was made by Southern Region Vice President Jaime Elizondo Jr. to include the amount of money withdrawn from investments during the previous period for the financial report. Warden agreed to include that information on all forthcoming secretary/treasurer reports.

Butts welcomed Postmaster General Louis DeJoy and said he is looking forward to getting an update on the DFA plan.

DeJoy agreed there are some strains, but things are getting better. Facilities are getting fixed and the American people are seeing the positive changes, he offered. When DeJoy first came to the Postal Service, there were a great many strains. Regarding the upcoming elections and mail-in ballots, the agency will have good service performance, he assured board members.

"Our people are training in preparation," DeJoy said. "It's not perfect, but every measure is being taken by having teams in the field and the OIG verifying aspects of the operation. We got through tough times with the pandemic; I know our

people will make this happen.

"We can make service. This, even though the OIG is going around the country and may find some deficiencies somewhere. We will get through this election."

DeJoy has been talking with state election committees and the secretaries of state regarding mail-in ballots. He has been building communications and ensuring the Postal Service will succeed. He gets numerous calls each week from people in the field regarding the elections and has refrained from stating to the public what type of paper has been used for some ballots and some incorrect barcodes on ballots as not to scare the American people.

The PMG has Process Improvement Teams; the OIG is working around the clock to ensure ballots are delivered. DeJoy mentioned the Postal Service has a great relationship with President Biden's administration. The agency received the President's Award for Sustainability. "The current administration has been the best for the Postal Service in many, many years," DeJoy observed. "They understand what needs to be done."

The agency was extremely successful in delivering vital COVID-19 test kits, which many have forgotten, and has been successful with the transformation to electric vehicles. DeJoy referred to everyone working together to get the Postal Reform Act passed. He said he would like to continue working together on Medicare enrollment, a new housing program and opioid avoidance. DeJoy believes the Postal Service is underused, underdeployed and underappreciated; he wants to change that.

For peak season, the USPS may add 5,000 to 7,000 temporary em-

ployees. The agency has saved billions of dollars of waste by addressing transportation. Last year, 15 million workhours were reduced, yet there are 20,000 more career employees. Trucks are running 90% full across the country in three-, four- and five-day zones. Originating plants have been reduced, all completed with insourcing of other operations.

The USPS is insourcing in comparison to previous PMGs who looked to outsource. DeJoy said he is trying to inspire the organization by doing all this. "We are competing with FedEx and UPS," he stated. "We are adding more capacity in Denver, Dallas, Phoenix and Indianapolis. I'm looking forward to a good, successful peak season."

Discussions were just completed with FedEx and the USPS has ended the Priority transformation arrangement. "We now are in control of our product," DeJoy stressed. "Last year, \$1.6 billion was paid to FedEx. The agreement has ended; we no longer will pay them anything." Ground Advantage™ has been rolled out and packages are increasing; Priority volume is decreasing. The Postal Service is currently reviewing a two- to three-day product.

DeJoy reported he is revamping the Sales group; a new vice president (who worked for FedEx) is overseeing the Sales group. There needed to be organizational structure and decision-making as this has eroded over the years. "A certain level of effort is needed in the field to allow for what we need to redo the Maintenance organization," DeJoy said. The USPS is losing approximately 30% capacity due to maintenance issues with equipment and creating a cross-functional organization.

This year, 27,000 new vehicles are coming. The Postal Service has been working closely with John Podesta, a member of President Biden's cabinet. Of the 27,000 new vehicles, approximately 20,000 are gas vehicles. The agency needs new vehicles on the road. It will take too long to change the entire infrastructure to accommodate electric vehicles, so gas vehicles were purchased.

The agency will continue building an electric infrastructure, concentrating on the S&DCs; it is a 30-year program. DeJoy was involved in the vendor selection, but is dealing with it now. The vehicles are needed in the field. He said he is looking to increase vehicles for S&DCs, especially offices with 75 carriers and above.

The infrastructure in these buildings first must be fixed, which has caused some delays.

DeJoy explained the reason for splitting delivery, processing plants and transportation was so they can monitor each other, which should help identify deficiencies and breaks in service. When under one group, there wasn't a monitoring process; one was monitoring itself and deficiencies weren't being corrected. Operating efficiently and making service are critical.

Gembas are being completed daily, averaging over 100 a day; improvements are showing. The PMG said he realizes there are issues in the plants. There is an issue in attracting the right people to take plant manager posi-

tions. DeJoy wants plant managers to know everyone in their operations.

Trucks running to delivery units are much fuller. The Postal Service canceled all private contracts. DeJoy had a meeting the next day with the UPS CEO. He said he has a plan he will present and intends it to be 100% in the best interests of the Postal Service. Depending on how the meeting goes, he has a plan if he can achieve 80%, but nothing less. The best interest of the Postal Service comes first, DeJoy insisted.

Transitions sometimes don't go too well, he observed. It would have been easier to rebuild an entire new Postal Service then rebuild while operations continue. UPS puts their labels on their packages, which are run

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- Email cfcuspshq@usps.gov
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- Scan the code at right.



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through their machines to determine how dense the packages are. The machine determines whether UPS or the USPS gets the package. "This is why we get all the small packages from UPS," DeJoy stressed. "UPS fought against the Postal Reform Act. We can handle the packages, but must be paid accordingly. Our S&DCs can handle the workload. Sales needs to work to get back the package business."

There currently are 83 S&DCs; another 40-50 are going online. Much capital has been spent getting them online; some facilities are \$80 million projects. There have been 40 annexes closed; the agency is looking at having 140 nationwide. Streamlining costs and attracting revenue are the USPS' goals.

DeJoy noted the recent hurricanes were unfortunate timing with elections taking place, but has given a lot of hope for the organization. Controlled shutdowns have helped bring operations back much quicker in the hit areas. "I'm very proud of the organization and the way it has handled the current storms," he affirmed. The Postal Service is down to 3,000 addresses in the Carolinas and 25,000 addresses in Florida receiving no deliveries. Asheville, NC, was extremely bad.

DeJoy said the service issues in Richmond, VA, and Atlanta should not have happened. He said the extent of communication and ability to adapt and affect execution resulted in these issues. "It will not affect the election," he stressed. "We will not have these issues going forward."

The Postal Service is looking at closing some retail sites. They are reviewing stocking different items and looking at returns, which is a \$5 billion market, as well as looking at a big

next-day delivery.

DeJoy responded to questions and discussion. In reference to ballot mail, a memo lays out the extraordinary measures that start today for the next two weeks; overtime is not to be used. The measures are to take place after normal workhours. DeJoy said extra transportation will be running; not everything has to be done in overtime. Mail will be collected when retail centers close.

