

# the Postal Supervisor

December 2023

*Thank You,  
EAS Employees  
You Deliver  
for America!*

*page 3*



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## Objective

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

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

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

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## A Holiday Season Like No Other

**G**reetings, NAPS brother and sisters. This is the edition of *The Postal Supervisor* when I thank you for your continued hard work and dedication to fulfilling the USPS mission. I also want to wish you and your family the best of the holiday season. We can, indeed, hold on to and cherish these times into the New Year.



**Ivan D. Butts**  
President

This year has proven to be one of the most challenging for EAS employees. We are the managers who deliver for America and continue to be the backbone of the Postal Service that binds America together through mail delivery. It has been a year filled with uncertainty and, at times, mystery, as to what the leadership of this agency is accountable and what the “Delivering for America” plan is accomplishing.

I recently had the opportunity to visit the first of the USPS’ new mega centers—the Richmond Regional Processing & Distribution Center (RPDC). At the center, I saw all the hopes of the future of America’s Postal Service come face to face with the realities of past failed staffing models (those involving EAS employees in particular) that have plagued plant operations for years.

Looking at the service data provided by USPS leadership, we see service declining in this new mail processing environment across the now broader area this facility services. I look at a future where the unions have been allowed to take Article 3 of the CBA away from USPS leaders responsible for staffing, scheduling, mentoring and developing craft employees for career advancement (Article 3 of the CBA and *ELM 721*) as disastrous.

I agree that USPS leadership allowing Function 1 Operations to use 204 (b)s as a crutch to the tune of over 5,000 full-time, equivalent EAS positions over complement (based on latest USPS data) is the contributing factor. Very soon, this operation will come face to face with this staffing shortage, with the crutch now having another high-priced union grievance attached to it.

Then there were the operational issues noted, such as the rewrap area desperately in need of employee staffing and supervision. Seeing this area, I better understood why we have had 10 incidents of mercury spills in the past six months around the country.

Despite these truths, you continue to take on the task of providing mail, essential supplies and medical prescriptions for America without wavering. You have faced the challenges brought about by a worldwide pandemic and decisions from the executive leadership team that have diminished service and negatively impacted our status as the most trusted federal agency.

Through it all, you continue to be the backbone of this agency. You do all that is necessary to keep America’s mail moving. I am proud to voice your praises everywhere I go and to everyone I meet. Now, we come to this holiday season.

The holidays bring extreme challenges to those dealing with losses in their lives. Know that you are not alone; resources are available to help you through these times. Whether you use the USPS EAP or a provider through your FEHB plan, help is available to make it through.

Your tremendous achievements this year demonstrate the total commitment of EAS employees to the vital and necessary task of leading employees in delivering for America, regardless whether you are on the front lines or in the field or serve in support positions at plants, districts, areas or USPS Headquarters. Your efforts prove this phrase to be valid for all we serve: We deliver for you!

Thank you for the work you are doing. Your consistent efforts in leading the USPS are my validation that our fight for fairness and equality is well-rooted with the dedication of you—the men and women who make up USPS leadership. I am continually humbled to serve you and voice your needs to the USPS Executive Leadership Team.

As we move into the New Year, I wish you and your family a genuinely blessed Christmas season and a happy, prosperous New Year in 2024.

In solidarity ...

**naps.ib@naps.org**

# Your Perseverance Is Recognized

**P**lease 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 EAS-level employee in the Postal Service.



**Chuck Mulidore**  
Executive Vice President

You perform heroic, oftentimes thankless work for long hours away from your family during the holiday season. Your sacrifices do not go unnoticed. Not only has—and will—fall mailing and peak seasons be stressful, much of 2023 has been one stressful event after another.

While we know many EAS employees have had better NPA payouts this year than last—for which we are glad—I do not think we need to thank the Postal Service for rewarding your hard work. You *earned* that payout and you deserve even more *because of* your perseverance. Through it all, somehow the proud EAS employees of the U.S. Postal Service weather all the storms and still move the mail—all while serving America.

As a worldwide pandemic exploded across our

country over the past several years, you persevered. As hurricanes and tropical storms rolled across the Gulf and Atlantic states, you persevered. As fires consumed much of the western U.S., Rockies and southwest areas of our country—most tragically in Lahaina, HI—you persevered.

As floods overran the banks of rivers in the Midwest, you persevered. As employee shortages made mail processing and delivery even more difficult, you persevered. As huge parcel volumes continued to descend on the Postal Service, straining our capacity to operate, you persevered.

As the American people once again trusted the U.S. Postal Service to deliver ballots on time in election after election, you persevered. As each EAS RIF has led to shortages in the organization’s ranks, you persevered and kept the nations’ mail flowing.

Now, as the Postal Service undertakes a massive re-organization of the nation’s mail processing facilities, you persevere. You have and continue to persevere through all this for one reason—because you care.

You put up with all the negatives directed at you by multiple postal sources because you care. You are the one thread that runs through all the challenges. You are the one constant that always comes through for America. You persevere.

NAPS appreciates you and all you do for the Postal Service and your family. You may not hear that from senior postal leaders; perhaps you hear politically correct platitudes. As Maya Angelou so eloquently said, “When someone shows you who they are, believe them.”

So, we see who you are; you have shown us time and time again. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges, run the plants, cover the vacancies, run the delivery units, get the trucks out on time and provide the support, plus all the many other functions that go into delivering the nation’s mail.

You are keeping 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. And so it does—and always will—because of you, because you persevere.

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

## Thrift Savings Plan

Fund	G	F	C	S	I
<b>October 2023</b>	<b>0.40%</b>	<b>(1.58%)</b>	<b>(2.10%)</b>	<b>(6.26%)</b>	<b>(3.22%)</b>
<b>12-month</b>	<b>4.10%</b>	<b>0.34%</b>	<b>10.10%</b>	<b>(1.23%)</b>	<b>15.51%</b>

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2025	L 2030	L 2035	L 2040
<b>October 2023</b>	<b>(0.56%)</b>	<b>(0.90%)</b>	<b>(1.77%)</b>	<b>(1.99%)</b>	<b>(2.20%)</b>
<b>12-month</b>	<b>5.62%</b>	<b>6.81%</b>	<b>7.99%</b>	<b>8.30%</b>	<b>8.62%</b>

Fund	L 2045	L 2050	L 2055	L 2060	L 2065
<b>October 2023</b>	<b>(2.39%)</b>	<b>(2.57%)</b>	<b>(3.04%)</b>	<b>(3.05%)</b>	<b>(3.05%)</b>
<b>12-month</b>	<b>8.87%</b>	<b>9.15%</b>	<b>10.38%</b>	<b>10.38%</b>	<b>10.38%</b>

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

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

# The Time of Year When We Really Shine

**T**he season of joy and thanks is here once again—the holiday season! It’s the season that helps define the Postal Service. Delivering for America brings joy and happiness to so many people.

That said, many of us dread peak season. It is a tough time of year with the additional volume and long lobby lines of customers wanting to mail packages and greeting cards. I always found it extremely gratifying

when I saw a smile on the face of a customer when I was a carrier delivering mail or as a supervisor/manager helping in the lobby. That made the extra effort all worth it.

Yet we should keep in mind that the holiday season also can be a challenge for many. I’ve always been a glass-is-half-full believer, which has helped me get through tough times. One shouldn’t complain about their glass being half empty. Remember, many don’t

even have a glass!

In a previous column, I quoted the famous poet Maya Angelou. Her quote is worth reiterating this holiday season: “When we give cheerfully and accept gratefully, everyone is blessed.”

Good news continues on the membership front! In the September DCO, NAPS reached 27,000 members strong. In September, we had 25,608 active members and 1,460 associate members, totaling 27,068. Great job, everyone!

Special recognition goes to New York Area Vice President Dee Perez, joined by New England Area Vice President Bill Austin, who established a 30-day new membership blitz challenging their branches. This effort resulted in a combined total of nearly 200 new members. New Jersey State President Jonathan Kofsky signed 25 members in a 90-day period. Fantastic job!

Although the time frame for pro-

cessing *Form 1187s* has greatly improved, we have been receiving some requests on the process. When a *Form 1187* is received at NAPS Headquarters, it must be a clear, legible copy. An original is greatly preferred. *No photos of 1887s please!*

It is recommended that you scan the original copy and send it to [Join@NAPS.org](mailto:Join@NAPS.org). Once received at NAPS Headquarters, the copy is reviewed to ensure all the necessary information has been provided. Caitlyn then enters the information into our database. This is done either on the day received (depending on time of day) or the next day.

The *1187s* then are mailed via Priority Mail, with tracking, to HRSSC in Greensboro, NC. Once received and processed by HRSSC, the forms are sent to Eagan, MN, where a dues deduction is activated. Dues must be deducted for a pay period within a month to reflect membership in that month.

Keep in mind that when a branch receives its DCO report, the data reflects the prior month’s membership deductions. This is why it usually takes two months before you see a member on your DCO. If a branch has mailed or emailed a *Form 1187* to NAPS Headquarters and, after three or more months, it is not reflected on the DCO, email Patrick and he will respond to you with the status—[naps.pg@naps.org](mailto:naps.pg@naps.org).

Also, *do not* send *Form 1187s* in a USPS Official Penalty Envelope. Postal envelopes are for official postal business *only!*

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



**Jimmy Warden**  
Secretary/Treasurer

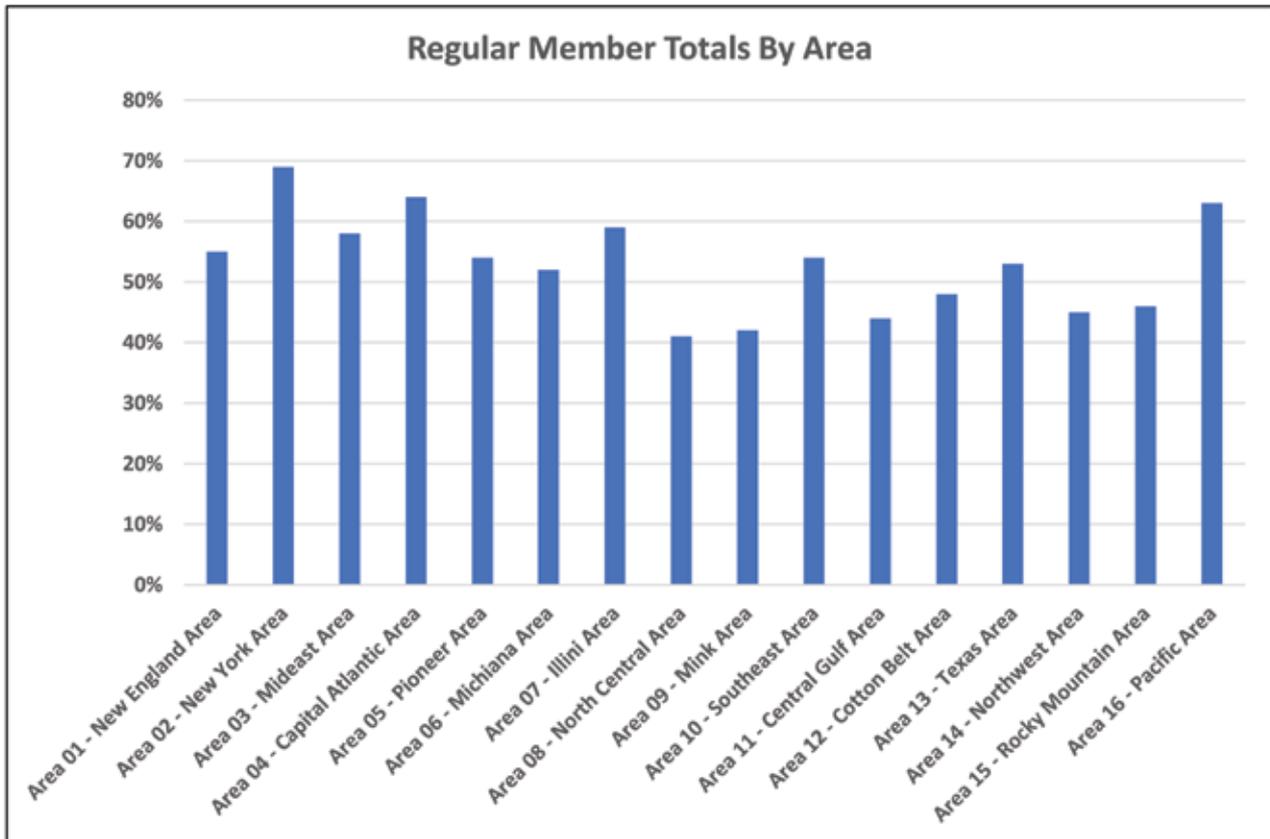
## The Postal Supervisor 2024 Production Schedule

Issue	Copy Deadline*	Mails
JAN	12/1	1/3
FEB	1/4	1/31
MAR	1/25	2/22
APR	2/15	3/13
MAY	3/25	4/24
JUNE	4/26	5/23
JULY	6/3	7/8
AUG	6/25	7/24
SEPT/OCT	8/30	10/1
NOV	10/4	11/1
DEC	11/1	12/3
JAN '25	12/5	1/4
FEB	1/6	2/4

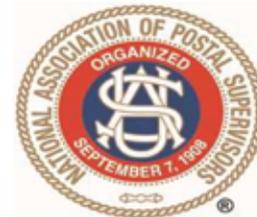
\*Copy must be received by this day; see page 2 for submission information.

# National Association of Postal Supervisors Membership Report

## September 2023



Regular Member Totals By Area	
Area 01 - New England Area	55%
Area 02 - New York Area	69%
Area 03 - Mideast Area	58%
Area 04 - Capitol Atlantic Area	64%
Area 05 - Pioneer Area	54%
Area 06 - Michiana Area	52%
Area 07 - Illini Area	59%
Area 08 - North Central Area	41%
Area 09 - Mink Area	42%
Area 10 - Southeast Area	54%
Area 11 - Central Gulf Area	44%
Area 12 - Cotton Belt Area	48%
Area 13 - Texas Area	53%
Area 14 - Northwest Area	45%
Area 15 - Rocky Mountain Area	46%
Area 16 - Pacific Area	63%
<b>Total Regular Member %</b>	<b>55%</b>
<b>Total Regular Members</b>	<b>25,586</b>
NonMember Totals	
<b>Total NonMembers</b>	<b>20,766</b>
<b>Total NonMember %</b>	<b>45%</b>



**Good News!**  
**Postmasters**  
**have been**  
**added to**  
**Nonmember-**  
**Eligible reports**

**National Association of Postal Supervisors**

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

**Deadline: Dec. 31, 2023**

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



Applications must be received no later than Dec. 31, 2023. Online applications only will be accepted using the NAPS website. Please go to [www.naps.org](http://www.naps.org) under the “Members” tab to apply for the **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 2024. In addition, the scholarship winners will be listed in the March 2024 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 2024. Scholarships may be used to pay expenses in the student’s current or following semester.

