Pay Agreement Makes Positive Steps *page 5*

the Postal Supervisor

December 2025

We Celebrate Our Members for Their Leadership and Service

Take Pride in Your Accomplishments!

page 4

the Postal Supervisor

December 2025, Volume 116, No. 12

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NAPS
www.naps.org

Objective

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

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

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

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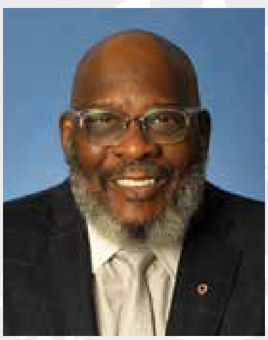
Efficiency vs. Service

Hello, my NAPS brothers and sisters. As we near the end of 2025, I want to wish you and your family a most joyous and merry Christmas and a prosperous new year. I thank you for the service you provide this agency as leaders in America's Postal Service.

Efficiency versus service often leads to very different outcomes for an organization, its employees and its customers. Following is a breakdown of the effects of each of these aspects. Let's first focus on efficiency.



Ivan D. Butts
President

With a goal of doing things faster, cheaper and with fewer resources, we can see some positive effects. These include lower costs by streamlining that can reduce waste, labor and resource use. There also is higher productivity by employees handling more output with the same effort. Organizations could see better consistency and scalability, as well.

This can come at a cost, though, with impersonal service where customers may feel like just another transaction and reduced flexibility with rigid systems that can't easily handle exceptions or special requests. Organizations also will see increased employee burnout with the pressure to "do more with less," which can reduce morale and quality.

This type of short-term focus may sacrifice long-term relationship-building or innovation.

Focusing now on service, we strive to maximize customer satisfaction, experience and relationships. Service can produce customer loyalty by providing personalized, caring service that builds trust, repeat business and brand differentiation with excellent service becoming a competitive advantage.

This can give employees a sense of pride by staff feeling more fulfilled when they help people directly. Service can bring better feedback in customer interaction that yields insights for improvement.

Service comes at a higher cost by taking more time and resources per customer, as well as lower efficiency.

There is a balance of the two focuses when an organization integrates both efficiency and service. Using efficiency to handle routine, repeatable tasks effectively and using service to add human value where it matters most, such as in moments of customer need or emotion, is a positive combination

The U.S. Postal Service provides a clear example of the tension between efficiency and service. The agency must balance being a public service while operating like a business. When the USPS focuses on efficiency—delivering mail faster and cheaper with fewer resources—we see the following:

- Lower operational costs—Automation in sorting facilities and optimized delivery routes reduce labor and transportation expenses.
- Faster processing—Machines can sort millions of pieces of mail per hour, speeding up delivery times.
- Standardization—Uniform procedures and delivery schedules ensure nationwide consistency.
- Financial sustainability—Efficiency helps the USPS remain competitive against private carriers like UPS and FedEx.

This is not to say, though, that this does not come at the cost of negative effects:

- Reduced personal touch—Less interaction at local post offices and fewer staff can make customers feel neglected.
- Service cuts—Efficiency efforts often lead to reduced hours, rural post office closures or slower delivery for non-priority mail.
- Employee strain—Pressure to meet quotas or handle more routes can lead to burnout or lower morale.
- Public perception issues—Citizens may view the agency as more "mechanical" or less community-oriented.

However, if the Postal Service focuses on service—with the goal of ensuring accessibility, reliability and customer satisfaction—we have an agency that is fulfilling its public mission. This can have significant gains with public trust and goodwill. Providing personalized help at post offices, friendly carriers and community programs can help reinforce the USPS' role as a public institution.

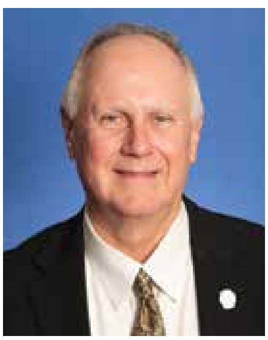
The USPS must provide equitable access in serving

Continued on page 7

The Heart of the Holidays:

Celebrating the Dedication of EAS Employees

As the holiday season unfolds, we are reminded of the unique and vital role the United States Postal Service plays in connecting families, communities and businesses across the nation. For EAS supervisors, managers, Headquarters employees and postmasters, this time of year is not just busy—it is a defining moment of leadership, dedication and service.



Chuck Mulidore
Executive Vice President

Each day during the holiday season, EAS employees step forward to ensure operations continue without pause, employees are supported and the public can rely on the Postal Service to deliver joy, connections and essential communications. Your guidance ensures that high volumes of mail and packages are managed efficiently, staffing challenges are met with skill and fairness and your employees remain motivated, focused and respected during one of the most demanding times of the year.