There was discussion on how EAS employees are treated and efforts to not use 204(b)s. DeJoy said he cannot change the attitude of the Postal Service overnight. He is working on improving plant management issues. "I want to manage that more," he explained. "There needs to be more attention on daily interaction and rules, as well as how work is dispatched, the ease of getting work done and how it's not always an emergency."

DeJoy said he is going out to the field a great deal more; the pressure needs to be taken off the whole place. Mulidore observed it's falling into DeJoy's lap. DeJoy said he doesn't feel it fell in his lap, but he is doing the work; he took the job knowing the challenges.

He is going out to the field, confident in making more tactical-type improvements in many places. "People need to understand the DFA is believable," he said. DeJoy also meets with union leadership; there is much more strategic thinking and planning in the organization.

"I want to be part of any postal system in the world," he declared. "We need to work together as we all are part of management."

Executive Board members can submit further questions to Warden

who will forward them to DeJoy. Butts thanked DeJoy for taking the time to come and address the Executive Board.

PNC Bank's Amy Bartosh told the board the market has had a good year; there was positivity in the first nine months. She told board members the *Fortune 500* is being driven by the "magnificent seven" companies; the other 493 companies are starting to improve.

Investment portfolios are looking at 200 base points, a 2% cut in rates. Inflation is down and the hiring market is doing well. Inflation is down as the economy is in a good position. The Consumer Price Index is doing well as people still are spending. Earning growth, though, needs to start increasing.

Bartosh said the market doesn't like uncertainty and it may be affected until a new president is elected. When you delete the "magnificent seven," you are looking at only 1.5% growth. The market favors a split government. Otherwise, nothing will get done.

When the same party holds the House, Senate and presidency, she said, the market usually does not do as well. It was suggested to lessen the cash as dues were increased. Quarter performance was up 5.85%. For 2024, NAPS withdrew \$933,875, which included fees.

Don Flak, USPS executive director, Performance and Field Operations Support, discussed Pay for Performance. Regarding NPA Composite Performance Summary ALL, national is showing 20 people out of money (boxes 0, 1 and 2), .11%; under target, 2,906 people (boxes 3 and 4), 16.21%; over target, 15,023 people (boxes 5, 6, 7, 8 and 9), 83.79%; cells 10, 0.

Retail and Delivery is not finalized for FY24. There are over 17,000 scorecards in Retail and Delivery. Revenue dropped for September, so all scorecards are projected to drop. There is a major hit on cost as for a few weeks the plan was over by a million hours; lost \$200 million in revenue and ran over \$1.5 million. This resulted in a full cell drop. All scorecards are projected to go down because of this.

The system is designed to be as accurate as possible, Flak said. Package products consist of seven categories: Priority Mail and Priority Express, Priority Mail return, Ground Advantage, Ground Advantage returns, Parcel Select DDU, Parcel Select SCF and Parcel Select NDC. For Competitive Product Composite, the Delivery Unit goal is 95%.

For Processing and Logistics, the goal is 91.19% (does not include parcel select DDU). The Network is 91.19 and DDU is 99.80; therefore, the average is 95.55%, which is how the goal was determined for the delivery units. It is scored at the district level. Large amounts of DDU pieces help the score. Mitigation factors are through July 2024; no one will drop. There are 2,403 score cards that will increase by 1 cell; it will be recalculated with September numbers.

Flak said S&DCs are being looked at; he has been reviewing them monthly—last year, 82 Finance numbers; this year, approximately 400 are involved with the S&DCs. It has gotten extremely better; there has not been the level of degradation for this year. If a case could be made, it will be made. Last year, 640 cases were mitigated.

If the current proposal is approved, it would allow for mitigation

to affect approximately 3,500 people. Scores will reflect on the bottom next to the composite score; therefore, people can see the change. The Competitive Product Service Composite score does not change as there is a business rule. The end-of-year scores tentatively are to be posted Nov. 15; mitigation begins Nov. 18.

Al Lum, NAPS' Disciplinary Defense Fund provider, addressed the board. His company, Labor Relations Admin Group, has six contractors (advocates) and will be hiring one additional advocate. Since June 2024, they have received four postmaster cases.

Since the August 2024 National Convention, there have been three cases involving credit card usage; in the prior seven months, there were four cases. Employees in financial difficulties are using their government credit cards for personal expenses, which is the wrong thing to do.

In FY24:

- 107 total DDF cases; 87 closed; 20 pending
 - Of the total cases, 75 (70%) were MSPB; 24 (22%) were DCA; and 8 (8%) were *ELM* 650
 - Total cost of cases: \$259,435.26; \$3,088.52/average cost per case
- MSPB cases:
- 43 settled (58%); 6 withdrawn (8%); 7 won (9%); 7 lost (9%); and 12 pending (16%)

Debt Collection cases:

- 3 settled (13%); 15 won (62%); and 6 pending (25%)
- ELM* 650 cases:
- 4 lost (50%); 2 settled (25%); and 2 pending (25%)

DDF case infractions: performance, 35; finance, 29; attendance, 12; falsification, 10; sexual harassment, 8; violence, 8; and theft, 5.

Top-five areas: New York, 15; Texas, 14; Capitol-Atlantic, 13; Pacific, 11; New England, 9; and Northwest, 9.

In FY25:

- 31 total DDF cases
 - Of the total cases, 18 (58%) are MSPB; 10 (32%) are DCA; and 3 (10%) are *ELM* 650
 - Total cost of cases: \$15,500; \$2,214.29/average cost per case
- MSPB:
- 14 pending (78%); 1 withdrawn (6%); 1 settled (6%); 1 lost (5%); and 1 won (5%)
- Debt Collection cases:
- 9 pending (90%); 1 settled (10%)
- ELM* 650 cases:
- 3 pending (100%)
- DDF case infractions: finance, 13; performance, 7; falsification, 6; violence, 3; sexual harassment, 1; and attendance, 1

Top-five areas: Capitol-Atlantic, 5; Texas, 4; Pacific, 4; New England, 3; and Cotton Belt, 3.

Jim Stokes, Stoladi and NAPS Property, Inc., addressed the board. Stokes said he is positive the NAPS Headquarters building will get back to full occupancy.

Stephanie Gleishner gave a history of the building:

- 48,000 square feet
- built in 1989 and considered a duplex
- purchased in 1992 for \$3.1 million
- tax assessment for the first half of 2024 was \$5 million
- Stoladi was hired in 1994 to manage the building; NAPS was his first client

In reference as to who is responsible for what, NPI is responsible for 100% from the dry wall inward; 1727,

29, 31 and 33—King Street Metro Place Owners Association is responsible for the exterior.