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



SECURING OUR **FUTURE** THROUGH POLITICAL ACTION

# *The Fight to Secure NAPS' Legislative Priorities*

**T**he 2024 Legislative Training Seminar (LTS) will promote NAPS' central legislative priorities through aggressive legislative advocacy and equipping NAPS members with critical tools to help elect members of Congress who support those priorities. NAPS' prime legislative priorities include enacting legislation:

- that protects postal employees who deliver mail, defends postal property and safeguards the U.S. mail, whether inside or outside a postal facility.
  - to achieve a fair consultative process over EAS pay and benefits.
  - to attain due process rights for all EAS employees by allowing those facing an adverse personnel decision to appeal the decision to the Merit Systems Protection Board.
  - to repeal the Social Security Windfall Elimination Provision (WEP) and Government Pension Offset (GPO).
- NAPS also wants:
- to ensure Congress fully exercises its legitimate and appropriate oversight responsibilities regarding postal operations, finances and services.
  - to defend the earned retirement and health benefits of current and future NAPS retirees.

NAPS anticipates a volatile legislative session, with the consequential 2024 presidential and congressional elections quickly approaching. Therefore, NAPS activists will travel to the U.S. Capitol to enlighten members of the Senate and House of Representatives of the importance of passing NAPS-promoted legislation, resisting efforts to move bills harmful to EAS-level postal employees and advancing issues that will enhance the Postal Service and its employees.

LTS provides the most effective vehicle for supervisors, managers and postmasters to deliver their message directly to their elected members of Congress, including an overwhelming majority who seek NAPS' support for their reelection. To hold our elected representatives accountable, we must reinforce our priorities with them.

NAPS will arm LTS delegates with the essential tools, vital information and robust confidence to be exemplary lobbyists on behalf of the 48,000 EAS-level postal person-

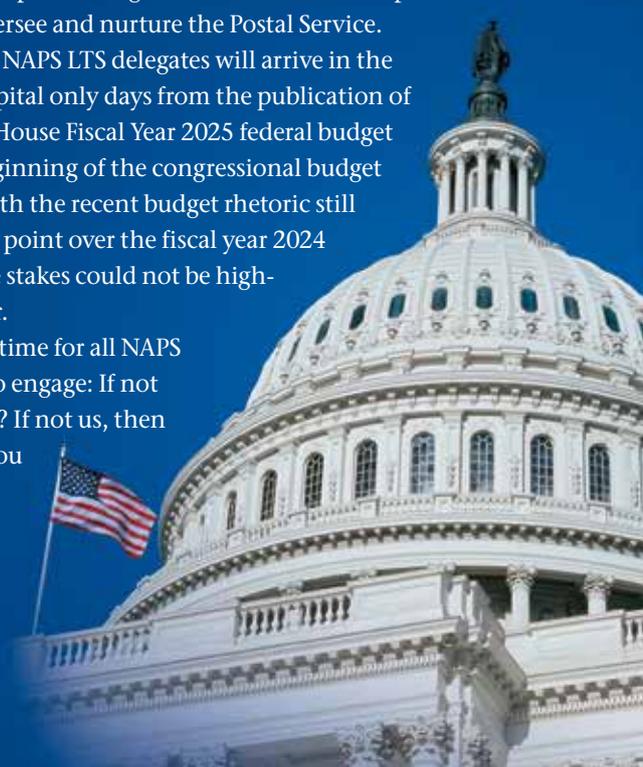
nel represented by NAPS. No matter whether an LTS delegate is a first-timer or an LTS veteran, all delegates will benefit from participating in exciting legislative and political seminars, engaging with key legislators and policymakers who make presentations to the assembled delegates and—most importantly—delivering our message to Capitol Hill on legislation and issues that impact NAPS members and the U.S. Postal Service.

A prime element of LTS is to optimize the political power wielded by NAPS members in promoting our legislative agenda on Capitol Hill. This strategy will be valuable in an election year, where all 435 House members are up for a contract renewal with their constituents; 34 Senate seats will be contested. We also will learn how to employ online and digital communications with our elected representatives to complement our work at LTS 2024.

The unambiguous message LTS delegates will deliver is that EAS-level postal employees and the Postal Service are fundamental to the success of our nation as vital cogs of our country's essential infrastructure. Internal congressional politics and dysfunction cannot distract our elected leaders from performing their constitutional responsibility to oversee and nurture the Postal Service.

Finally, NAPS LTS delegates will arrive in the nation's capital only days from the publication of the White House Fiscal Year 2025 federal budget and the beginning of the congressional budget process. With the recent budget rhetoric still at a boiling point over the fiscal year 2024 budget, the stakes could not be higher next year.

So, it is time for all NAPS members to engage: If not now, when? If not us, then who? See you there.





**MARCH 3-6, 2024**  
 CRYSTAL GATEWAY, MARRIOTT HOTEL  
 ARLINGTON, VIRGINIA  
 NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
 2024 LEGISLATIVE TRAINING SEMINAR



# 2024 Legislative Training Seminar Registration Information

**Hotel room block expires Feb. 15, 2024 • LTS registration closes Feb. 16, 2024**

**Online registration for LTS will be available on Nov. 30. More information will be available on the NAPS website at [naps.org](http://naps.org).**

## LTS Registration Fee—\$275

The 2024 LTS online registration fee is \$275 if registration is submitted on or before Feb. 9. After Feb. 9, the fee is \$325. **No LTS registrations or payments will be accepted after Feb. 16.**

## No on-site registrations will be accepted.

Each official LTS registrant will receive an LTS confirmation receipt from NAPS Headquarters via email immediately after completing registration. If you registered for LTS and did not receive your confirmation, contact NAPS Headquarters immediately.

## Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before Feb. 22. All approved refunds will be paid on approval.

## Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than Feb. 22. No substitutions will be honored after Feb. 22. On-site LTS substitutions will not be allowed.



**Marriott Crystal Gateway**  
 1700 Richmond Hwy  
 Arlington, VA 22208

## Hotel Rates and Reservations

Delegates and guests attending the 2024 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230 or toll-free at 877-212-5752. Reference the group's name: **National Association of Postal Supervisors**. To reserve a room online, go to [www.naps.org](http://www.naps.org).

The LTS single/double room rate is \$319, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 15, 2024. Reservations made after that date may be at a higher room rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of the reservation.

Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

Executive Vice President Chuck Mulidore and Sen. Sherrod Brown (D-OH)



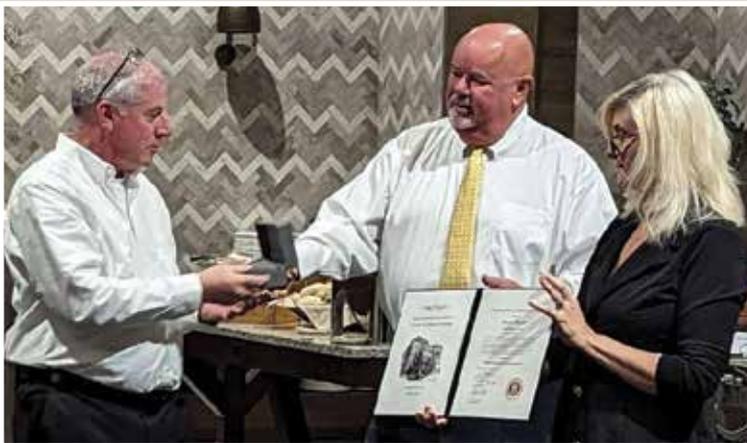
Executive Vice President Chuck Mulidore and Sen. Jon Tester (D-MT)

## NAPS Legislative Advocacy

Executive Vice President Chuck Mulidore met with Rep. Jasmine Crockett (D-TX), a member of the House Committee on Oversight and Accountability. They discussed postal performance in Texas and the safety of postal employees delivering mail.



Members of San Francisco Branch 88 met with Rep. Kevin Mullin (D-CA) on Oct. 27 at his meet-and-greet at a local coffee shop in Brisbane, CA. Branch 88 Vice President Deborah Johnson spoke to Mullin about NAPS' legislative agenda, including H.R. 82, the Social Security Fairness Act, and H.R. 3005, the Postal Police Reform Act, asking for his support on these issues. From left: Branch 88 Secretary/Treasurer Sally Simpao, Mullin, Branch 88 Vice President Deborah Johnson, Postal Police Officer Bruce Bock and retired Maintenance Technician Jeff Fong.



New England Area Vice President Bill Austin (center) and Burlington, VT, Branch 235 President Liane Spaulding presented Branch 235 Vice President Shawn Blaine with a retirement watch and certificate.



Postmaster General Louis DeJoy and NAPS Northeast Region Vice President Tommy Roma at the NAPS fall Executive Board Meeting

On Nov. 5, the Heart of Illinois Branch 255 held its nomination of officers meeting for the 2024-26 term in Bloomington, IL. Some members attended via Zoom. After mail-in ballots are received, the election results will be announced in December. The newly elected officers will take their positions on Jan. 1.





NAPS Eastern Region Vice President Richard Green, President Ivan D. Butts, Executive Vice President Chuck Mulidore and Capitol-Atlantic Area Vice President Troy Griffin toured the first USPS Regional Processing and Distribution Center to go active.



Touring the Richmond Transfer Hub were, from left, NAPS Capitol-Atlantic Area Vice President Troy Griffin, Eastern Region Vice President Richard Green, Richmond Postmaster Ersula Philpot, Manager Danielle Carter and NAPS President Ivan D. Butts.



Bridget Evans (San Diego) Branch 159 celebrated its retirees. President Stephnia Campbell and Treasurer Heather Odell welcomed members to the membership and retiree luncheon in October. Guests included NAPS Western Region Vice President Marilyn Walton, Pacific Area Vice President Chuck Lum, San Diego Postmaster Justine Valdez and Customer Service Managers Acela Volz and Angel Elazegui. Branch officers from Northern and Southern California also attended. It was the first in-person meeting since COVID-19 restrictions were lifted and the death of much-loved Bridget Evans. The four retirees honored are at the bottom right of the photo, from left: Isabell Bessmer, Ernie Salus, Christine Carmichael and Robert Henly.



Fresno, CA, Branch 274 held its membership meeting in November. Standing, starting second from left, are Branch 274 Vice President Drew Esquer, NAPS Secretary/Treasurer Jimmy Warden and Pacific Area Vice President Chuck Lum. Branch 274 President Henry De La Torre is standing sixth from the left.

Buffalo, NY, Branch 27 held one of its most celebratory meetings in early November when members welcomed back Branch President Dennis Gawron. Three months ago, Gawron suffered a fall, which resulted in hospitalization and rehabilitation over seven weeks; he is slowly recuperating. Gawron thanked everyone for their prayers and well-wishes and said he is fortunate to have his friends and family by his side. Next to Gawron (seated center) is his son Steve (left) and wife Dianne (standing).



Seated from left: NAPS Secretary/Treasurer Jimmy Warden, Branch 27 Convention Delegate Steve Gawron and President Dennis Gawron. Standing: Treasurer Norbert Rzeszutek and Vice President Cristy Schirching.



**Brooklyn Branch 68 meeting:**



NAPS Secretary/Treasurer Jimmy Warden was the guest speaker.



New York Area Vice President Dee Perez talked about membership.



Northeast Region Vice President Tommy Roma answered questions about the new Supervisor Apprenticeship pilot program.



From left: NAPS New York Area Vice President Dee Perez, Secretary/Treasurer Jimmy Warden, John Bu, Branch 68 President Jamaal Muhammad, NAPS Northeast Region Vice President Tommy Roma and Branch 68 Vice President Walter DeBerry.

**NAPS Store Offers Online Orders**

NAPS members now can shop online at the NAPS Store. Instead of using the former hard-copy form, members can browse and pay online. Among the items available are NAPS lapel pins, jewelry, window decals, retirement certificates, watches, business cards, the NAPS retractable membership recruitment banner and more. Go to [naps.org](https://naps.org) and click on "NAPS Store" under the "Members" tab.

## Trials and Tribulations of a Postal Team in Peak Season

**Dee Perez**

*New York Area Vice President*

I'd like to wish everyone a successful peak season, a very merry Christmas and a happy and healthy New Year! Most importantly, take care of your significant other and your family; respect everyone's religion. Also, have compassion for your elderly parents if you still are fortunate to have them by your side.

Treat your co-workers with respect and exhibit good manners to all. These are the most important things that matter during the season and throughout the year.

As I look at the USPS today after 34 years of service—I'm currently an active employee—I see a service that is splintered and fractured, functioning with a lack of dignity and respect toward each other. People are being promoted to higher levels who have very little experience as leaders; they haven't proven they have the skills to lead people. Just because you can talk the talk, but haven't walked the walk for a significant period of time, doesn't make you a capable leader.

The USPS speaks in terms of us being a team. The fact of the matter is there are too many different teams vying for the same turf; others have a different agenda. This leads to a fight for survival, despite the concept of a team.

USPS Headquarters adopted the stove-top management style concept. In theory, this provides better com-

munication from USPS executives to the front-line supervisors, reduces middle management and creates leaner and better management to be a successful team and company.

However, what has been created are different goals to be achieved by each team member; it's now become a turf war. The USPS theorizes that it all comes together in the end to make the so-called team and company successful.



Uh, not so fast. With everyone chasing their specific goals, we are not pulling in the same direction to becoming a successful team. The overall, individual NPA scores show this to be true. You have offices being measured in a goal that's a six-day SPLY goal, yet they operate in a seven-day environment. How in the world can this be achieved?

Yet, no USPS Headquarters leader gets involved to fix this. Team members are told to mitigate it. In the meantime, your peak season gift is no raise. To me, this sounds as if the team leader doesn't care about their players.

News flash: We are a service—not a company. And there are too many examples to mention here as to why. Perhaps this is why we have such conflict on this team. USPS leaders say company; we say service. You think it over and decide what we are.

Current staffing has been a problem that HR hasn't figured out since COVID-19 ran amok for four years. Some EAS employees are delivering

mail; this must stop right now. It's the only way to force USPS Headquarters to fix this problem.

Chief Retail and Delivery Office leadership is micromanaging us to death every day. These people are making everyone feel inadequate. As far as respect is concerned, that's a seven-letter word; it means nothing to them. The way they speak down to our district leadership—which, in some cases, is not all—is passed down by our MPOOs.