- Management rate is a flat \$1,400/month, agreed on by then NAPS President Vincent Palladino and Jim Stokes in 1994; they had a gentleman's agreement never to raise the fee.

- If not for that agreement, an annual 3% escalation would be \$3,300/month; over 30 years, it would have cost NAPS approximately \$30,000 additional.

- The COVID-19 paycheck Protection Program granted a savings of \$22,390.

Gleishner said there is peace of mind with Stoladi as a tenant; management is on-site to track work orders and schedule preventive maintenance and inspections. The HVAC Unit Replacement Program has a savings of \$5,000/unit—a 30-year savings of \$320,000. Stoladi provides unmatched and dedicated experience, she professed.

In the annual budget, revenue generated by tenant rent and common area maintenance (CAM) is \$769,000; LocalWorks does not pay into CAM. Broker service provided by Jim Stokes; \$809,000 in operating expenses. The King Street Metro Property Owners Association performs snow removal, providing an additional cost savings.

Stoladi recommended that the second-floor space be opened up by taking walls down and adding windows as the area has no natural light. The cost would be \$200,000 for the demolition; this cost would be incurred anyway if the second floor was leased. By doing the work now, NAPS would be front-loading the cost. The Executive Board toured the second floor; a discussion ensued.

Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi gave a legislative/SPAC report. Bills of concern to NAPS include:

- H.R. 594—Postal Supervisor and Managers Fairness Act

- H.R. 595—Postal Employees Appeal Rights Amendment Act

- H.R. 3005/S. 3356—Postal Police Reform Act

- H.R. 82—Social Security Fairness Act. This legislation dealing with the Windfall Elimination Provision and Government Pension Offset has been discharged from committee without any need for consideration. It should hit the floor for a vote in November or early December.

Nominations:

- Postal Regulatory commissioners Ann Fisher and Ashley Poling have been confirmed.

- Board of Governors nominations for Martin Walsh, Val Demings, William Zollars and Gordon Hartogennis are pending.

On Sept. 26, the House Government Appropriations Committee held a hearing to discuss the operational status of election mail. PMG Louis DeJoy reassured committee members heroic efforts are in place. There is a concern with postal performance in Wisconsin, Cleveland and Atlanta.

Levi discussed S. 4675, the USPS Stop & Study Act, pending in the Senate Homeland Security and Government Affairs Committee for approval. It was introduced by Chairman Gary Peters and Sens. Susan Collins (R-ME) and Jacky Rosen (D-NV). The provisions of the bill are as follows:

- Prior to implanting any network changes, the USPS would be re-

quired to seek a PRC advisory opinion.

- Would permit the PRC to address reversal or previously implemented changes.

- Would prohibit the USPS from implementing any network changes if, in the PRC's opinion, such changes likely would have a negative effect on service.

There is a request for an advisory opinion on the DFA plan. NAPS plans to intervene and participate in discovery and will be submitting comments.

Regarding the upcoming election, it is undetermined who will have control of the House. There are 12 Democratic toss-ups and 14 Republican toss-ups. In the Senate, there are eight toss-up races. Postal Committee implications of the upcoming election are in the House should the Democrats have the majority—Jamie Raskin (D-MD), full committee chair, and Kweisi Mfume (D-MD), subcommittee chair.

Should the Republicans have the majority of the House—James Comer (R-KY), full committee chair, and Pete Sessions (R-TX), subcommittee chair.

In the Senate, should the Democrats have the majority—Gary Peters (D-MI), full committee chair; the subcommittee chair has yet to be determined. Should the Republicans have the majority—Rand Paul (R-KY), full committee chair, and James Lankford (R-OK), subcommittee chair.

Nearly \$430,000 has been granted from SPAC to candidates this election cycle. Incoming SPAC donations are slightly over \$200,000 for 2024; there still are 4½ months to go.

During the board's open business

session, there was concern expressed regarding one of the vendors whose convention shirts were not delivered in time for the convention. It was recommended NAPS should make clear the vendor is not endorsed by NAPS. If there is an issue with a vendor at the national level, it should be considered that they are not welcome at a national event. If they attend regional or area events, it is up to the respective region or area. Richard Green said he would speak with the vendor in question.

There was discussion concerning the ADI contract to redo the cabinets in the copy room at NAPS Headquarters as they have become a safety issue. The board requested three proposals from other contractors.

There has been some frustration regarding the 50/50s at the national convention that benefit the National Auxiliary—not SPAC. The Auxiliary uses these fundraisers to support the Auxiliary. It was recommended to perhaps allow the Auxiliary to continue their 50/50s, but also look at having a SPAC 50/50. Many areas are trying to revitalize the Auxiliary and get people involved. These 50/50s help the Auxiliary recruit and retain members so it can assist NAPS.

The Duties & Responsibilities Committee will be looking at substitution pay claimed by board members. The committee will speak with the resident officers with recommendations pertaining to substitution pay.

The 2025 NAPS calendars will go out to each member.

UPMA has a new president coming in January. NAPS needs to continue to sign new supervisors as UPMA is going to have a big push in trying to recruit NAPS members. In New

Mexico, UPMA has been entering post offices to try and sign new members. New York Area Vice President Dee Perez recommended NAPS have a membership blitz to try and reach 30,000 nonmembers. A discussion was held on a membership drive.

There are issues concerning local branches that have internal issues. NAPS Headquarters does not get involved in branch issues; the local branch needs to handle any issues. Branch officers are voted in by members. If a change is considered, then it relies on that branch’s members to exercise their right to vote. Area and regional vice presidents can assist and make recommendations to the branches, but, ultimately, it’s up to the branches to control their business.

Sheri Davies, ConferenceDirect, reported that branding is complete for the 2025 LTS. The wreath-laying ceremony will be Saturday, April 5, at 12:15 p.m. The board may arrive on

Friday; waiting for approval for rooms at the hotel.

For the 2026 National Convention, Aug. 9-14, a 1.5-hour, free beer-and-wine reception has been negotiated.

Looking ahead to the 2028 National Convention at the Grand Sierra in Reno, the pool has been secured exclusively for NAPS Monday night; complimentary parking and roundtrip airport shuttle will be available.

Overall savings by Conference Direct for the 2024 National Convention totaled \$110,265. Sponsorships (vendor fees) have increased 453%—2018; \$42,000; 2021, \$77,100; 2022, \$85,000; and 2024, \$190,000.

Deputy Postmaster General Doug Tulino addressed the board, acknowledging there is a great deal going on in the organization. “With it being election season,” he observed, “we are right in the middle of everything. We

Thrift Savings Plan

Fund	G	F	C	S	I	
October 2024	0.33%	(2.48%)	(0.91%)	0.59%	(5.17%)	
12-month	4.48%	10.49%	37.95%	37.96%	22.75%	
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.						
Fund	L Income	L 2025	L 2030	L 2035	L 2040	L2045
October 2024	(0.50%)	(0.61%)	(1.36%)	(1.54%)	(1.70%)	(1.83%)
12-month	11.52%	13.97%	21.22%	22.96%	24.67%	26.17%
Fund	L 2050	L 2055	L 2060	L 2065	L2070	
October 2024	(1.95%)	(2.21%)	(2.21%)	(2.21%)	(2.22%)	
12-month	27.64%	32.34%	32.35%	32.35%		
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.						
Visit the TSP website at www.tsp.gov						

have been planning extensively to establish ballot ambassadors; IG audit teams are monitoring our processes.

“The difference this year is everyone is looking for a scapegoat, regardless of who wins, and we are the scapegoat. Our mission simply is to deliver.” Tulino told the board he knows the employees NAPS represents are working hard to ensure the mail is delivered.

A tentative agreement with the NALC was made Friday, Oct. 18. It will take about 12-15 weeks for information to be sent to NALC membership to vote whether to ratify.

On the organization side, Tulino said the USPS is setting a different course. It no longer will partner with FedEx. He and DeJoy will be speaking later today with UPS. “Things will change as far as their previous contracts went,” Tulino said. “The Postal Service will not do the same contract with UPS.”

Tulino and DeJoy also will be meeting soon with Amazon to discuss a future arrangement. “Ground Advantage™ is a good product and growing,” he affirmed. “I am certain the product will drive revenue.”

Tulino took questions:

1. In reference to the S&DCs, is there any possibility of incorporating a middle level of management as the facilities are quite large and seven-day operations? Previously, large stations had a tour superintendent of postal operations (TSPOs); proposed to have a new title, superintendent, Postal Operations.

With the SWCs criteria being implemented in the S&DCs, supervisor staffing in some S&DCs has been reduced. Many S&DCs were able to keep a supervisor as they qualified for supervisor, Customer Service Sup-

port. A middle-level manager would be of great assistance with the SWCs taking effect.

The new position shouldn't have to work the exact same tour as the postmaster, but, possibly, work their tour on the weekends, with two rest days during the week and work either the early or late end. It would allow the postmaster to not worry about the operation when off duty. It would be a great help in overseeing operations and identifying and correcting daily deficiencies. This position also would help, in addition to the postmaster, the supervisors to ensure a smoother operation. Tulino said he would get back to the board in a few weeks regarding this idea.

2. Supervisors, managers and postmasters are not spoken to properly. They are spoken down to; there is a total lack of dignity and respect. The threats need to stop. Tulino said he believes one should be firm, but fair, and never treat others in a different way than they want to be treated. There needs to be a culture of respect up and down the organization.

Tulino admitted the situation needs to get better and assured the board it has his support, as well as the PMG's. In the past, there were no repercussions for one's behavior, but, going forward, there will be repercussions. “Yelling at people will not get us to where we want to be,” he affirmed.

3. First-Class Mail continues to dwindle; the agency needs to capture the package market and people need to understand the mission. Tulino said PMG DeJoy is trying to inspire people, but, when it drills down, the message changes. The Postal Service wants to have a voice in the vision.

Amazon has products the USPS

can deliver where UPS and FedEx are competitors. The Amazon relationship will change based on how the USPS delivers its product. The agency can deliver Amazon's product, but the relationship needs to change.

4. During the recent hurricanes, Retail shut down at 6 p.m., but plants didn't shut down until the next day. Both need to shut down at the same time. What is unsafe for one person to travel is just as unsafe for another. Tulino said he will take this recommendation back to Operations.

5. Regarding the HERO program, it was asked if there ever will be one PFP/HERO program. HERO no longer will be a pilot; the direction is to have all under one program and to have specific goals with direct eyesight on all goals. Tulino said he wants to move to one system. Base pay should be predicated on one's specific line of sight pertaining to goals.

6. NAPS Central Area would like to start up quarterly area meetings with postal leadership to help promote communication. Tulino said he will address this.

7. Certain districts do not properly use relief supervisors. The intent is to reduce 204(b) hours and T-Time and give supervisors their rest days off. Two districts were discussed. Tulino assured the board he will contact these districts to inform them of the proper use.

Tulino affirmed recent changes are turning the organization upside down and realizes it may cause anxiety for some people, but the company needs to change. “Every eye is watching the Postal Service,” he offered. “People are trying to attach a sinister motive to what we do, which is not true.”

He said it is too early to tell if a

partnership with Amazon will continue. The Postal Service has its vision of what the partnership would be; it will be a two-way street—not one way. There is revenue, but Amazon must meet the USPS' operational structure. Projections are not adhered to and staffing is affected, which incurs unnecessary costs. Tullino stressed again the relationship needs to be two-sided.

A consultative meeting was held with Bruce Nicholson, James Timmons and Paulita Wimbush, USPS Policies & Programs. The minutes, when received from USPS Headquarters, will be printed in a future issue of *The Postal Supervisor*.

Following are the Executive Board Committee reports:

Ethics Committee—Craig Johnson, chair. No issues were received.

Constitution and Bylaws—Bill Austin, chair. No resolutions were submitted.

Postmasters Committee—Dee Perez, chair. This committee was established to open a line of communication among the 22 Postmasters Committee members from various areas of the country to ensure these postmasters are valued members of NAPS. However, it was necessary to establish open-two-way communication on all topics while addressing their areas' postmaster concerns.

Six Zoom meetings were held throughout FY24. The committee has been tasked with reviewing rural *Form 150s* that have not been updated in nearly 55 years. With all the additional duties added to supervisors, Customer Service, and postmasters, it makes sense that the Postmasters Committee will have a helping voice in guiding USPS Headquarters to developing a much-needed revision of

the rural *Form 150*.

The committee has been actively involved in visiting the grand openings of S&DCs in regional areas and has discussed many concerns involving postmasters in the S&DCs. The committee has brought these concerns to the NAPS NPA Committee and resident officers regarding postmasters being absorbed into an S&DC, which has reduced their staffing responsibilities and affected their NPA scorecards.

The committee will continue inviting certain district subject matter experts to conduct Zoom presentations on various daily postal topics. Presentations also will include NAPS Executive Board members, resident officers and USPS Headquarters offi-

cial to discuss various postal and NAPS topics to enhance the understanding of the members of this committee. They, in turn, will share this information with their email distribution members throughout their areas.