These same leaders continue to fly themselves around the nation, holding three-day training meetings and spending millions of dollars to try and force a Kool-Aid message on their subordinates and district leadership. What they don't realize is nobody likes the taste of the drink they are being served. Yet everyone is too afraid to tell these vindictive leaders the drink tastes awful and they don't like the way it's being served!

Here's your peak season gift from the CRDO team leadership. As these same leaders continue to visit districts in the Zoom era, bringing the gift of not-good holiday cheer or a pat on the back for an excellent job throughout the year, the Christmas/peak message gift they bring is to continue to "hammer them." That means those of us on the front lines.

Let's begin signing every non-member EAS employee and postmaster; NAPS represents them all! This way, our association will continue to grow and become stronger so our team is the strongest.

Always, with respect!

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

# Two Different Worlds

**Robert “Bobby” Bock**  
*Southeast Area Vice President*

**A**s an active member who still goes to work every day and as a member of the NAPS Executive Board, I live in two different worlds. When I attend board meetings at NAPS Headquarters, I hear about all the futuristic things the Postal Service is developing that will bring us into the 21st century.

Then, I go to work the next morning and it takes me over an hour to get into a program on my workstation. As I speak with members around the Southeast Area, they, too, are complaining about computer issues that tie up their day. For those of us who are up to our necks in work at work, the fu-



ture can't come soon enough!

At our most recent board meeting, I was seated next to Postmaster General Louis DeJoy. I had an opportunity to speak face to face with him. I articulated the issues we all are having with the inability of the computer system to meet our needs.

Recently, I visited a small office that had a sign on the door, “Cash Transactions Only.” When I asked the postmaster what was going on, they explained the credit card

system had been down for over a week.

You guessed it! The lobby was empty because so many people use debit or credit cards when they come to the post office. Customers were unnecessarily inconvenienced and

took their business to another office or, even worse, to a competitor.

DeJoy said the Postal Service is already committed to spending \$2 billion on improvements to the computer system. In my opinion, the planned upgrades cannot happen soon enough.

At our meeting, DeJoy touted his 10-year plan again, as well as the infrastructure improvements. He sounded very convincing in his presentation. I only hope Congress, the business community and postal customers give him the support and time he needs to get his plan implemented.

As we enter peak holiday season, remember to deliver our best to our postal customers. I wish everyone a happy and healthy holiday season!

**bocknapsseavp@aol.com**

# NAPS Enjoys Weekend in Northern California

**Marilyn Walton**  
*Western Region Vice President*

**O**n the first weekend in November, California State Branch 905 Executive Board members, led by President Marilyn Jones, flew to Sacramento. The group then was driven to the beautiful Placer County Foothills to visit Red Hawk Hotel and Casino, the venue for the 2024 California State Convention.

Red Hawk Casino is an adult's playground that offers not only gaming, but also bowling, golfing, virtual roller coaster, a bumper car track and other virtual games. The convention meeting rooms look over the foothills; the



hotel rooms were just opened this spring.

Sacramento Branch 77 President Ralph Petty and his team will be the host branch. We took in the hotel and casino amenities and selected menus for the convention. The theme will be Country & Western; we are looking forward to a great time at the state convention in April.

Board members next traveled west, stopping in Vallejo where the Branch 77 Auxiliary and I hosted a meet-and-greet at a local pub. We were pleased to have NAPS President Ivan D. Butts and National Auxiliary President Laurie D. Butts join us. They were in the Bay Area to attend

San Francisco Branch 88's retirement lunch the following day.

On Saturday, state board members joined several California branches for the annual retirement lunch at the scenic Dominic's by the Bay Yacht Club. Also attending were NAPS Secretary/Treasurer Jimmy Warden, Pacific Area Vice President Chuck Lum and me. Jimmy and Chuck had traveled to Fresno Branch 274's year-end event the night before and drove over to meet us in San Francisco.

Branch 88 honored 14 retirees; unfortunately, none were available to attend. The branch welcomed newly promoted San Francisco Postmaster Doug Smith. He said he was excited to be a part of the San Francisco team and was happy to report that the San

Photos submitted by Charles Patterson.



NAPS President Ivan D. Butts, with fellow NAPS officers, installed San Francisco Branch 88 members. From left: Pacific Area Vice President Chuck Lum, Western Region Vice President Marilyn Walton, NAPS Secretary/Treasurer Jimmy Warden, Branch 88 Trustees Carolyn Moore-Tucker, Juanda Stewart and Patricia Dangerfield, Sergeant-at-Arms Lelton Gibson, Secretary/Treasurer Sally Simpao, Vice President Deborah Johnson, President Linda Thomas and Butts. Not shown: Trustees Joanne Piper and Lovey Wilson.

Francisco Plant was number one in the country.

Branch 88 also recognized Sally Simpao, California State treasurer. Sally recently volunteered to serve as Branch 88's secretary/treasurer. The branch was appreciative of her support and commitment to NAPS. Ivan, with the NAPS officers, installed the Branch 88 officers.

We enjoyed a delicious brunch with friendly conversation and a fantastic view of San Francisco Bay—a great weekend in Northern California.

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



Attendees at San Francisco Branch 88's annual retirement event enjoyed a beautiful afternoon on the San Francisco Bay. The branch welcomed newly appointed San Francisco Postmaster Doug Smith (second from left).



Auxiliary members, standing from left: California State Auxiliary Treasurer Ed Simpao, May Nazareno, California State Auxiliary Secretary Barbara Kelly, National Auxiliary Secretary/Treasurer Bonita Atkins, National Auxiliary President Laurie D. Butts, Pat Grisby and California State President Yunina Graham. Seated: Betty Compton, former California State and National Auxiliary president.



NAPS Executive Board members shared a moment with California State Executive Board members. Front row, from left: NAPS Pacific Area Vice President Chuck Lum, California State Area Vice President Mariel Murillo, Treasurer Sally Simpao, Area Vice President Clarissa Bognot and Secretary Stephnia Campbell.

Back row: California State Vice President John Wong, NAPS Secretary/Treasurer Jimmy Warden, California State President Marilyn Jones, NAPS President Ivan D. Butts and California State Legislative Rep Felicia Pennington.



Branch 88 President Linda Thomas presented Branch Secretary/Treasurer Sally Sampaio with the Above and Beyond Award.

## Bob Levi

Director of Legislative & Political Affairs



As the winter holiday season approaches, it's important to note one important rule of holiday regifting: Don't regift something no one wants. NAPS' legislative operation is

First, let's talk about the resurrected attempt to gut postal and federal employee benefits. NAPS is working diligently with many of our federal and postal employee colleagues to deter creation of a "fiscal commission" whose purpose would be, in part, to reduce federal pensions, health benefits, Social Security and Medicare. As part of this

Commission on Fiscal Responsibility and Tax Reform" was chaired by Sen. Alan Simpson (R-WY) and Clinton White House Chief of Staff Erskine Bowles.

Both commissions considered recommendations that would have cut postal retirement and health benefits. Fortunately, neither commission could muster the necessary number of votes to forward their recommendations to Congress for a vote. Nevertheless, the proposals and the resonance those proposals have along some corridors of the House, Senate and White House raise a red flag.

The current failure of the House to pass all the necessary appropriation bills, combined with the removal of Rep. Kevin McCarthy as speaker and the protracted process to replace him, brought us to this point. The political environment for benefit cuts is ripe. Furthermore, as this column went to press, our country, once again, was being confronted with a House-inspired government shut-down. We all are attentive to the danger signs.

Second, let's talk about the growing congressional awareness of the apparent decline of on-time First-Class Mail performance. Not long ago, Americans seeking to communicate with their elected leaders and get their attention on important matters would affix a postage stamp to a letter and send it to the U.S. Capitol office of their representative or senator. It took about three days to transit the continental United States from San Francisco to Washington, DC.

As this column went to press, the most recent information posted to the USPS Service Performance Dashboard shows that such a letter from a California constituent to their member of Congress would take almost six days. The on-time performance for First-Class Mail between San Francis-

## 'History Doesn't Repeat Itself, but It Often Rhymes'

working to ensure the House of Representatives does not drop the same piece of coal in the Christmas stocking that has been left in the past. In addition, there is growing realization in the halls of Congress that, as has been periodically attempted in the past, postal facility realignment fails to deliver—that is, deliver on time.

collaborative federal and postal employee effort, NAPS was among 19 signatories of a Federal-Postal Coalition letter to all members of the House urging representatives to oppose creation of the fiscal commission. We've been down this road before.

The fiscal commission is contemplated to be one element of a FY24 budget deal. The commission would consist of 16 members, including 12 members of Congress and four "experts" tasked with providing Congress a list of benefit and budget cuts. The report would be submitted in late 2024—after the 2024 general election.

The report's proposals would be unamendable and be subject to an up or down vote at a post-election, lame-duck session of Congress. As a result, Congress would be shielded from political pressure to oppose any or all of the recommendations. Historically, these types of commissions have been unpredictable and dangerous to public employees. In my recent memory, two such commissions were established.

In 1994, the "Bipartisan Commission on Entitlement and Tax Reform" was jointly chaired by Sens. Bob Kerrey (D-NE) and John Danforth (R-MO). And in 2010, the "National

### NAPS Training Calendar

#### Eastern Region Cabinet Meeting

Jan. 11-14, 2024

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

**Location:** The Westin Hilton Head Island Resort and Spa, 2 Grasslawn Ave., Hilton Head Island, SC 29928

**Hotel Rate:** \$179 plus tax. For reservations, contact Jessica C. Muller: 843-681-1082; jessica.c.muller@westin.com

**Registration Fee:** \$279, postmarked by Oct. 31; \$359, postmarked Nov. 1 or later; \$359 for registrants not staying at the Westin Hotel Hilton Head Island Resort

**Training:** Conducted by NAPS resident officers and USPS officials

co and the Capitol was an abysmal 43.40% for the week of Oct. 21-27; for the same week in 2022, the on-time performance was 92.80%.

I was curious, so I explored some other key areas of our nation where constituents seek to write their elected leaders. Let's say a constituent of Rep. Pete Sessions (R-TX), chairman of the House Government Operations Subcommittee, needed to write the postal subcommittee chairman a letter. That letter would arrive on time only 62.65% of the time during that week of October; the previous year it arrived 92.60% on time.

What about a constituent of Sen. Gary Peters (D-MI), chairman of the Senate Committee on Homeland Security and Governmental Affairs? The Michigan constituent's letter arrived only 61.27% on time, compared with 93.27% of the time the same week last year.

Finally, I wanted to examine the mail service provided to Rep. James Comer's (R-KY) constituents who need to contact him. As you may recall, Comer is chairman of the House Committee on Oversight and Accountability, co-sponsor of the Postal Reform Act of 2022 and author of the act's provision that required a publicly available USPS Performance Dashboard.

Well, for the week of Oct. 21, mail sent by Comer's constituents to his Washington office arrived on time only 66.75% of the time. The previous year, the same week, 89.41% of the mail arrived on time. You do the math on the performance slippage.

Time and time again, the Postal Service has tried to reengineer its network. As we know from history, such realignments have had an opportunity for success when employees, stakeholders and communities are engaged in the process and provided the data justifying the wisdom of the



# *We All Can Help* **Build Membership**



## **October High-Five Club Members**

Edili Acosta, Branch 216, PR  
Joseph Alberti, Branch 295, MA  
Susan Bartko,\* Branch 20, PA  
John Bu,\* Branch 68, NY  
Henry De La Torre, Branch 274, CA  
Gregory Harris,\* Branch 916, IL  
Michael Hitchner, Branch 99, NJ  
Ruth Hurless-Byrum, Branch 508, MI  
Karen Johnson, Branch 36, MO  
Marilyn Jones, Branch 39, CA  
David Joseph, Branch 183, NC  
Paul Joseph, Branch 278, OH  
Patrick Lauture, Branch 47, CT  
Derek Lothridge, Branch 96, ME  
Andrew Martin, Branch 526, VA  
James Muir,\* Branch 20, PA  
Rachel Nicholson, Branch 29, OH  
Charles Patterson, Branch 127, CA  
Renee Rafuse,\* Branch 102, MA  
Steve Shawn, Branch 403, MD  
Manpreet Singh, Branch 202, NY  
Mark Velez, Branch 164, NY  
Aracely Villasenor, Branch 244, CA

\*Denotes 10+ members signed in the past 90 days.

effort.

Regrettably, thus far, the performance facts aptly demonstrate that past attempts were simply prologue for the service declines. As NAPS has stated, responsible and comprehen-

sive congressional and regulatory oversight is the best means of ensuring the Postal Service delivers service to the American public our citizens deserve, expect and demand.

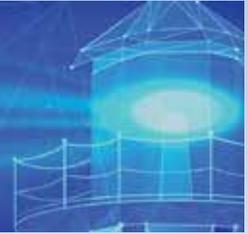
**naps.rl@naps.org**



## POWERING THE FUTURE THROUGH COLLABORATION

2024 NAPS NATIONAL CONVENTION  
AUGUST 11 – 16, 2024

FOXWOODS RESORT CASINO  
250 TROLLEY LINE BLVD  
LEDYARD, CT 06338



# 69th NAPS National Convention Committees

**P**reparations continue for the 69th NAPS National Convention in Ledyard, CT, Aug. 11-16, at the Foxwoods Resort Casino. One of the major requirements for a smooth-running convention is the selection of delegates to serve on various national convention committees. All members should be mindful of several important rules concerning committee assignments:

- NAPS members no longer need to get their branch president's recommendation for a national convention committee assignment.

- Members may self-nominate for their national convention committee selections. Self-nominations may be made **online only** through NAPS' committee registration process at [www.naps.org](http://www.naps.org). No mail-in, fax or email requests will be accepted.

- All committee members must be registered for the national convention and be certified delegates prior to the NAPS president's committees' selections.

- All national convention committee members must be registered guests of the Foxwood Resort Casino from the date of their first committee assignment until the conclusion of the convention on Friday, Aug. 16. Committee chairs will verify hotel registrations of their respective committee members.



- Delegates serving on committees will receive lodging and per diem as follows: Credentials & Registration—two nights' lodging and two days' per diem; Audit, Constitution & Bylaws, Postmaster, Resolutions and Rules—one night's lodging and one day per diem; Assistant Secretaries and Sergeants-at-Arms—\$100 per day, no lodging.

- A national convention committee may have only one branch member appointed per committee, unless granted an exception by the NAPS president. Furthermore, committees

may have up to 25% of members who never have served on a national convention committee.

When expressing an interest in serving, members must consider the fact that one committee will meet on **Saturday, Aug. 10**, and the others on **Sunday, Aug. 11**, in advance of the convention's opening day. Some committees will meet throughout the national convention.

Moreover, members serving on these "advance" committees *must attend all meetings* of their respective committees, which generally begin at

9 a.m., although some could begin earlier. *No exceptions will be made to this attendance rule.*

Members should make their hotel reservations early enough so they will not have a problem getting a room for an extra day or two in advance of the convention. If members are not selected for advance committee assignments, they simply may cancel their room reservations for the extra days as soon as possible. Do not cancel your entire hotel stay—only the extra days. Otherwise, reserve your hotel room after you have been confirmed to serve on a national convention committee.

If traveling to the national convention via airline and you purchase your ticket before being selected for a committee, NAPS Headquarters *will not* reimburse you for any airline change fees. It is suggested that you purchase an airline ticket after you receive confirmation that you have been selected for a national convention committee.

For the 69th National Convention, self-nominations may be made only through NAPS' online committee registration process at [www.naps.org](http://www.naps.org). No mail-in, fax or email requests will be accepted. **The deadline to request consideration for a committee is midnight, March 31, 2024.** No request will be accepted after the deadline.

Listed here are the national convention committees, including the tentative dates of their first meetings, the minimum number of members on each committee and a brief description of their responsibilities:

**Assistant Secretaries** (no advance meeting, four members)—Sit at the dais during all business sessions and keep a record of the actions taken on all resolutions, including amendments; help conduct vote counts; and assist the national parliamentarian and resident officers, as needed.

**Audit** (Sunday, Aug. 11; 10 members)—Audits four months of NAPS financial records chosen by the chair and assistant chair from the previous two fiscal years. Discrepancies or errors, if any, are noted and a written report (to the secretary/treasurer) and verbal report (to the entire convention) are made.

**Ballot and Election** (no advance meeting; up to 18 members, if needed, includes chair and assistant chair, one member from each of the 16 NAPS areas)—Conducts the balloting and election for national officers and site selection for the national convention that will take place four years hence.

Only the Ballot and Election Committee chair and assistant chair are notified of their selection before the convention. Members of this committee do not know they have been selected until their names are read by the NAPS president on Tuesday of the convention week.

Ballot and Election Committee members will be sequestered from the time they leave the convention floor with the sealed ballot boxes until the committee chair, alone, later announces the election results before the convention body.

**Constitution & Bylaws** (Sunday, Aug. 11; 16 members)—Reviews all resolutions having to do with the *NAPS Constitution & Bylaws*, as well as those directing NAPS to act on other matters.

**Credentials & Registration** (very early Saturday, Aug. 10; 12 members—volunteers welcomed)—Processes the registrations of all NAPS and Auxiliary delegates and guests. Committee members verify credentials and hand out name badges, *One Books*, delegate cards, souvenirs bags and more.

**Postmaster** (Sunday, Aug. 11; 12 members)—Reviews matters of particular interest to postmaster members. Will meet with members of the NAPS Executive Board Postmaster Committee.

**Resolutions** (Sunday, Aug. 11; 14 members)—Reviews all resolutions (except those related to the *NAPS Constitution & Bylaws*) having to do with pay, working conditions and postal policy.

**Rules** (Sunday, Aug. 11; six members)—Reviews and edits the convention rules and ultimately provides each delegate with a copy of the rules.

**Sergeants-at-Arms** (meeting day and time TBD; up to 22 members)—

Maintain order during the convention, escort guests to the dais, assist in the vote count and distribute materials, including the convention *Daily Newsletter* and amended resolutions, to delegates. Members of this committee must attend all business sessions.

Again, the Self-Nomination National Convention Committee Request is available online at [www.naps.org](http://www.naps.org). When nominating yourself for a national convention committee, indicate your first, second and third choice (if applicable) committee assignment. **All committee requests must be received by midnight, March 31, 2024.**

Please note: No committee recommendation will be considered unless the delegate has registered and submitted their credential prior to the NAPS president's selection of committees on April 20. All those requesting national convention committee consideration will be subsequently notified whether they have been selected for a committee assignment



# Executive Board Focuses on Latest Issues and Concerns

**Submitted by Jimmy Warden**

*Secretary/Treasurer*

**T**he fall 2023 Executive Board meeting was called to order at 8:31 a.m. on Oct. 14 by Executive Board Chair

Chuck Lum. The invocation was led by Southern Region Vice President Jaime Elizondo. The Pledge of Allegiance was led by Central Region Vice President Craig Johnson.

Texas Area Vice President Pamela Davis and MINK Area Vice President Kelly McCartney were named sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all board members were present except for Capitol-Atlantic Area Vice President Troy Griffin, who was excused for the first day due to a prior commitment.

President Ivan D. Butts welcomed board members and said he was looking forward to a good meeting. There was a full agenda, especially with Postal Service speakers scheduled for Wednesday.

Executive Vice President Chuck Mulidore welcomed all members and thanked them for the cards and condolences he received for his brother's death. He said it has been rough, but appreciated everyone's support.

Warden welcomed everyone and said he was glad they are doing well. He said he looked forward to a productive meeting as board members deal with important NAPS business to move the association forward.

Lum thanked the board members

for their support. He reiterated what an eye-opener it has been sitting in on consultative meetings and seeing how the resident officers push for NAPS members. Lum said he has been reaching out to nonmembers in his area to increase membership; many are unaware of NAPS.

Mulidore made a motion, seconded by Cotton Belt Area Vice President Shri Green, to accept the spring 2023 Executive Board Meeting Minutes previously sent to the board, published in *The Postal Supervisor* and posted on the NAPS website. The motion passed unanimously on a voice vote.

Warden reported on NAPS investments, assets and balance sheet:

- As of Sept. 29, 2023, NAPS investments totaled \$6,616,994.69.
- On June 1, 2023, NAPS investments totaled \$7,112,418.48.
- This is a 2024 fiscal year-to-date decrease of \$495,423.79, or 7%.

As of Oct. 14, 2023, the NAPS General Fund Signature FCU Checking account balance was \$288,189.18; the Signature FCU Money Market account was \$8,083.60, for a total of \$296,272.78.

As of Aug. 31, 2023, NAPS Property Inc. (NPI) had \$143,973 in cash on the balance sheet. There is \$77,789 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving \$66,184 unencumbered.

Effective March 1, 2023, Local Works leased the full 1727 side of the 3rd floor, Suite 305, 7,250 square feet. This is a license agreement with profit

sharing. It is assumed to be low risk, but also has no defined income model. After a period of nine months, this tenant will be reevaluated for a five-year term, based on the income derived from this arrangement.

In the first quarter of FY24 (June 1-Aug. 31), profit sharing with NPI totaled \$8,254. The budget was conservative and included only \$3,000 per quarter. The current cash projections assume continued vacancies on the 2nd floor, as well as suites 105 and 350. An outside broker has been contracted to lease out the space at the market rate of \$29 per square foot. The overall pace of leasing activity remains slow.

As stated by Eric Berlin, NAPS' broker at Cushman & Wakefield, the market in Old Town Alexandria continues not to do well; vacancies are at 12.2%. It is the lowest of all submarkets, but still not a positive. Every building around King Street Metro has vacancies.

Most tenants currently are downsizing or when their leases come up; they are not going to stay in the same footprint. New buildings that are Metro-accessible will survive, but everything else is in trouble. Buildings are being foreclosed on by lenders. The outlook is terrible and will take years to shake out.

The cash forecast for the fiscal year assumes contributions of \$40,000/month from the landlord to cover the deficit created by the delinquency from LRB, current vacancies and building operating expenses.

However, to the extent vacancies are leased out and/or Local Works becomes more profitable, these contributions may decrease.

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

Facebook had 4,035 followers (up from 3,649 in October 2022, or 10.59%). Posts continue to garner an average of about 300-1,000 views; the most engaging posts get about 1,000-4,000 views organically.

The post with the highest reach/engagement during 2023 was from March 13 (3.7k+ reach/1.6k engagement): “Comp Time Is Rearing Its Ugly Head—Again!” by Brian J. Wagner, past NAPS president.

The next highest posts (reach/engagement):

- Aug. 1 (3.2k+/645): The August issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

- March 6 (3k+/573): “New Concepts in Supervisor Training,” by Jimmy Warden, NAPS secretary/treasurer.

- July 5 (2.9k+/738): The July issue of *The Postal Supervisor* magazine is now available to be downloaded from the NAPS website.

- March 27 (2.4k/709): “There has been much discussion about supervisors being told to change their day off and work Sunday Amazon hub. Let’s look at why Sunday Amazon hub operations should be covered using only T-time.”

- March 28 (2k+/432): “NAPS Headquarters continues to request, receive and monitor EAS workhours being reported on the ‘EAS Carry Survey’ in conjunction with the NAPS-negotiated memorandum that all exempt postmasters, Level-22 and below, and all exempt Customer Ser-

vice station managers be entitled to additional pay should they be required to deliver mail.”

The competition for gaining organic visibility on Facebook’s timeline remains fierce, given the platform’s consistent, high-traffic levels. Each year, NAPS’ page continues to compete with a multitude of other entities, including organizations, individuals and pages all vying for placement on users’ timelines as they scroll through the platform.

Most of NAPS’ web traffic from social media continues to come from Facebook (90%+); it’s still important to be on other platforms (Instagram and LinkedIn) for visibility.

Instagram had 431 followers (up from 374 October 2022, or 15.24%).

LinkedIn had 402 followers (up from 155 October 2022, or 159.35%).

The Twitter account no longer is in use per President Ivan D. Butts’ memo of Nov. 2, 2022.

Web traffic for January through September 2023 showed a 12.81% overall increase in users over SPLY.

The number of overall page views increased by 2.13%. There were 105k+ users compared to 93k SPLY; there were 331k+ page views compared to 324k SPLY.

Email continues to play a vital role in increasing NAPS’ website traffic and readership. The web-based news articles and magazine pieces that are frequently released and shared via email are consistently some of the most well-received pages.

Republishing articles from the printed magazine onto the website provides an extra avenue for existing and potential members to access this valuable information. The views also are measurable, something that is not possible with a printed publication.

Additionally, the practice of publishing and sharing printed articles online ensures a steady stream of new and up-to-date content for the website, which is crucial for Google and search engine optimization purposes. So far this year, eight of NAPS’ top 35 pages have been from *The Postal Supervisor*.

It is recommended to expand communication with current and potential members. NAPS should consider developing an ongoing content strategy that involves publishing additional original materials, such as news updates, blog posts or other unique content on the website.

While magazine articles are well-received, it is worthwhile to consider generating exclusive content tailored specifically for the website. This strategy has the potential to broaden messaging, boost website traffic and attract more prospective members. Furthermore, digital communication can be measured, allowing for straightforward monitoring and analysis.

As of the August 2023 DCO (reflecting DCO membership through PPs 16 and 17) NAPS had 26,630 members (25,169 active and 1,461 associates; 94.51% and 5.49%, respectively). Total membership from a year ago (PPs 16 and 17, 2022) was 25,174 (23,739 active and 1,435 associate); an overall total increase over SPLY of 1,544 members or (6.13%).

As of the August 2023 DCO, the total number of active nonmembers was 20,151. This number is based on the USPS payroll files of nonmember EAS employees, which now also includes postmasters. Based on current membership totals, there are approximately 45% nonmembers.

NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS

check. The “High-Five Club” provides additional \$25 checks to members who sign five new members in a 90-day period.

Local and state branches continue to receive their NAPS Nonmember and Change Summary reports, along with their DCO and Mail Address reports monthly. NAPS encourages review of the biweekly EAS Promotion Report and the monthly Postmaster Promotion Report. Moreover, NAPS urges members to contact individuals listed as nonmembers and inform them of the benefits of joining NAPS.

Per a board motion, the contract with Bruce Moyer for legal services will expire before the March 2024 Executive Board. Also for consideration is a contract with ConferenceDirect for management of the Legislative Training Seminar.

The board next discussed the fiscal year 23 and 24 budgets. Warden had sent the budget to the Executive Board, which was updated with prior motions passed by the board, two weeks before the board meeting for review. Warden informed the board that the previous fiscal year’s budget came in \$20,055 over budget, which was projected at \$4,897,977. The FY23 budget was .004% over what was projected and approved by the Executive Board.

A motion was made by Eastern Region Vice President Richard Green, seconded by Illini Area Vice President Luz Moreno, to approve the FY24 budget. The motion passed unanimously on a voice vote.

Amy Bartosh, PNC Bank senior vice president and Investment Market director, addressed the board. She said in March the CPI was at 3.7%. For September, it was above the 2% target, but they are not ruling out any

future interest rate hikes. Projections are there will be a mild recession next quarter.

The Russian/Ukraine war and Middle-East crisis are affecting inflation and oil prices. There is a possibility of no recession, but low growth. Chaos in the House of Representatives and a potential for a government shutdown in November are impacting the market.

Bartosh said there are a lot of unknowns affecting the market; once past the holidays, they should have a better perspective. Today’s S&P 500 index, considered a bear market, hit an all-time low; last year it was up 20%. Basically, the index is being driven by major companies.

Portfolios are positioned for the long term; earnings for quarter 3 are expected to be negative for the third quarter in a row. Portfolios need to be diversified. Last year, energy prices drove the first quarter. Portfolios need to be examined due to so much volatility. Some tweaks have been made to NAPS’ portfolio; the quarter 3 portfolio net is 3.57%.

Eric Berlin, senior director at Cushman & Wakefield, discussed the state of the real estate rental market. Old Town Alexandria has the lowest vacancy rate in the area at 11.9%; sublets are at 12.7%. Overall, the Northern Virginia vacancy rate is 20.3%, with sublets at 20.9%. The office market is tough, he said.

Berlin has worked in this market since the mid-80s; it presently is a difficult period. The pandemic changed the market; many businesses are downsizing. The market is a third to half its previous size. Many thought the market would rebound post-pandemic; eventually, the market is projected to be 65% to 70% of what it was.

A positive is NAPS is close to the Metro. Properties not close to the Metro are in trouble; many owners are walking away, giving their keys to the lender. Some properties are trying to sell. It is difficult to compete with other properties that are offering major concessions such as free rent. Some are giving three years’ free rent on a 10-year lease. Basically, there is a lack of demand.

After Berlin left, the board discussed whether to continue using Cushman & Wakefield. The resident officers expressed concerns that NAPS’ interests are not in the forefront; Cushman & Wakefield is the realtor for many Old Town properties. Also, the agency has not apprised the resident officers of results from showing the NAPS office. The board agreed NAPS should find a new realtor. A letter will be sent to Cushman-Wakefield releasing it as NAPS’ realtor.

Butts introduced new office staff to the board and informed them of their new positions.