Postmasters Committee for FY25 members:

Region Area 1—New York Area
Vice President Dee Perez, chair

Region Area 2—Midwest Area Vice
President Tony Dallojacono

Region Area 3— Michiana Area
Vice President Kevin Trayer

Region Area 4— Central Region
Vice President Craig Johnson

Region Area 5— Texas Area Vice
President Pamela Davis

Region Area 6— Capitol-Atlantic



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

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

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

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

Area Vice President Troy Griffin

Perez thanked Trayer for going above and beyond in helping understand S&DC local concerns and their current shortfalls, while bringing these concerns to the attention of NAPS' legislative partners in his area for discussion.

Postmasters Committee members were informed they still have NAPS area and regional vice presidents to first reach out to for their local district concerns. If the concern deals with a USPS policy directly related to postmasters, communication will include their assigned regional area Executive Board Postmasters Committee member. The issue/concern then will be referred to NAPS Headquarters for a policy decision by the NAPS president.

Duties & Responsibilities—Shri Green, chair. The committee recommended the word “substitution rate/pay” be changed to compensation pay in the *Officer Duties & Responsibilities*.

SWCs—Tommy Roma, chair. NAPS received the updated 2024 verbiage for the SWCs rules. There is concern with the word “earned.” After the Executive Board meeting, a Zoom meeting will be scheduled to review the SWCs. It also will look at raising the credits for rural carriers and rural carrier associates, as well as looking at the Maintenance employees being assigned to Customer Service.

Legislative—Marilyn Walton, chair. She reported that, along with the California Postal Legislative Coalition team, the focus continues to be on legislation on the home front. The committee continues to schedule quarterly Zoom meetings to discuss legislative issues. California has a robust congressional race in Northern,

Central and Southern California.

The unions and many political state and local and nonpartisan organizations are working to turn several house seats. NAPS teams are doing their part attending local congressional receptions in the north and south! Thanks to my legislative teams for stepping up and attending many events on behalf of NAPS.

I want to extend a special thanks to Chuck Mulidore and Bob Levi, the NAPS resident legislative team, for making themselves available to attend our coalition Zoom meetings. We are honored to have Levi come on with his overviews of what is happening in DC. Our coalition looks forward to his input; we call him the dean of Washington consultants. NAPS is lucky to have him on our staff.

The California Coalition is currently working with various organizations on the Get Out to Vote (GOTV). We share with voters that it is very important they vote the entire ballot. We also share how to research the ballot issues and candidates. In California, everyone can vote by mail. We are encouraging everyone to vote, sign and date the ballot and return it, no stamp needed.

The California Coalition's annual event is Sunday, Feb. 2, 2025, at the Laborers Hall in Sacramento. We are looking forward to this event's 26th year.

I will continue to write a monthly blog in which I include a spot on Civics 101. We need to be more aware of how government and legislators work. Also, a reminder to everyone to support the Supervisors' Political Action Committee (SPAC). I remind NAPS members that we support our friends in Congress who support our NAPS agenda; each person should

vote for their interest.

I want to thank Dee Perez for contributing important information to the Legislative Committee as he moves on to support other NAPS Executive Board committee assignments; thank you, Dee! We welcome New England Area Vice President Bill Austin to our Legislative Committee.

Dee Perez reported on the highlights of his legislative activities:

This past year, my involvement in legislative responsibilities has been no less than in previous years, with a more localized emphasis on a special election to replace George Santos in February 2024 for New York's 3rd Congressional District. Tom Suozzi ran as a former three-term moderate Democrat versus Mazi Hironaka, a relatively unknown Republican. The outcome of the election was overwhelmingly in favor of Suozzi who always has been a NAPS supporter.

I've promoted NAPS' legislative concerns this past year with all my representatives in the New York Area, regardless of party affiliation. My only concern is that my legislators support NAPS' legislative priorities 100% to help every member of our association.

This has been another very busy legislative year. I continue to promote SPAC at every opportunity I have—not only in my area, but also as chair of the Executive Board Postmasters Committee. My national activities this past year have included the following:

- On Feb. 4, I held a Zoom meeting with my Postmasters Committee members and special guests NAPS Director of Legislative & Political Affairs Bob Levi and Western Region Vice President Marilyn Walton. The discussion was intended to get members

involved with NAPS' legislation issues locally. Both guest speakers articulated the importance of the upcoming LTS in March in addition to continuing to reach out to remind their representatives regarding the NAPS bills with which we need their support.

- On Feb. 22, I attended a Branch 68 Zoom meeting to reengage with Rep. Nydia Velazquez and promote NAPS' legislative concerns. The effort was to reestablish a base of understanding where we can help each now and in the future.

- On Feb. 25, I held a Zoom meeting with my New York Area members regarding the upcoming LTS. We discussed the important legislative bills NAPS would like them to support. Levi was a guest speaker.

- During the spring and summer, I was invited to speak at the new supervisor training and Postmasters Essentials class in NY 2 District. I discussed NAPS' legislative matters with a new group of postmasters and supervisors. I showed them how to contact their legislative representative and explained the bills NAPS deems a priority to pass.

- I've forwarded Levi's legislative emails along with his SPAC drawings to my Postmasters Committee and New York Area membership through my email network distribution list.

- I've shared Walton's monthly blog with my Postmasters Committee and New York Area members. Her blog provides a better understanding of the political complexity of legislative bills NAPS supports.

Kevin Trayer reported on his legislative activities:

The past six months have become very interesting. I've attended events held by former congressional mem-

bers and one current member. The first dealt with how to govern in a toxic political environment. This event was put on by former Rep. Fred Upton (R-MI) and Rep. Debby Dingell (D-MI). There was armed security in the room due to the fact Upton had received threats on his life.

I attended a get-out-the-vote event held recently at Western Michigan University's Student Center. Upton and former Rep. Mark Schauer (D-MI) attended. Also speaking was the former state election commissioner with 40 years of service. The commissioner noted Michigan should be proud of how they lead the county in early balloting. He said Kalamazoo, out of 83 counties, should be proud of the clerks who made Kalamazoo the only county in Michigan with multiple voting sites. The early voting reduces the need for expensive, high-speed equipment and ensures clerks have time to check ballot signatures, if needed, and give voters time to request new ballots in case they spoiled the previous ones.

With the help of NAPS Executive Vice President Chuck Mulidore and Director of Legislative & Political Affairs Bob Levi, we were able to secure co-sponsorship from Michigan Reps. Bill Huizenga (R) and Hillary Scholten (D).

I can't say it enough: Never give up on NAPS' legislative agenda. If at first you don't succeed, try until they give in!

Bobby Bock reported that he has been busy supporting his members adversely impacted by two terrible hurricanes, tornadoes and floods. Florida has some engaged NAPS members who are very supportive of SPAC and make significant contacts with their legislators. He said he

hopes the impacted postal family in the South is taking advantage of the Postal Employees' Relief Fund.

Plant Staffing—Chuck Lum, chair. The committee will be looking more into the FMO operations.

PFP—Tony Dallojacono, chair. After our committee meeting, we have proposed that we would like to see changes in some of the cells in the Field based on the percentage of employees that has increased from 2023 to 2024. We have seen increases in four of the eight cells into which EAS employees fell during FY23.

Most changes are in cells 4, 5 and 6. We see a 12.13% decrease in EAS employees in cell 4, but that percentage increase now is in cells 5, 6 and 7. The NPA proposed by the Postal Service is less than EAS employees received last year in those cells. PFP is all about pay for performance; the 2024 numbers illustrate that EAS employees are performing better, but will be getting less NPA than the previous year.

We want our EAS employees to perform better every year and we want to keep these EAS employees. One way is to continue to give yearly, respectable NPA increases. Headquarters employees' NPA should stay as of FY23 because individual goals must be met by them and approved by their manager.

Training & Advocacy—Myrna Pashinski, chair. The committee met via Zoom. Topics were to discuss substitution pay versus annual leave, branches setting budgets, items for which officers could be compensated from their branches and reorganizing the website for training topics.

The Duties & Responsibilities Committee made a motion at the board meeting to change verbiage

from “substitution pay” to “compensation.” Regarding the website, the board held a Zoom meeting Oct. 1 to discuss a proposal to revamp the website.

The committee will:

- Verify if any changes need to be made in the *Officer Training Manual* as a result of changes to the dues
- Focus on legislation at home
- Continue with IMIP training
- Add job ownership and involuntary reassignment updates

Pashinski thanked committee members Dan Mooney, Pamela Davis, Dwight Studdard and Ed Laster.

NAPS Legal Counsel Bruce Moyer and Attorney Andrew Freeman updated the board on the pending lawsuit in executive session.

Motion #1—Submitted by Jimmy Warden, seconded by Chuck Mulidore, that:

“NAPS makes a \$15,000 donation to the Postal Employees’ Relief Fund.”

A discussion was held; Jaime Elizondo made a motion, seconded by Mulidore, to amend the amount to \$25,000. The amendment passed on a voice vote. A roll-call vote was taken; the motion passed 23-0; as board chair, Lum does not vote.

Motion #2—Submitted by Chuck Mulidore, seconded by Tommy Roma, that:

“NAPS renew the contract of Labor Relations Admin Group for the period Jan. 1, 2025, through Dec. 31, 2026, at the current compensation level of \$10,000 per month.”

The motion passed 23-0.

Motion #3—Submitted by Marilyn Walton, seconded by Luz Moreno, that:

“NAPS eliminates per diem for Executive Board members when attending LTS and spring and fall Exec-

utive Board meetings.”

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

The motion passed 13-10.

Craig Johnson asked for reconsideration as he was on the prevailing side. He asked that a cap of \$120 be allowed for meals per day; reconsideration was seconded by Shri Green. A voice vote was taken; the result was unclear. A vote by raise of hands was taken; the reconsideration failed 9-14.

Motion #4—Submitted by Troy Griffin, seconded by Kevin Trayer, that:

“NAPS Headquarters makes a \$10,000 donation to the National Auxiliary.”

The motion passed 23-0.

Motion #5—Submitted by Myrna Pashinski, seconded by Shri Green, that:

“NAPS accepts the contract for Bruce Moyer for legal services from Nov. 1, 2024, through Oct. 31, 2026.”

The motion passed 23-0

Motion #6—Submitted by Dan Mooney, seconded by Luz Moreno, that:

“NAPS accepts the Conference Direct contract for 2028 National Convention management.”

The motion passed 22-0; Elizondo was absent.

Motion #7—Submitted by Bobby Bock, seconded by Dee Perez, that:

“NAPS increases membership sponsorships from \$25 to \$50 for those sponsors who sign a new member in December 2024.”

An amendment to the motion was submitted by Jimmy Warden, seconded by Bobby Bock, to increase the membership sponsorship fee from \$25 to \$50 for three months—Dec. 1, 2024, through Feb. 28, 2025. All *1187s* must be received by March 5, 2025.

The amendment to the motion passed by a voice vote. Voting “yes” were Butts, Mulidore, Warden, Roma, R. Green, Johnson, Walton, Austin, Perez, Dallojacono, Griffin, Laster, Trayer, Moreno, Mooney, Washington, Bock, S. Green, Davis, Valuet and Pashinski. Voting “no” was Elizondo.

The amended motion passed 22-1.

Motion #8—Submitted by Chuck Mulidore, seconded by Bobby Bock, that:

“NAPS increases the per-case DDF expense from \$3,500 to a maximum expense of \$4,000 for advocate case preparation and representation services.

The motion passed 22-0; S. Green was absent.

Motion #9—Submitted by Richard Green, seconded by Craig Johnson, that:

“NAPS invests up to \$200,000 to renovate the 2nd floor of NAPS Headquarters.”

The motion passed 23-0.

Motion #10—Submitted by Bob Washington, seconded by Kevin Trayer, that:

“NAPS eliminates the term ‘substitution pay’ on the current voucher and change the entry to ‘NAPS Advocate Compensation.’ In addition, each officer shall submit an itemized voucher to reaffirm the compensation.”

After discussion, the motion was withdrawn.

Continued on page 47

Support the

Postal Employees' Relief Fund

PERF



On Sept. 26, Hurricane Helene made landfall on the Florida Gulf Coast as a Category 4 storm with winds reaching 140 mph. Helene then continued north, leaving an 800-mile path of destruction. Catastrophic flooding occurred in western North Carolina and parts of South Carolina, Tennessee and Virginia.

On Oct. 9, Hurricane Milton plowed into Florida as a Category 3 storm. Winds over 100 mph spawned a series of tornadoes that destroyed homes and caused fatalities. Fueled by warm ocean water and the changing climate, these storms are more difficult to predict and increasing in intensity.

In response to these challenges, Postal Service employees nationwide can do their part to help those affected by these and other natural disasters. The Postal Employees' Relief Fund was created to help postal employees—active and retired—whose homes have been destroyed or significantly damaged by natural disasters.