Disciplinary Defense Fund Provider Al Lum and Mulidore reported on the DDF:

In NAPS FY23, there were 76 cases—69 were closed; 7 are pending.

Total MSPB cases: 60—41 settled, 68%; 7 won, 11%; 4 lost, 7%; 4 withdrawn, 7%; and 4 pending, 7%.

Total debt collection cases: 14—2 settled, 14%; 9 won, 64%; and 3 pending, 22%.

Total ELM 650 cases: 2—1 settled, 50%; 1 lost, 50%.

The top-three charges are performance, 23; finance, 14; and falsification, 13. There were nine cases each for sexual misconduct and attendance. The board was apprised of the number of cases filed from each NAPS area.

In NAPS FY 24, there were 37 cases—8 were closed; 29 are pending.

Total MSPB cases: 23—4 settled, 83%; 19 pending, 17%.

Total debt collection cases: 10—4 won, 40%; 6 pending, 60%.

Total ELM 650 cases: 4—all pending, 100%.

The top-three charges were performance, 14; finance, 9; and attendance. 5. The board was apprised of the number of cases filed from each NAPS area.

Lum received five cases that he did not file; either the plaintiff or branch filed the case. This affects the time frame in which the assigned advocate prepares for the case. All cases should be sent to Lum for him to file.

He is receiving cases where supervisors are avoiding the turnstile when entering a facility. Because they are arriving late, supervisors are using non-employee entrances, avoiding the turnstile and using their fob or ID. As a result, they are being charged with falsification of time. Some cases are resulting in debt collection cases.

This fiscal year, FY24, the DDF has received eight cases with postmasters as defendants; in 21.62% of the FY24 cases, the defendant is a postmaster.

Lum discussed methods for sending him appeals. They still can be mailed (Express Mail), but may be faxed or scanned in an email. Photos should not be taken; they need to be scanned. Copies need to be clear. If the file is large, Lum highly recommends mailing the package via Express Mail. If sending via Express Mail, the tracking number should be emailed to Lum at LLAG.PO@gmail.com. The mailing address is Labor Relations Admin Group LLC, PO Box 25822, Brooklyn NY 11202; fax, 718-425-9873.

Many branches continue using old forms and sending cases to the incorrect address, which delays filing the case. If a case is filed late, the court will not accept it. It is the responsibility of the branch to send the case to Lum at the correct address.

Lum needs the following to file a case with MSPB. 1) MSPB *Form 185*; 2) letter of decision; 3) notice of proposed adverse action; and 4) a completed NAPS DDF Representation Request form. Do *not* send the entire case file. The advocate will contact the sender for the case file.

For ELM 650 appeals, send 1) a completed NAPS DDF Representation Request form; 2) a copy of the decision letter; and 3) a copy of the notice of proposed adverse action. Do *not* send the entire case file. The assigned advocate will contact the sender for the case file.

For debt collection petitions, send 1) completed NAPS DDF Representation Request form; 2) a copy of the notice of involuntary administrative salary offset under the Debt Collection Act; and 3) a copy of the letter of debt determination. Do *not* send the entire case file. The assigned advocate will contact the sender for the case file.

Lum stressed it is extremely important to send these documents as soon as possible; there are deadlines for filing—MSB cases, only 30 days from the effective date; ELM 650 appeals, only 15 days; and debt collection cases, only 15 days.

Postmaster General Louis DeJoy greeted the board and spoke about enterprise risk. When he was appointed the 75th postmaster general, the agency was losing hundreds of billions of dollars due to a bad business model. The Postal Service stayed in

business by not paying into the health plan for retirees and ignored upgrading the system.

There was no advocacy while the enterprise risk was there. Government intervention was being discussed on the Hill. The situation was dire and the Postal Service did not have a plan. The agency was projected to lose \$200 billion over the next 10 years.

DeJoy said one of the first steps he took was creating some room for the Postal Service to move forward by increasing the cash on hand. Relationships were rebuilt with customers and Congress to move the organization forward. Peak season in 2020 was especially tough, but the organization recovered; the past two peak seasons have been successful.

The COVID-19 test program was a tremendous success for the Postal Service and is running again. It will continue to be a success in serving America, he observed.

The Postal Service has converted 150,000 employees to full-time and is actively filling supervisor vacancies. DeJoy recognized supervisors as a critically important part of the Postal Service. He affirmed the agency needs to compete with other companies and become the premier shipper for customers.

Atlanta is one of nine regions with Regional Processing & Distribution Centers and Local Processing Centers that are being planned in the next year. The centers will house machines that can sort 60,000 packages an hour; 25% of America's mail will travel through those regions, with 25 processing plants.

DeJoy pointed out repairs to these facilities are costly, but are needed after years of neglect. The agency has re-

duced reliance on commercial air transportation and saved millions of dollars. Sorting & Delivery Centers (S&DCs) are being established in many locations nationwide following the first S&DC in Athens, GA. We have achieved much success in this facility.

Next year, over 30,000 vehicles will be deployed; 66,000 electric vehicles are coming—the USPS will receive 25,000 of those vehicles each year. The Postal Service is first building the infrastructure to accommodate the vehicles. A new environmental team has been established; the agency is conforming with the climate policy issued by President Biden. The Postal Service will lead the nation in carbon reduction and be the greenest of agencies, DeJoy declared.

There will be much focus on reducing costs, increasing speed and efficiency and creating opportunities for the Postal Service to try new things. The organization is growing by 6% in a \$200 billion market while reducing workhours. Ground Advantage quickly is becoming popular with customers and the plan is to achieve \$2 to \$4 billion in product over the next one to two years. There has been 16% inflation over the past two years; postage rates have been raised.

DeJoy stressed the USPS was a fractured organization before he was named PMG, but, now, the agency has a plan and trajectory to success.

DeJoy took questions from board members:

The Integrated Financial Plan for FY23-24 projects the network to lose optimization, lose \$6.5 billion. This year, \$3 billion was spent on facilities. Was that \$3 billion figured into the budget? How does it affect total operating expense (TOE) and controllable income?

*In 2020, there was a lack of budget knowledge to do a plan. “Delivering for America” plan revenue exceeded \$13 billion dollars, but there were significant additional costs—additional packaging centers and machinery increases. There was \$4.5 billion of inflation with \$3.5 billion for CSRS.*

*As far as Pay-for-Performance and TOE, we are increasing employees’ line of site with more functional effectiveness. Inflation is forecast in the budget yearly. There always are consequences when trying to make changes.*

*The key is to effectively foresee, forecast and adjust. Expenses for repairing facilities and capital investments are recorded differently and measured differently, particularly with NPA indicators.*

Regarding the electronic infrastructure, are there plans to upgrade?

*A lot of money already has been invested in the entire infrastructure. Devices are being upgraded, including software and particularly in fleet maintenance. I’m aware of connection issues as there were some challenges with one of the new S&DCs. The money is being spent to upgrade.*

In FY23, CRDO spent millions sending people for training. What has been the return on investment?

*One of our biggest issues was getting the message out and down to the supervisors; we need to connect with everyone. I will not take criticism from Congress because they contributed to the situation the Postal Service faced. We need to develop people who are willing to accept new direction and start in a positive way. The message needed to be heard from those making the decisions.*

Concern was expressed that NAPS was not invited to the make-up SCS training symposium and DSS training.

*That was a total oversight.*

Regarding the challenge of hiring

new craft employees, is there any consideration given to increasing starting pay?

*There are some challenges hiring carriers in pockets across the country. In Colorado, delivery points tripled. Most issues with hiring are in the rural carrier areas. Promising long-term careers to new hires will help recruiting. It cannot take six weeks to hire someone. We are hiring only about 10,000 employees for peak season this year and reduced overtime. Many job fairs are being held throughout the country.*

DeJoy concluded his remarks by affirming NAPS is part of the team. “Working together, we can be successful,” he said.

Tammy Hull, USPS OIG inspector general, and Robert Kwalwasser, assistant inspector general, Office of Investigations, addressed the board. Hull said she enjoys and values working with NAPS. She thanked Butts for assisting in the past and giving input for improvement.

The OIG has oversight of the Postal Service and the PRC. They continue to examine the nuts and bolts of mail processing and delivery units to protect the integrity of the Postal Service. Mail theft is a critical area in which they are concerned.

Agents perform field reviews to identify problems. They visited New Orleans and performed reviews on five stations and looked at five specific areas of operation with high complaints for delayed mail, package scanning, truck arrival scans, arrow key accountability and property conditions. All five stations had major deficiencies in every category.

Many delivery units have staffing challenges. Butts participated in a recent review pertaining to staffing in reference to the hiring process and re-

tention. The OIG also receives congressional requests to conduct reviews. Kansas City, MO, and Maine were two such areas; they now are looking at Colorado.

Regarding the first round of establishing the S&DCs as part of the “Delivering for America” plan, seven locations opened and are operating. Some concerns included sort plans on parcel machines being rejected and worked manually. There also have been challenges with external stakeholders and shippers and mailers, as well as facility conditions. Some S&DCs opened before they were quite ready. Some sites also had a concern getting the PO box mail to offices.

In February 2023, the OIG looked at timecards for EAS employees to see if time was accurately recorded. They interviewed a sample of supervisors; 43% said they worked extra time, which was recorded. Some said they were worried about a negative perception by their postmaster/manager or were told not to hit their disc.

All time must be recorded and EAS employees paid for the time they work. The OIG is requesting documentation when supervisors are told not to hit their disc so they can be paid for time worked.

The OIG did a historical analysis of USPS Retirement Fund returns: CSRS, FERS and PSRHBE. They looked at having a different portfolio; the USPS has only Treasury securities for future liabilities. This portfolio does not increase fast enough to cover needs. If the portfolio was 60% stocks and 40% bonds since the start of retirement, the funds would have been \$1.2 trillion instead of \$300 billion currently.

Mail theft also was audited; carrier robberies and arrow key accountabili-

ty are major concerns. Staffing and training for inspectors are needed.

During the Q&A with the board, Hull said the OIG has not recently received concerns regarding EAS employees doing craft work; they have in the past. Union complaints about CBA violations usually go through the grievance process.

Hull was asked if the OIG is dealing with gangs coming into the Postal Service. Gangs have recruited postal employees to intercept drugs.

The OIG did an audit on annotated T-time non-payment issues that could lead to Department of Labor concerns. Deficiencies found in Louisiana could affect PFP. There is concern with circumventing the PFP process—by delaying mail, you will get a larger raise. Hull affirmed the OIG needs to look at PFP. There is concern about EAS employees delivering mail and not reporting it; therefore, no hours are shown for delivering mail.

Hull was asked if the Postal Service has to follow up on OIG reports. She said the agency is only required to respond. It was recommended the USPS should be required to provide documentation when responding to issues.

It was noted workers’ comp cases are more successful when reported early. The OIG still investigates these cases. Also, arrow locks are being changed, which will incur extreme expense as there are many.

Kwalwasser discussed investigations. The OIG has 510 agents and staff. There were 3,300 investigations in the past fiscal year; 650 arrests resulted in \$1.7 million back to the Postal Service. The Inspection Service looks at external crimes and issues; the OIG focuses on internal crimes and issues.

Cases today are much more complex than five years ago, Kwalwasser noted. It used to be mail dumping and stealing gift cards, now there is more mail theft. Many cases today involve inside help from a postal employee. Clerks have been arrested transporting narcotics, resulting in a minimum of five years in jail.

Vacant PO boxes are being used by clerks to receive packages of drugs. Healthcare fraud is another major issue the OIG has been investigating. Supervisors are key in notifying the OIG of criminal activity.

Don Flak, executive director, USPS Performance & Field Operations Support, was scheduled to address the board via Zoom, but was unable due to scheduling.

Sheri Davies of ConferenceDirect addressed the board. The theme for the 2024’s LTS branding is “Securing Our Future Through Political Action.” The SPAC Reception will have a red, white and blue color scheme.

Vendor sponsorships for 2020 were \$9,500; 2022, \$29,675; and 2023, \$24,000. Davies made recommendations for cutting costs at LTS; the resident officers will take these recommendations under consideration.

Davies provided branding for the 2024 National Convention: “Powering the Future Through Collaboration.” Butts had conducted a site visit with Davies at the Foxwoods Resort Casino, site of the 2024 convention, and shared details with the board of the site. Davies discussed mitigated items on which NAPS will save money.

Three cities currently are vying for the 2028 convention: Nashville, TN; Reno, NV; and Atlantic City, NJ.

The following motions were submitted by the board:

**Motion #1**—Submitted by Eli-

zondo, seconded by Butts:

“To accept the contract of Bruce Moyer for legal services beginning Nov. 1, 2023, through Oct. 31, 2024.”

The motion passed unanimously by a voice vote.

**Motion #2**—Submitted by R. Green, seconded by Luz Moreno:

“To accept the Fiscal Year 2024 NAPS Headquarters budget.”

The motion passed unanimously; Austin and Griffin were absent.

**Motion #3**—Submitted by Warden, seconded by Moreno, that:

“Effective Oct. 19, 2023, NAPS FY24 membership dues allotted the Executive Board’s expense accounts no longer will be used for travel to NAPS (non-national) events outside the assigned NAPS region. The following wording will be eliminated from the Executive Board Duties & Responsibilities, page 5, paragraph 2: ‘As of Board Motion Oct. 1, 2021, Regional and Area Vice Presidents are allowed to use their allowance accounts to attend one (1) Regional Training Seminar published in *The Postal Supervisor* magazine, outside of their region per fiscal year. Expenses charged to their allowance account are limited to: travel reimbursement consistent with current policy, lodging expenses not to exceed those published in *The Postal Supervisor* for a maximum of one day before the training seminar to one day after the seminar, food expenses for self only and registration for self only. Substitution pay will not be authorized.’”

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

The motion passed 21-1.

**Motion #4**—Submitted by Tony Dallojacono, seconded by Moreno:

Constitution and Bylaws Article VII, Section 1(c)—submitted by Tony Dallojacono and passed by the Constitution and Bylaws Committee:

“WHEREAS, Article VII, Section 1(c), currently reads:

“NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch at the time of their election or appointment to the Executive Board, and

“WHEREAS, NAPS has legitimate interest in protecting the confidentiality of the discussions of its Executive Board, and

“WHEREAS, The adoption of the proposed change is a business decision for the board, not a political one, therefore be it

“RESOLVED, That Article VII, Section 1(c), be changed to read:

“Any current and future NAPS Executive Board members shall relinquish any offices they might hold in a state or local branch and membership in any other *postal* management organization at the time of their election or appointment to the Executive Board.”