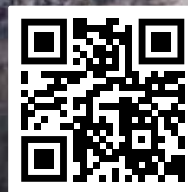
Please make a donation to PERF. Your support is critically needed to help members of the postal family recover from these devastating storms.

For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com.

DONATIONS CAN BE MADE:

- Online at postalrelief.com
- By sending a check made payable to "Postal Employees' Relief Fund" to:
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Relief Fund
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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
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perf10268@aol.com

SWCs, WSCs, Form 150—What Is the Difference?

John Aceves

Former NAPS Secretary/Treasurer

With all that is going on in the Postal Service, there are many moving parts and constant changes that help drive the “Delivering for America” plan. If you are in the Customer Service side of the house, you have Supervisor Workload Service Credits (SWCs) that are electronically calculated from your workload *data* and give you the number of supervisors in the unit.

The SWCs system is used to determine the number of supervisors, Customer Service, authorized in post offices and carrier stations. It identifies and measures supervisors’ workload. The primary measure used is the number and type of employees supervised.

The Station Manager Workload Credit (WSC) system is used to *determine* the grade level of station managers who are to be authorized in post offices and stations. If your workload has increased, conduct your WSCs to see if you qualify for a level upgrade.

For those who may not be aware, during the last pay agreement between the USPS and NAPS, section 413.3 of the *ELM*, Position Upgrade, was modified from a 2% basic salary increase for position upgrades to a 4% increase.

The postmaster WSC system (*Form 150*) is used to determine the grade level of post offices. The re-

sponsibility for completing *Form 150s* and calculating workload is shared among the postmaster, Human Resources and Post Office Operations.

The last page of this worksheet reads: “For ZOT review, insert additional WSC Worksheet TABs for each year to demonstrate office has remained in ZOT for two consecutive years. This will require three 150s. Start of first year, end of first and end of second years.”

This process mentions two years rather than three years. However, if you are postmaster and know your workload has increased, complete a *Form 150* to see if you qualify for an upgrade. Why should a postmaster wait if their position qualifies for upgraded compensation? The postmaster *Form 150* has been used for a few years, so this tells me “some other” organization fell asleep at the wheel regarding the



waiting period issue. NAPS has been working to get this changed.

Instructions for all three processes can be electronically completed on the Blue Page under your staffing tools.

Through consultation with the USPS and NAPS Headquarters, the calculation for relief supervisor positions came into play; these changes occurred April 23, 2023. Relief supervisor positions include supervisor, Distribution; supervisor, Maintenance; and supervisor, Logistics Operations. A copy of the letter is on the NAPS website.

This is my quick, condensed explanation of SWCs, WSCs and *Form 150s*. Get familiar, get training and go to your local branch meeting and state, area and regional training and get experience in your prospective process. Verify your local data!

Happy holidays! Have a safe and happy new year.

Hasta luego.

napstheace@msn.com

EAS Employees Are in Good Hands With NAPS

Brian J. Wagner

Past NAPS President

Many thanks to members for your continued support of NAPS throughout the year with participation at branch meetings, generous donations to SPAC and attending training seminars and various conventions. Your membership is a true gift to NAPS.

Because of you, NAPS members never have to go it alone. NAPS, we are family. I wish you and your family a very happy holiday season and new year!

As we celebrate this holiday season, there will be some who feels alone or will be alone. Let’s do our best to reach out to those who may need a friend or someone they can consider family. And let’s continue to

make that effort not only during the holiday season, but every season.

Volunteer time to help those in need. Donate a gift to an organization that helps those less fortunate. Maybe all it takes is a smile to a stranger with wishes for a happy holiday and new year.

As I think about those who are going it alone during the holidays, it reminds me of some EAS employees going it alone in their postal careers without NAPS. Here's the scoop!

After sending out initial membership recruitment packets to potential NAPS members, I make follow-up calls to encourage these EAS employees to join NAPS. During some calls, many will tell me they don't need NAPS. Their rationale? They follow postal rules and, therefore, don't expect to get into any postal disciplinary or financial trouble, so, why join NAPS?

However, during these conversations, I lay out my rationale why joining NAPS is so important. After numerous discussions, though, with EAS employees telling me they don't need NAPS, I decided to update my initial membership recruitment letter to include my rationale that includes some thought-provoking questions for potential NAPS members to read and consider before I make my follow-up call.

I hope by sharing my updated membership recruitment messaging, your branch can capitalize on using some, all or a variation of my recruitment messaging to help increase your branch's membership.

First, I explain NAPS is like insurance. It is better to have insurance (NAPS) and not need it, than need NAPS (insurance) and not have it.

Second, I ask in my recruitment letter for the potential member to

consider asking themselves the following questions related to their personal life:

- If I am given my Miranda rights by the police that results in criminal charges, am I confident enough to go it alone and represent myself?
- If I am being personally sued in civil court, am I confident enough to go it alone and represent myself?

I am confident the answer to both questions is "no." Most likely, they will be hiring legal counsel rather than risk going to jail or losing a civil lawsuit that could bankrupt them.

Third, I then ask in my recruitment letter for the EAS employee to ask themselves the following questions related to their postal careers:

- Am I confident enough to attend a USPS investigation alone, where it is just me and postal officials in a closed-door room, to represent myself in answering work related and/or potentially personal questions?
- Am I willing to risk being issued discipline, including a removal, and feel confident enough to appeal my own discipline through the USPS established *ELM* 650 appeal process?
- If the USPS elects to remove me as an EAS employee, am I confident enough to appeal and represent myself in my removal case? Can I afford to hire and personally pay legal counsel, to the possible tune of thousands of dollars, to represent myself during my USPS removal case?

- If the USPS charges me with a postal debt under the Debt Collection Act, am I confident enough to file my own petition within the established timelines to formulate an appeal to challenge the alleged postal debt? Can I afford to hire and personally pay legal counsel, to the possible



tune of thousands of dollars, to represent myself in appealing a debt collection charge?

- If I am being denied earned additional straight-time pay (T-Time), being involuntarily reassigned, instructed to drive my own personal vehicle to deliver mail, required to answer my personal or postal phone while on vacation or nonscheduled day, am I confident enough to file my own EAS grievance in accordance with *ELM* 650 to stop the USPS from violating said postal policies or directives to my detriment?

In my recruitment messaging and follow-up calls, I tell the potential member if they answer "no" to one or more of these questions related to their USPS EAS position, they should join NAPS. I assure these potential members that, besides NAPS representing them in EAS pay and benefits, NAPS has well-trained local and national advocates to represent them and their EAS rights.

I explain that NAPS advocates are experienced in representing EAS employees during investigative interviews (I&Is), OIG investigations, appealing discipline and adverse action and debt collection charges, besides assisting EAS employees in filing grievances in accordance with *ELM* 650.