Voting “yes” were Butts, Mulidore, Warden, Roma, Johnson, Elizondo, Walton, Austin, Perez, Dallojacono, Laster, Moreno, Mooney, Bock, Studdard, S. Green, Davis, Pashinski and Valuet. Abstaining was McCartney. Absent were R. Green, Griffin and Trayer.

The motion passed 19-0

**Motion #5**—Submitted by Elizondo, seconded by Bobby Bock:

Constitution and Bylaws Article III, Section 2(b)—submitted by the NAPS Executive Board and passed by the

Constitution and Bylaws Committee:

“WHEREAS, Article III, Section 2(b) reads:

“(b) NAPS is not the representative of personnel employed as PCES installation heads, postal inspectors, or other PCES positions in USPS Field facilities or at USPS Headquarters,” and

“WHEREAS, More and more PCES attending NAPS events, such as conventions and training seminars, are proudly proclaiming to be NAPS members for a significant number of years, and

“WHEREAS, The *Employee and Labor Relations Manual (ELM)* gives all EAS employees the right to choose their representative in disciplinary cases, and

“WHEREAS, NAPS higher-level officers have represented PCES employees, therefore be it

“RESOLVED, That Article III, Section 2(b), be amended to read:

“NAPS is not the representative, in matters of pay talks and benefits, of personnel employed as PCES installation heads, postal inspectors or other PCES positions in USPS Field facilities or at USPS Headquarters.”

The motion passed unanimously; Griffin was absent.

**Motion #6**—Submitted by Elizondo, seconded by Dwight Studdard:

Constitution and Bylaws Article III, Section 2(a)—submitted by the NAPS Executive Board and passed by the Constitution and Bylaws Committee:

“WHEREAS, Article III, Section 2(a), reads:

“(a) Included are all supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, US Code, and who are in

processing and distribution centers and facilities, including but not limited to, Headquarters, area and district offices; post offices; network distribution centers; and other installation personnel, and

“WHEREAS, The USPS is creating new facilities such as RMPCs, LDCs, SDCs, etc., and have eliminated network distribution centers, therefore be it

“RESOLVED, That Constitution and Bylaws Article III, Section 2(a), be amended to read:

“(a) Included are all supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12, *Title 39*, US Code, and who are employed in processing, distribution centers, facilities, and other installation personnel.”

The motion passed unanimously.

**Motion #7**—Submitted by Chuck Mulidore, seconded by Craig Johnson: “That NAPS accepts the contract with ConferenceDirect for LTS conference management for the years 2025, 2026, 2027 and 2028.

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

The motion passed 18-2.

Legislative/SPAC Report:

NAPS Director of Legislative & Political Affairs Bob Levi reviewed the status of the Postal Service:

- Volume is down 8.3% in the first three quarters of FY23.
- First-Class volume is down 6.1%.
- Competitive volume is down 2.7%.

- \$6.7 billion loss so far in FY23
- \$3.9 billion loss was projected at the start of the fiscal year.

• 2% increase requested for 1/24, 5.4% increase in 7/23—24% increase over past three years.

• Ecommerce has grown 11% over the year, but volume has decreased.

Levi said Postal Performance Public Law 117-108 became effective April 6, 2022. The law stipulates the Postal Service “shall develop and maintain a publicly available website with an interactive webtool that provides performance information for market-dominant products that is updated on a weekly basis.”

Referred to as the “Comer Provision,” it is codified in subsection 3692 (c) of *Title 39*, U.S. Code. Levi reported that it is almost impossible to find the interactive webtool—the USPS Performance Dashboard—on the USPS.com site. The dashboard is much easier to find on the Postal Regulatory Commission website. Performance has dropped 2.36%.

NAPS’ current legislative priorities include consultative rights, manager appeals rights, postal police authority and GPO/WEP. NAPS’ promoted bills include:

• H.R. 594, Postal Supervisors and Managers Fairness Act, introduced by Reps. Gerry Connolly (D-VA) and Mike Bost (R-IL). There are 50 co-sponsors—45 Democrats and five Republicans.

• H.R. 595, Postal Employees Appeal Rights Amendment Act, introduced by Reps. Gerry Connolly (D-VA) and Andrew Garbarino (R-NY). There are 36 co-sponsors—31 Democrats and five Republicans.

• H.R. 3005, Postal Police Reform Act, introduced by Reps. Andrew Garbarino (R-NY) and Bill Pascrell (D-NJ).

There are 38 co-sponsors—28 Democrats and 10 Republicans.

Sen. Richard Durbin (D-IL) plans to introduce a Senate companion bill to H.R. 3005. He chairs the Senate Judiciary Committee and is the Democratic whip. Sen. Susan Collins (R-ME) is expected to be the Republican co-sponsor.

USPS officials in transition are USPS Board of Governors members William Zollar and Donald Moak whose terms end Dec 8, 2023. On the PRC, Robert Taub and Thomas Day were confirmed Sept. 28, 2023.

Congressional chairs on key committees pertaining to the Postal Service include:

• House Committee on Oversight and Accountability—James Comer (R-KY), chairman; Jamie Raskin (D-MD), ranking member.

• Subcommittee on Government Oversight—Pete Sessions (R-TX), chairman; Kweisi Mfume (D-MD), ranking member.

• Senate Committee on Homeland Security and Governmental Affairs—Gary Peters (D-MI), chairman; Rand Paul (R-KY), ranking member.

In 2024, SPAC pins will be sent at the end of the year, reflecting a member’s total contribution for the year. SPAC contributors will continue to be recognized in *The Postal Supervisor* as they reach each recognition level.

“Drive for 5” pins will be sent out at the end of the month in which the SPAC contributor has their first withholding of the year recorded. These changes will yield savings of approximately \$4,000 in postage, packaging and pins.

SPAC contributions for 2022 were \$286,010, an increase over 2021 by 26%. SPAC contributions so far in 2023 total \$233,929. NAPS regions

showing an increase as of Sept. 30, 2023, from 2022 are the Western and Southern regions. NAPS regions showing a decrease from 2022 are Eastern, Northeast and Central. States with no SPAC contributors are Arkansas, Vermont and Wyoming.

Of the members of the NAPS Executive Board, 16 are in the President's Ultimate SPAC level; six are in the VP Elite level; and three are in the Secretary's Roundtable level.

A consultative meeting was held with Bruce Nicholson, Paulita Wimbush and James Timmons, USPS Labor Relations Policies & Programs. The consultative report will be published in a future issue.

The board next heard a legal counsel update from Bruce Moyer and attorneys Andy Freeman and Lauren Kelleher. The board went into executive session.

Following are the Executive Board Committee updates and reports:

**PFP Committee**—Dan Mooney (chair), Dee Perez, Troy Griffin, Bobby Bock, Jaime Elizondo Jr. and Chuck Lum. The committee met with the resident officers; Butts informed the committee NAPS is looking to go in a different direction with the committee.

The purpose of the committee will be to help members with their PFP scorecards by giving them ways to improve their goals. NAPS will be asking the Postal Service what two or three things can be done to improve their indicator scores and what activity is needed to improve (raise) the score.

One concern is to fix the data flow. Receiving data two or three months after the fact makes it extremely difficult to improve scores. Data is needed on a consistent and timely basis so members can more quickly react to im-

prove their operations. It was discussed to possibly develop a small slide presentation to place on the website or post a live video explaining how to improve the indicators. Mooney thanked his committee.

**SWCs Committee**—Tommy Roma (chair), Tony Dallojacono, John Valuet, Ed Laster and Jimmy Warden. The new SWCs have helped many of-fices/stations with the additional supervisor. One concern is there are more jobs than applicants; concern also in getting the positions filled and with relief supervisors. Some districts are not using relief supervisors to cover rest days. Therefore, T-time and 204 (b) time are not being reduced as expected.

Set schedules have not been implemented for relief supervisors in many districts. Some districts are using them as pool supervisors, sending them at will where needed. The intent of the relief supervisor was to cover the rest days of five supervisors to give supervisors their second rest day, as well as reduce T-time and the need for 204 (b)s. There was discussion among board members regarding the incorrect use of relief supervisors. Roma thanked his committee.

**Ethics Committee**—Craig Johnson (chair), Bill Austin, Richard Green, Tommy Roma and Marilyn Walton. No ethics issues were presented to the board. The committee met with and reported an issue to Butts. Johnson thanked his committee.

**Constitution & Bylaws Committee**—Jaime Elizondo (chair), Bill Austin, Kelly McCartney, Myrna Pashinski and John Valuet. Since the end of the spring 2023 NAPS Executive Board meeting, the Constitution & Bylaws Committee has reviewed three proposed changes. The committee

voted to concur with the submissions (*see motions #4, 5 and 6 on page 24*). Elizondo thanked his committee.

**Duties & Responsibilities Committee**—Shri Green (chair), Ivan Butts, Richard Green, Luz Moreno and Craig Johnson. No recommendations were presented by the committee. Green thanked her committee members.

**Legislative Committee**—Marilyn Walton (chair), Chuck Mulidore, Dee Perez, Kevin Trayer and Bobby Bock.

Walton reported that, since the spring Executive Board meeting, she has been busy attending state conventions and local NAPS functions. One goal has been to promote SPAC.

In April, California and the Western Region were challenged by Legislative Committee member Dee Perez to meet or exceed the Eastern Region SPAC Challenge because of its remarkably successful regional seminar in Puerto Rico. The Western Region accepted the challenge.

In May, Walton worked in coordination with the California State Convention Legislative chair to promote SPAC donations. The SPAC convention goal was \$20,000; \$19,000-plus was collected. Walton encouraged NAPS members who were unable to attend to take other opportunities to contribute to SPAC.

When raising large funds for SPAC, it's important to correctly record and submit the proceeds to NAPS. The Western Region continues to train its branches on properly recording SPAC funds.

In June, the California Legislative Postal Coalition's quarterly meeting was held. NAPS Executive Vice President Chuck Mulidore was the guest speaker. He explained the need for NAPS to focus on encouraging bipar-

tisan support for NAPS' legislative agenda. This means making friends with all legislators. It's important to inform legislators about NAPS' issues and attempt to make new friends. Mulidore also talked about the challenges in Congress. He shared that some lawmakers who appear negative on TV are legislators who support postal issues.

In June and July, the local legislative teams met with California Reps. Eric Swalwell, Mark DeSaulnier and Mike Thompson. The Southern California rep met with Rep. Adam Schiff.

In August, the Western Region Training Seminar was held in Hawaii; the focus was to raise money for SPAC. Again, the goal was \$20,023. Walton thanked all the participants, including many NAPS Executive Board members, who traveled to Hawaii. The final tally was \$17,000 plus. Every NAPS member has time to contribute funds to add to the total for 2023 by Dec. 15.

In September, legislative representatives were sent to special legislative events in Oakland and NAPA Valley. More in-state legislative visits are being planned while legislators are home on recess.

The focus is on legislation on the home front. Next year is a big election year; efforts will be on getting to know the congressional representatives better and take every opportunity to present NAPS' agenda.

Trayer reported that NAPS' grassroots efforts seem to have come to a halt in the Michiana Area. It's not due to NAPS' lack of effort, but members of Congress seem to be disinterested in the work back home or even in their oversight duties of the Postal Service.

He said he still is working with

state and branch leaders who want to put up resistance to the lack of transparency regarding the S&DCs process. This is a direct violation of public law 109-435. Again, Congress is aware of the PMG's lack of transparency, but does nothing.

Trayer had scheduled a Zoom meeting with Rep. Dan Kildee's (D) office to seek help stopping or at least letting those impacted know how the latest S&DC will affect Flint, MI.

Trayer said he's also looking into why the Postal Service will be paying for the R&DC building in Indianapolis, but plans to rent the property it's built on. Why would the agency spend tens of millions of dollars to build a 1.3 million square foot building, only to lease the land it sits on? DeJoy's plan will add millions to long-term legacy costs, which normally include property taxes and local and state inspections being done on top of the same inspection requirements by the federal government.

Perez reported on his legislative activities:

January and February—Helped promote the "Powering Up in '23 SPAC Raffle" by constantly reminding the New York Area through his email distribution list regarding this worthy participation.

March—Sent emails to the New York Area with a reminder of the bills that require co-sponsorship: H.R. 594, Postal Supervisors and Managers Fairness Act; H.R. 595, Postal Employee Appeal Rights Amendments Act; H.R. 3005, Postal Police Reform Act; H.R. 866, Equal COLA Act; and H.R. 716, Fair COLA for Seniors.

March—Perez was invited to attend an event in honor of Rep. Andrew Garbarino (D-NY) and discussed the Post Police Reform Act being rein-

troduced, along with the other bills important to NAPS.

March 2—Perez held a Zoom meeting with Garbarino and retired Postal Police officer Butch Maynard and discussed Garbarino's support for the Postal Police reform bill and other NAPS-supported bills requiring his support, which he agreed to do.

March 11—Perez invited Bob Levi to speak at the NAPS Postmaster Committee meeting and New York Area meeting to discuss related topics for the upcoming LTS.

April—At the Northeast Region Training Seminar in Puerto Rico, \$16,157 was raised for SPAC.

June—Perez sent an email to the New York Area to educate members on how to contact their representative for their support on important bills.

Perez said he recommends increasing the visibility of this committee throughout the nation in hopes members will be inspired to contribute and be more active in LTS and contributing to SPAC. Each member of this committee would be required to write an article concerning the support of a NAPS-supported bill in a calendar year or write about an event they attended that would reflect positively on NAPS legislation.

He also recommended that a half page in *The Postal Supervisor* be dedicated to legislative activities with regard to tracking NAPS' supported bills to see how they are progressing in committee and when introduced and voted on.

Bock affirmed he has reached the President's Ultimate SPAC level. Florida currently is in third place, but is striving to get to second place by the end of the year.

At the recent Southeast Area train-

ing, \$3,000 was raised for SPAC.

Bock said he is constantly messaging members about SPAC. He also is attempting to foster a relationship with his representative, Cory Mills (R-FL).

Walton thanked her committee.

**Postmaster Committee**—Dee Perez (chair), Kevin Trayer, Kelly McCartney, Tony Dallojacono, Pamela Davis and Troy Griffin. Perez highlighted the groundbreaking accomplishments achieved by the committee in FY23. The committee's goal is to establish an open line of communication among the 20 members from various areas of the country, from as far west as Hawaii to as far east as Puerto Rico.