Today's takeaway: NAPS membership is the best postal career insurance an EAS employee can have. Again, it is better to have NAPS and not need us, than need NAPS and not have us. EAS employees are in good hands with NAPS.

Just like you are in good hands with my ice-cream-flavor-of-the-month recommendation: Jeni's Cognac with Gingerbread. Be safe and eat more ice cream!

brian4naps@aol.com

I Need a New Retirement Plan

Roberta Hoag

*New Jersey State Branch 933
Sergeant-at-Arms*

I was lucky enough to retire on July 31, 2012, along with 110 New Jersey postmasters and 4,600 postmasters nationwide. It was the last big offer to a group, a nudge, an incentive and a push to retire from the Postal Service.

We all were notified of the offer in early spring 2012 and were required to commit to going by June and out on July 31st! Most of us already were eligible for a few years and ready to go; we just needed the push. We mostly were Civil Service Retirement System employees and the target of the company's offer.



We enjoyed our jobs, for the most part, and were lucky enough to be in a position in our lives where retirement fit into our "plans." I, for one, had so many things I wanted to do in life aside from work. I wanted to travel, be able to go to more Yankees games, continue to be active on my local ambulance corps and see friends and family more often.

Now, 12 years later, I can honestly say I am successfully retired and still enjoying life. Recently, though, I have felt over scheduled, too busy and needing a "vacation" from my retirement! Is it possible to be *too* busy? Too scheduled? Too active? The answer is, "Yes!"

I always tell friends you need

hobbies and activities you love so you can be active in retirement, but be careful; don't forget to take time for *you*. I have started crossing off a day or two a week where I am saving time for me: Time to relax, read, exercise, watch a movie or do nothing.

I'm still active with my church, town and NAPS, as well. But I have learned to say "no" or "I can't today; maybe we can do it tomorrow." It's really important to make time for your personal health and growth. Personal wellness is a must.

Find joy, be kind and just breathe! As much as we should remain active and engaged in life in general, whether still working or retired, make sure you take time for you!

Stay well, my NAPS family. Enjoy every day.

rob07621@aol.com

2024 SPAC Contributors

Continued from page 28

Mooney, Dan	MN	Branch 16
Bartko, Susan	PA	Branch 20
Elizondo Jr., Jaime	TX	Branch 122
Peters, Diane	TX	Branch 122

Secretary's Roundtable (\$500)

Stephens, Patricia	NC	Branch 936
Taylor, Georgia	WA	Branch 31

Chairman's Club (\$250)

Collen, Helen	CT	Branch 3
King, David	FL	Branch 420
Wesley, Nancy	IL	Branch 493
Berger, Ricky	MD	Branch 531
Baker, Neil	MN	Branch 104
Clayton, Jackie	NV	Branch 463
Blakely, Kathy	TN	Branch 41
Hill, Earnest	TX	Branch 203

Supporter (\$100)

Nash, Leon	AL	Branch 45
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Summerfield, John	CO	Branch 65
Hearn, Tammy	FL	Branch 354
Ross, Randy	FL	Branch 81
Roundtree, Edith	FL	Branch 154
Gardner, Brian	ID	Branch 915
Helfrich, Robert	IN	Branch 8
Clarke, Shirley	LA	Branch 73
Hammond, Lajuana	MD	Branch 403
Reid, Angel	MD	Branch 403
Bye, Kevin	MO	Branch 119
McFowland, Latasha	MO	Branch 131
Doruth, Patrick	NV	Branch 249
Thorbjornsen, Steven	NY	Branch 330
Yuen, John	NY	Branch 100
Paige, William	OH	Branch 46
Robinson, Andrea	PA	Branch 35
Hensley, Sheila	TX	Branch 124
Hale, Donna	VA	Branch 526
Burdick, James	WI	Branch 213

Notes

from the National Auxiliary

‘Put a Little Love in Your Heart’

Sherry Mattfield

North Central Area Vice President

The holidays are such a wonderful time of year! Our five senses are highly alert—the sound of children’s laughter on Christmas day, the sight of twinkling lights, the smell of freshly cut Christmas trees and the touch of hugging our loved ones. But the best is the taste of all the wonderful homemade goodies, baked specially for this time of year.



This is the season of joy and love. Whatever your personal beliefs, I hope it includes a month, a season and a lifetime of kindness and love. Giving, reaching out, remembering, reconnecting, relating, hugging and, especially, caring for our fellow human beings should be our num-

ber-one concern and priority.

We are born in a variety of colors, sizes, shapes and with different ethnic features that make each of us unique—yet the same—loved by our individual creator. Knowing we have this common ground, we need to be tolerant and loving of our fellow men, women and children

At the 2024 NAPS National Convention, members of the National Auxiliary started Thursday morning by reminding everyone to be kind to each

other, no matter the circumstance. We danced in the aisles, singing, “Think of your fellow man, lend him a helping hand, put a little love in your heart!”

Wishing everyone a joyful holiday and happy new year!

smatt1956@outlook.com

Fall Executive Board Meeting

Continued from page 42

Recommendation #1—Submitted by Shri Green, seconded by Kevin Trayer, that:

“NAPS changes the term ‘substitution’ to ‘compensation’ in the Executive Board Duties & Responsibilities.”

The recommendation passed on a voice vote.

There was no new business. For the good of the association, Craig Johnson welcomed MINK Area Vice President Bob Washington to the board and Central Region, saying he and his ASP instructor go way back.

Butts thanked everyone for work-

ing to get the business of the association done with the shortened scheduled; it was a productive three days. He also welcomed Washington. Butts wished everyone travels safely home and to keep up the good work for members.

Butts said he said he was looking forward to the membership initiative and affirmed the board would be doing the work of the association; he ensured everyone will get a position in the RIFs.

Luz Moreno gave the closing prayer. Chuck Lum adjourned the meeting at 3:50 p.m. on Oct. 23.

National Auxiliary Executive Board

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Executive Vice President

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Bonita R. Atkins

Secretary/Treasurer

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Melva Seals

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Jerry Eckert

Pacific Area

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Region vacant: Northeast

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

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²APY = Annual Percentage Yield. \$100,000 minimum deposit required to open the **Jumbo 13-month certificate**. Rates are fixed for the term of the Share Certificate and a penalty may be assessed for early withdrawal of funds from Share Certificates. Your deposits are federally insured up to \$250,000 by National Credit Union Administration (NCUA). SFCU reserves the right to modify or end this promotion at any time. Rates are effective as of 10/23/2024.

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