The committee first needed to establish communication on all topics while addressing their concerns as postmasters to ensure they are valued members of the NAPS family. The following bullet points provide a brief description of the committee's efforts to welcome all postmasters:

- Zoom meetings were held quarterly throughout FY23 and, at times, more often, for 11 meetings.
- Zoom meetings had the following guest speakers—President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden, Western Region Vice President Marilyn Walton, Central Area Region Vice President Craig Johnson, Director of Legislative & Political Affairs Bob Levi and North Central Area Vice President Dan Mooney. Many roundtable Zoom sessions concerned the latest topics affecting postmasters.
- The committee made a video encouraging NAPS membership sponsorship during the spring Executive Board meeting—<https://video.com/napshq/promo>.
- The Postmaster Committee

signed 49 nonmembers in FY23.

There was no goal established because access to names for the branches to which they belong was not available, until recently, and difficult to monitor. However, membership ideas often are discussed on how to improve recruiting postmasters.

- The committee has been actively involved in visiting the grand openings of S&DCs in their regional areas and has brought forward concerns of local postmasters involved in the S&DCs to the resident officers for guidance.

- The committee has developed a list of 19 pay and working conditions questions to be addressed during pay talks. An email was sent to President Ivan D. Butts in August for safekeeping until he is ready to discuss postmasters' concerns with USPS Headquarters. This is the first time Postmaster Committee concerns will be addressed in pay consultations with NAPS sitting at the table.

- Perez established a Postmaster Committee daily communication email distribution list to inform members of all work-related USPS and NAPS-related concerns allowed to be shared.

- The committee held an end-of-fiscal-year Zoom meeting in September, with guest speaker North Central Area Vice President Dan Mooney. He discussed NPA and the critical mitigation process upcoming for postmasters who feel they must do a mitigation regarding their NPA/PFP for FY23.

The Postmaster Committee was informed it still had NAPS area and region vice presidents to reach out to for local district concerns first. If an issue deals with a USPS policy directly related to postmasters, the communication will include their assigned re-

gion/area Executive Board Postmaster Committee member assigned to them and Perez.

He then will escalate the issue/concern to the resident officers for a policy decision by President Ivan D. Butts. His response will be shared with the entire Postmaster Committee, along with their Executive Board regional vice president.

In FY24, the committee plans to invite certain subject matter experts to discuss various current postal processes and dashboards. The intent is to educate these leaders with presentations to help them have a better understanding of how to become more engaged with the daily activities of those whom they represent.

The committee is committed to communicating, training, educating and mentoring their NAPS postmasters for FY24 and beyond.

Executive Board members of the Postmaster Committee for FY 24:

Region Area 1—Dee Perez, chair, New York Area vice president

Region Area 2— Tony Dallojacono, Mideast Area vice president

Region Area 3— Kevin Trayer, Michiana Area vice president

Region Area 4—Kelly McCartney, MINK Area vice president

Region Area 5—Pamela Davis, Texas Area vice president

Region Area 6—Troy Griffin, Capitol-Atlantic Area vice president

Perez thanked his committee.

**Training and Advocacy Committee**—Myrna Pashinski (chair), Pamela Davis, Ed Laster, Dan Mooney, Dwight Studdard and Kevin Trayer.

The committee met Sept. 30 via Zoom. Some members were new, so each member introduced themselves and offered a short history. Two members were unable to attend.

Pashinski contacted the resident of-ficers to find out topics in which they were interested:

- Recruitment talking points.

Why did UPMA not fight for EAS pay?

- Increasing branch meeting attendance with Zoom and face-to-face meetings

- Career Conferences
- The value of networking
- NAPS lawsuit and pay raises
- PFP mitigation
- Unit reserves and password protection

- Website navigation
- Tips guide—SMEs corner in magazine, i.e., PM 150, SWCs, etc.
- Hostile work environment/bullying/joint statement

Legislation at home. Bob Levi shared his NAPS Legislative Representative Guide and PowerPoint.

- Leadership/working ethically and with integrity
- Review *NAPS Officer Training Manual* (OTM) for updates
- Reviewing current training modules for update
- Maintenance field and plant.

Davis will review the OTM;

Mooney will work on PFP mitigation, legislation at home, SPAC and impact statements with Pashinski. Studdard will deal with maintenance and IMIP investigations. The committee will meet via Zoom every six months to quarterly.

It's an aggressive list of training options to develop. The committee plans to break it down to options that are manageable and report back at the spring board meeting. Pashinski thanked her committee members.

**Plant Committee**—Chuck Lum (chair), Shri Green, Luz Moreno and Dwight Studdard. The committee's focus was on logistics that went

through a RIF; happily, it was reported that all individuals who were members were placed in a position. Through the process, some left Logistics.

The committee now is paying attention to the belief that plant re-rankings will occur. There was discussion on relief supervisors; no real issues are being heard. One concern was they were being used in plant support, but local NAPS leadership addressed the situation. Inexperienced managers are a concern.

Non-Maintenance employees are receiving positions in Maintenance supervisor positions. The committee is dedicated to identifying specific issues and will address them. Lum thanked his committee.

**Membership Committee**—All Executive Board members are responsible for increasing membership. There was a lot of discussion on reaching out to nonmembers. Boots on the ground is the best way to reach out to nonmembers, tell them about NAPS and encourage them to join. Increasing membership also was discussed to help the FY23-24 budget.

Under new business, Central Gulf Area Vice President Dwight Studdard reported he had heard Maintenance is being reevaluated in the plants because field Maintenance no longer is under the plant. Manager levels will be lowered. Also, Maintenance employees who need to travel between facilities are not given vehicles.

Field Maintenance has too much area to cover. For some, much time in the work day is taken up in travel. Also, based on the duties, they feel the levels are too low—should be higher than a Level-19.

Meetings are being held in the WestPac Area between NAPS and the Postal Service. Upgrading levels would

be a pay talks issue. The manager is a Level-26; the supervisors are Level-19. Also, Field Maintenance employees feel they do not fully understand their roles and duties of the position.

Level-19 supervisors must talk with the postmasters and district managers who look down on them as they are only a Level-19. They are not getting the cooperation needed from the districts; there is uncertainty as to the area of responsibility.

Southeast Area Vice President Bobby Bock recommended if a vehicle is needed, go into RADAR and request a vehicle. The Western NAPS Team and Northeast Region Vice President Tommy Roma will provide the resident officers with more information.

The Central Valley Area in California mostly consists of offices; a major concern is vehicle breakdowns. Vehicle Maintenance is closed on weekends and there is no policy on how to handle a breakdown on the weekends. Most of these postmasters are new and Level-18s. It was said that offices not located near a VMF should have a contract with a local garage.

The *PS 701* states an office can spend up to \$300 on a Voyager card for a repair. Some areas have agreements with tow truck companies and are given old, but usable, batteries and tires so they temporarily could get the vehicle back on the road. Communication needs to happen with the VMF.

A question was asked for those branches that submitted considerations for the 2028 convention: "Have they been reviewed?" Butts said three sites submitted proposals: Atlantic City, NJ; Reno, NV; and Nashville, TN. Branches still can submit considerations until Dec. 31, 2023. A contract was signed for the RFPs with ConferenceDirect.

Concerns were expressed regarding having just a one-day spring board meeting. It has been classified as a budget meeting. The board said that, because 2024 is a convention year, it will be difficult to complete the business at hand. Resolutions will need to be discussed, as well as convention seating, etc.

As a result, Butts decided to go ahead and pick the seating for the 2024 National Convention. Choosing first was the Northeast Region; second, Eastern Region; third, Western Region; fourth, Southern Region; and fifth, Central Region.

Butts advised the board that a VER was just announced by the Postal Service for eligible employees working at the Greater Newark NJ P&DC and the New Jersey Network Distribution Center. A letter was mailed to VER-eligible employees on Oct. 13. The VER window is Oct. 13 through Dec. 31. The irrevocable date is Dec. 1. The effective retirement date is Dec. 31, 2023. The RIF effective date is Feb. 9, 2024.

Butts had a Zoom meeting with the Postal Service. He informed the board on possible upcoming PO 408s. Some plants will be closed or repurposed; there will be biweekly meetings for updates.

A meeting was held with the areas involved in the USPS Apprenticeship Program. The concern is they are not getting proper training. Many times, the person doing the training is not at work. A new avenue needs to be created to promote people to supervisor; 204 (b)s will be eliminated. It appears Brooklyn, NY, had better oversight than the other areas.

Warden updated the board re-

*Continued on page 38*

## Image Makes a Difference

**Joe Bodary**

I like people-watching; it's become one of my favorite hobbies. I can go somewhere and sit the entire day watching people.

With watching come thoughts; some of those thoughts make me wonder "why?" Here are some thoughts and observations I've made day after day:

Here comes the UPS truck. Look at the driver.

He looks sharp—nice, clean uniform. Even his socks are brown; that's a lot of brown. I wonder how they keep their uniforms from fading; I'm sure they get washed a lot, having to wear a uniform every day.

I wonder why every UPS driver I see is dressed the same. It must be a very professional company. I wonder if all the drivers have to line up in the morning and get inspected for proper uniforms by their supervisor. They sure don't waste time—stop, drop and go!

Oh look, here comes the FedEx driver. Wow, look how sharp they look. Nice uniform! It has some color, unlike the UPS uniform. I suppose if there was some fading from washing, at least the shades don't have to match as does the UPS uniform.

FedEx must be a professional company, making sure employees all are dressed sharply for a positive reflection on the company. I wonder how they do it. Do the employees just know they have to wear clean, sharp uniforms every day?

Or do they have to be inspected every day by their supervisor? I wonder what happens if they don't have a complete uniform, are they sent home? Do they have spare uniforms at work?



Well, here comes the Amazon driver. I love the colors of their trucks. Look at that driver—she looks very professional! Amazon is a new company delivering to customers. I expect that, because it is newer, the uniforms

must not be consistent, yet, every day, they look great in their uniforms. They must get a nice allowance for uniforms.

I wonder how they make sure all their carriers are dressed properly. They don't waste time either—stop, drop, photograph and go! Amazon is a professional company, I'm sure, and that's what I think when I see its smile logo.

There's the DHL driver. Wow, that's a bright color scheme, very noticeable! Look at that uniform; they really want to be noticed. I wonder if wearing a complete uniform is a condition of employment. Obviously, a professional company.

Is that the Postal Service? The oldest delivery company in the country—what a history! And it has had over 200 years to fine-tune and protect its brand. Oh my, is that the carrier? White socks with red stripes? Is that part of the uniform? What about that college sweatshirt? Don't they have uniform shirts? Those white tennis

*Continued on page 39*

# For Just 10 Cents a Workday

**Brian J. Wagner**

*Past NAPS President*

**Y**ou may have seen television or heard radio commercials asking for donations that lead with a message: “For just \$5 a week ...” or “For just \$11 a month, please support ...” Yes, there are many worthy causes that help make a difference in one’s life.

Did you know that, for just *10 cents a workday*, you can make a difference in the lives of your fellow NAPS members and yourself? Here’s the scoop!

In 1978, the NAPS Executive Board established the Supervisors’ Political Action Committee (SPAC) as the legislative fundraising arm of our organization. Since then, SPAC has raised millions of dollars to aid political candidates who support NAPS’ legislative priorities.

Only NAPS active, associate and auxiliary members are eligible to contribute to SPAC. Members may give online, through USPS payroll deduc-

tion or OPM retirement allotment or by mailing a check or money order to NAPS Headquarters. All the ways to donate to SPAC are listed in most issues of *The Postal Supervisor* and on the NAPS website at [www.naps.org](http://www.naps.org).

Now, for just 10 cents a workday, 50 cents a week or \$1 per postal pay period, I encourage active NAPS members to support SPAC. The easiest way is a contribution via USPS payroll deduction. Currently, there are approximately 25,608 active NAPS members.



If each member contributed just 10 cents a workday or \$1 per postal pay period to SPAC, NAPS Headquarters would consistently receive about \$25,608 every two weeks, a little more than \$51,000 per month or about \$615,000 annually in SPAC contributions. On average, annual SPAC contributions are just under \$300,000. Imagine if all active members contributed just 10 cents a workday to SPAC, it literally would double our SPAC war chest in just one year!

Now imagine how much more in SPAC contributions could be generated if each of our current 1,456 associate members contributed at least \$2 a month—basically 50 cents a week—to SPAC via their OPM retirement allotment. NAPS Headquarters would receive an estimated \$2,900 a month in SPAC contributions—\$35,000 annually—from our associate members.

Let’s not forget the hundreds on hundreds of NAPS members who already are contributing well over 10 cents a workday to support SPAC. Such generous contributions result in many members achieving a specific annual

SPAC donor level and being recognized with a special SPAC pin. Many members are using payroll deduction or their OPM retiree allotment to become “Drive for 5” SPAC contributors and be recognized with a SPAC pin.

If you have the desire to contribute more than the suggested 10 cents a workday to SPAC, feel free to do so. Whether you are a regular SPAC contributor or soon to be a first-time regular contributor or a one-time contributor, NAPS appreciates any and all SPAC contributions. When NAPS members come together to support SPAC, it advances NAPS’ legislative agenda on Capitol Hill and in our congressional districts.

Ask yourself: Can I spare a dollar, four quarters, 10 dimes, 20 nickels or 100 pennies every two weeks from my paycheck or OPM pension to contribute to this worthy legislative cause known as SPAC? I hope every member answers “yes.” I did!

Today’s takeaway: Whether it’s 10 cents a workday or more, whatever works best for you, just know you can make all the difference in achieving NAPS’ legislative agenda when contributing to SPAC. More importantly, your SPAC contribution is a worthy legislative cause that makes a difference in the livelihoods and welfare of all NAPS members and their families, including yours.

Speaking of family, best wishes to my NAPS family for a happy holiday season and prosperous New Year! As you enjoy the holiday season, also enjoy my ice-cream-flavor-of-the-month recommendation: peppermint cookies & cream. Be safe and eat more ice cream.

**brian4naps@aol.com**

## On the Move?

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

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

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

# 2023 SPAC Contributors



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

Studdard, Dwight	AL	Branch 45
Salmon, James	AZ	Branch 246
Burton, Dawn	AZ	Branch 246
Benjamin, Evelyn	CA	Branch 266
Boisvert, Michael	CA	Branch 159
Campbell, Stephnia	CA	Branch 159
Jones, Marilyn	CA	Branch 39
Loera, Valerie	CA	Branch 127
Meana, Frances	CA	Branch 159
Pennington, Felicia	CA	Branch 39
Randle, Carol	CA	Branch 39
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Kerns, John	CO	Branch 141
Pashinski, Myrna	CO	Branch 65

Austin, William	CT	Branch 47
Douglas, Lisa	CT	Branch 5
Moss, Donald	DC	Branch 135
Bock Jr., Robert	FL	Branch 406
Gonzalez, Ernesto	FL	Branch 406
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scruggs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Griffin, Troy	MD	Branch 42

## 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.*

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
Rosario Jr., Arnold	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Whyte, Tammy	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Dallojacono, Anthony	NJ	Branch 568
Amash, Joseph	NY	Branch 83
Barone, Thomas	NY	Branch 202
Bu, John	NY	Branch 68
Gawron, Dennis	NY	Branch 27
Perez, Dioenis	NY	Branch 202
Roma, Thomas	NY	Branch 68
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Geter, John	NC	Branch 183
Burgasser, Ted	OH	Branch 29
Laster, Edward	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225
Carmona, Richard	TX	Branch 122
Davis, Pamela	TX	Branch 122
Kukulka, Vivian	TX	Branch 124
Allen, Rose	VA	Branch 526
Brandt, Junemarie	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Shoemaker, Justin	VA	Branch 132
Gruetzmacher, Bjoern	WA	Branch 61

## October Contributors

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

Austin, William	CT	Branch 47
Ruckart, Kenneth	FL	Branch 386
Williams, Carolyn	FL	Branch 146
Lum, Chuck	HI	Branch 214
Valuet, John	ID	Branch 915
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
McCartney, Kelly	KS	Branch 919
Griffin, Troy	MD	Branch 42
Amergian, Raymond	ME	Branch 96
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16

# SPAC Scoreboard

Statistics reflect monies collected Jan. 1 to Oct. 31, 2023

### National Aggregate:

\$255,181.77

### National Per Capita:

\$9.77

### Region Aggregate:

1. Western	\$62,591.62
2. Southern	\$56,413.85
3. Eastern	\$51,768.36
4. Northeast	\$48,688.72
5. Central	\$35,718.22

### Region Per Capita:

1. Western	\$11.89
2. Southern	\$10.34
3. Northeast	\$10.04
4. Eastern	\$ 8.59
5. Central	\$ 8.28

### Area Aggregate:

1. Pacific	\$41,712.50
2. Capitol-Atlantic	\$34,438.46
3. Southeast	\$28,657.85
4. New York	\$23,518.72
5. New England	\$18,590.00
6. Texas	\$15,656.00
7. Mideast	\$13,924.00
8. Illini	\$11,247.00
9. Northwest	\$10,479.12
10. Rocky Mountain	\$10,400.00
11. Pioneer	\$ 9,985.90
12. North Central	\$ 9,916.72
13. Michiana	\$ 9,446.00
14. Cotton Belt	\$ 5,560.00
15. Central Gulf	\$ 5,540.00
16. MINK	\$ 5,108.50

### Area Per Capita:

1. Pacific	\$14.21
2. Southeast	\$13.97
3. New England	\$11.95
4. North Central	\$11.35
5. Capitol-Atlantic	\$10.37
6. Northwest	\$10.10
7. New York	\$ 9.67
8. Illini	\$ 9.52
9. Texas	\$ 9.40
10. Central Gulf	\$ 8.84
11. Rocky Mountain	\$ 8.04
12. Michiana	\$ 7.89
13. Pioneer	\$ 7.40
14. Mideast	\$ 6.25
15. Cotton Belt	\$ 5.57
16. MINK	\$ 4.81

### State Aggregate:

1. California	\$39,362.50
2. New York	\$22,538.72
3. Florida	\$20,547.85
4. Texas	\$15,656.00
5. Virginia	\$11,494.00

### State Per Capita:

1. Maine	\$43.47
2. Idaho	\$20.17
3. Maryland	\$18.62
4. North Dakota	\$17.90
5. Virginia	\$14.77

## Drive for 5

### Members by Region:

1. Southern	44
2. Eastern	43
3. Western	38
4. Central	36
5. Northeast	35

### Aggregate by Region:

1. Western	\$18,725.62
2. Southern	\$14,364.22
3. Eastern	\$13,555.00
4. Northeast	\$11,627.34
5. Central	\$ 9,107.00

Johnson, Craig	MO	Branch 36
Shoemaker, Justin	TN	Branch 165
Gruetzmacher, Bjoern	WA	Branch 61

#### VP Elite (\$750)

Gucmeris, Algimantas	FL	Branch 420
Herzog, Rosemarie	FL	Branch 15
Wittic, Eileen	FL	Branch 231
Englerth, Scott	NY	Branch 11
Evans, Darius	NY	Branch 85
Skjelstad, Aric	OR	Branch 66
Green, Shri	TN	Branch 41
Elizondo Jr., Jaime	TX	Branch 122
Cox, Lloyd	VA	Branch 526
Mott III, George	VA	Branch 132

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

Kindsvatter, Leo	MT	Branch 929
Thomas, Carlos	VA	Branch 98
Taylor, Georgia	WA	Branch 31
Joers, Julie	WI	Branch 72
Simmons, Brandi	WI	Branch 213
McComas, Christina	WV	Branch 212

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

Cruz, Cheryl	CA	Branch 497
Collen, Helen	CT	Branch 3

Cox, Elvina	GA	Branch 82
Coy, Daniel	IA	Branch 172
Levernier, Catherine	IL	Branch 270
Wesley, Nancy	IL	Branch 493
Berger, Ricky	MD	Branch 531
Hommerson Jr., David	MI	Branch 130
Torres, Alfredo	MI	Branch 142
Baker, Neil	MN	Branch 104
Miller, Kadee	MN	Branch 104
O'Donnell, Curt	MN	Branch 16
Soukey, Louis	MN	Branch 104
Price-Booker, Virginia	MO	Branch 131
Caruso, Richard	NE	Branch 10
Kimbrough, Marcia	OH	Branch 46
Blakely, Kathy	TN	Branch 41
Garcia, Mario	TX	Branch 288
Brown, Lorraine	VA	Branch 98
Baldwin, Craig	WV	Branch 212

#### Supporter (\$100)

Summerfield, John	CO	Branch 65
Hearn, Tammy	FL	Branch 354
McKinsey, Laurie	FL	Branch 81
Moffitt, Cheryl	FL	Branch 81
Palmore-Dennard, Belinda	FL	Branch 154
Camacho, Osvaedo	GA	Branch 595

Continued on page 38

## Combined Federal Campaign (CFC)

Join Postal Service™, federal and military employees and pledge to your favorite charities and causes.

The smallest donation — \$1 per pay period — can help the causes you support. If every Postal Service employee donated at least \$1 per pay period to one or more CFC-listed charities, employees could raise over \$16 million to help charities this year.



#### There are many ways you can pledge:

- Use the mobile app via Apple or Google app store.
- Fill out the paper pledge form from a keyworker or online at [liteblue.usps.gov/cfc](https://liteblue.usps.gov/cfc)
- Text "DONATE" to 978-487-5678.
- Scan the QR code at right.



# Leading With *Intention*



Submitted by the USPS Employee Assistance Program

**L**eading with intention is a leadership approach that emphasizes the importance of setting clear and purposeful goals, aligning actions with values and being mindful and deliberate in one's leadership style. It involves being proactive and thoughtful in decision-making and communication, as well as inspiring and motivating others to follow a shared vision. By living and leading intentionally, you can create a more meaningful and fulfilling life for yourself and positively impact those around you.

## Why lead with intention?

Intentional leadership offers benefits for leaders and their organizations. It promotes open, transparent and effective communication. This, in turn, fosters trust and mutual understanding among team members, leading to stronger relationships and a more harmonious work environment.

When leaders are authentic, value-driven and supportive, it often leads to higher levels of employee engagement and job satisfaction. Team members are more likely to feel valued, respected and motivated to contribute their best.

Intentional leadership can lead to improved teamwork and collaboration. When team members share a common vision and purpose, they

tend to work more cohesively and efficiently. This contributes to creating a positive workplace culture characterized by trust, respect and a shared commitment to values. Teams led with intention also often are better equipped to adapt to change and navigate challenges, helping them persevere in the face of adversity,

Overall, leading with intention promotes a more holistic and purposeful approach to leadership, resulting in many benefits for leaders and their teams. It can lead to improved performance, stronger relationships and a more positive and fulfilling work environment. It's easy to see why aiming for this approach is beneficial to both leaders and teams alike.

## What are the behavioral attributes of an intentional leader?

Key principles of leading with intention include:

- 1. Clarity of Purpose**—Leaders need to have a clear and well-defined purpose for their team. This purpose should guide decision-making and actions.
- 2. Values-Driven Leadership**—Leading with intention involves aligning one's actions and decisions with organizational values. This helps build trust and credibility among teams.
- 3. Mindful Leadership**—Being mindful means being fully present in the moment, self-aware and attentive to the needs and perspectives of others. Mindful leaders are better

able to make thoughtful choices and respond effectively to challenges.

**4. Communication**—Effective communication is essential for leading with intention. Leaders should clearly and transparently communicate their expectations to their team. They also should listen actively and empathetically to understand the needs and perspectives of others. Strong communication fosters trust and alignment.

**5. Adaptability**—Leading with intention requires flexibility and adaptability. Leaders need to be open to feedback, willing to adjust their strategies and responsive to changing cir-

cumstances; challenges and setbacks are inevitable. Intentional leadership involves developing the resilience within your team to bounce back from adversity.

Your actions as a leader should reflect the values and principles of the overall organization. Leading by example is a powerful way to influence and inspire your team.

Share your journey of intentional leadership and encourage others to be mindful of their values and purpose. Regularly assess your progress in your leadership role. Track the impact of your decisions and actions to adjust as necessary.

Leading intentionally is an ongoing practice that requires continual self-assessment and adaptation. It's about aligning your actions and decisions with core values, fostering self-awareness and positively influencing those around you. By doing so, you can lead a more purposeful and meaningful life and have a more significant impact as a leader.

For more information and guidance on becoming more intentional as a leader, reach out to the Employee Assistance Program at 800-327-4968 (800-EAP-4YOU); TTY: 877-492-7341; or visit EAP4YOU.com to learn more.

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## Fall Executive Board Meeting

*Continued from page 32*

garding voucher submissions. He also informed the board that NAPS Headquarters no longer will collect registrations for regional training. Each respective region will collect and manage their funds.

Butts gave a presentation on the O\*NET Program. The Department of Labor would like NAPS to assist in updating its information systems. Butts

will contact the representative and see what information they need. NAPS will allow our subject matter experts to be contacted by David Cox at the Department of Labor.

Concerns were expressed that USPS Labor Relations settles cases to meet their PFP goals for cases settled. A concern also was expressed that there will be a change to SWCs for the S&DCs.

Butts thanked everyone for press-

ing through and managing to get the necessary business of NAPS done, despite the shortened schedule. He wished everyone safe travels home and assured board members they will be doing the work of the association.

The closing prayer was led by Roma. Warden made a motion to adjourn; it was seconded by Bock. All were in favor.

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## 2023 SPAC Contributors

*Continued from page 36*

Kindle, Delloria	GA	Branch 82
Hartman, Stephanie	IL	Branch 14
Lanford, Sheryl	IL	Branch 14
Pitts, La Neda	IL	Branch 14
Prater, Shawanda	IL	Branch 289
Randle, Kay	IL	Branch 369
Webb, Trina	IN	Branch 8
Clarke, Shirley	LA	Branch 73
Hampton, Annette	LA	Branch 73
Campbell, Maxine	MD	Branch 42
Burcar, Robert	MI	Branch 508
Schiller, Elizabeth	MI	Branch 268
Viers, Chad	MI	Branch 268
Choi, Scott	MN	Branch 16

Hellermann, Mark	MN	Branch 16
Kuiper, Bruce	MN	Branch 16
Lama, Tashi	MN	Branch 16
Moore, Robert	MN	Branch 104
Moore, Savorn	MN	Branch 104
Tassen, Elfnesh	MN	Branch 16
Wrazidlo, Butch	MN	Branch 4
Bye, Kevin	MO	Branch 119
Jeter, Eva	MO	Branch 131
Wadsworth, Joel	NM	Branch 295
Thorbjornsen, Steven	NY	Branch 330
Yuen, John	NY	Branch 100
Pineiro, Josian	PR	Branch 216
Hulin, Rene	SC	Branch 225
Nielson, Tracey	SD	Branch 946
Hensley, Sheila	TX	Branch 124

## Notes

from the National Auxiliary

# A Positive Force in the NAPS Community

## Hazel Green

Eastern Region Vice President

**A**s the newly appointed Eastern Region Vice President for the NAPS National Auxiliary, attending the New Jersey State Convention in Atlantic City was an unforgettable experience. During the convention, I had the privilege of witnessing the NAPS Auxiliary honor Mideast Area Vice President Cathy Towns for her incredible dedication and 50 years of loyal service to the NAPS Auxiliary.

It was truly inspiring to see such a remarkable achievement recognized and celebrated. Working with Cathy has been an exceptional experience. She called me to congratulate me on my new position and warmly welcomed me to the team.



I have attended numerous regional meetings, training sessions, LTS events and national conventions where I have had the opportunity to collaborate with different auxiliaries to raise funds for the Supervisors' Political Action Committee (SPAC). It

has been an absolute pleasure to work with all the auxiliaries in the various regions and raise money for NAPS.

The auxiliaries are committed to providing ongoing support to NAPS. It is heartwarming to see

such a dedicated group of individuals working together toward a common goal.

I look forward to continuing to work with the auxiliaries in the future and making a positive impact on the NAPS community.

[mureen6021@aol.com](mailto:mureen6021@aol.com)

## The NAPS Postmaster

Continued from page 32

shoes really stand out.

They must not get a good uniform allowance; that would account for the rips in the pants. They must take their company for granted because it's been around for so long; they don't care about the image being portrayed to the public. It's obvious they don't get inspected in the morning or have a policy about uniforms.

Certainly *not* a professional company. Oh look, it's another carrier!

What's with the red jacket? Is that a Detroit Tigers hat?

Postmasters, it is your responsibility to make sure your staff presents a professional look to protect the brand, including uniforms—they do get an allowance. Inspect what you expect! A professional look is representative of a professional company that customers would love to use.

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

Joe Bodary is Michigan State Branch 925 secretary and the retired postmaster of Lincoln Park.

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Region vacant: Northeast

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



*Support the*  
**Postal  
Employees'  
Relief  
Fund**

# PERF



On Aug. 8, a wildfire sparked in Lahaina on Maui, HI, fed by hurricane winds following months of drought. Once the capital of the Kingdom of Hawaii, significant portions of the historic town have been destroyed. Residents are cut off from the rest of the island. They have no power or communications and are dealing with devastating losses.

The Lahaina Main Post Office survived, but the Downtown Lahaina Finance Station is a total loss. Seven Postal Service employees lost their homes.

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



## **DONATIONS CAN BE MADE:**

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

*All donations are tax-deductible.*

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