NAPS celebrates the extraordinary efforts of *all* our members who lead with integrity, compassion and expertise. Peak season is an "all-hands-on-deck" mission. Your work exemplifies the absolute best of what it means to be an EAS employee: balancing operational demands with human leadership, solving problems before they escalate and fostering an environment where every employee can succeed. Not to mention the personal responsibilities you balance with your families during the holiday season. It is during this time of year, when challenges are magnified, that your commitment shines the brightest.

NAPS' mission is to ensure supervisors like you have the support, resources and recognition you deserve—not just during the holidays, but every day of the year. Your leadership touches every corner of the Postal Service and every community we serve, reminding us all of the critical role all EAS employees play in shaping a service that Americans trust and depend on.

This December, let us celebrate the tireless dedication, skill and heart that our great EAS employees bring to their work each and every day. Take pride in your accomplishments, cherish the teams you lead and remember that your efforts make a profound difference—both for the Postal Service and the American people whose lives you impact.

On behalf of NAPS, I extend my deepest gratitude to every EAS supervisor for your unwavering commitment and exemplary leadership. May this holiday season bring you joy, reflection and the satisfaction of knowing your work is not only essential, but also the very heart of the Postal Service.

Even as the Postal Service undertakes a massive reorganization of the nation's mail processing facilities, you all continue to persevere. You do all of this for one reason— because you care! You put up with all the negatives directed at you by multiple postal and outside 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.

NAPS appreciates you and all you do for the Postal Service and your families. NAPS understands what you do each day in service to the public. You are the ones who come to work to face the challenges, the ones who run the plants, cover the vacancies, run the delivery units, get the trucks out on time and provide the support functions for all that goes into delivering the nation's mail.

You are keeping the promise of more than 250 years that this essential agency—America's Postal Service, created by the Founding Fathers in the U.S. Constitution—would survive. And so it does, and always will, because of you.

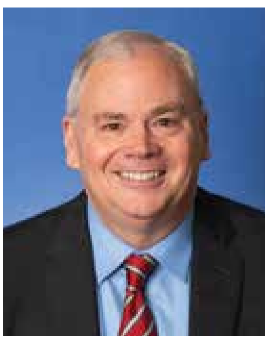
In celebration of Christmas, Hannukah, Las Posadas, Bodhi Day, Kwanzaa or however you celebrate this time of year, please have a joyous and wonderful holiday season and a happy new year filled with many blessings to you and your families. God bless.

naps.cm@naps.org

Pay Agreement Makes Positive Steps

There is little more than a month left in this year's peak mailing season—the period that defines the United States Postal Service. Delivering for America brings joy and happiness to so many people—*you* make this happen.

Thanks to EAS employees' dedication, commitment and work ethic, we make the Postal Service the successful company it is. I am sure seeing the smiles on the faces of your customers when delivering their mail and packages makes it all worth the effort.



Jimmy Warden
Secretary/Treasurer

As I said in my November column—worth saying again—let's not forget those less fortunate this holiday season. One can say what they wish about their career with the Postal Service, but the reality is the agency provides good jobs. I always believe my glass is half full—not half empty as many are misfortunate to not even have a glass!

As you are aware, on Oct. 28, we received the final pay package from the Postal Service. This process encompassed multiple extensions, meetings and conversations. The pay package will be in effect until May 22, 2026.

I will not go into the details of the agreement as I am sure you already are aware as it was sent to the Executive Board for distribution the same day we received it at NAPS Headquarters. A Zoom meeting was held with the Executive Board one hour after we received it to go through the details.

I feel that, although it is not perfect, the agreement moves us and the Postal Service in the right direction going forward. We addressed numerous issues and concerns in our proposal. Although most of our requests were rejected, some were adopted.

I want to thank the Postal Service—specifically Doug Tulino, Michael Elston, Bruce Nicholson and James Timmons—for listening to our positions and giving our concerns full and fair consideration. Vinny Palladino and Tommy Roma always counseled that, in a negotiation, you have to give a little to get a little; just make sure you get more than you give.

In this current pay package, there absolutely were no give-backs. We did not lose anything we did not already have. We only received!

I would like to address a concern I have heard recently while attending branch meetings and training seminars regarding the Family and Medical Leave Act (FMLA). I am hearing that when EAS employees call in to eRMS for SL/FMLA, their time is being changed to LWOP/FMLA.

If you noticed in the November issue of *The Postal Supervisor*, the FMLA poster from the Department of Labor Hour and Wage Division was included on page 35. We published the poster to get the message out that what some managers are doing is *totally wrong*. A superior is *not* allowed to change your requested leave you want to use when it is FMLA-covered.

I am hearing leave is being changed so the sick leave ratio is lower as they change the leave to LWOP. This is wrong and is against the law! The regulation reads: "FMLA is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer's paid leave policy covers the reason for which you need FMLA leave."

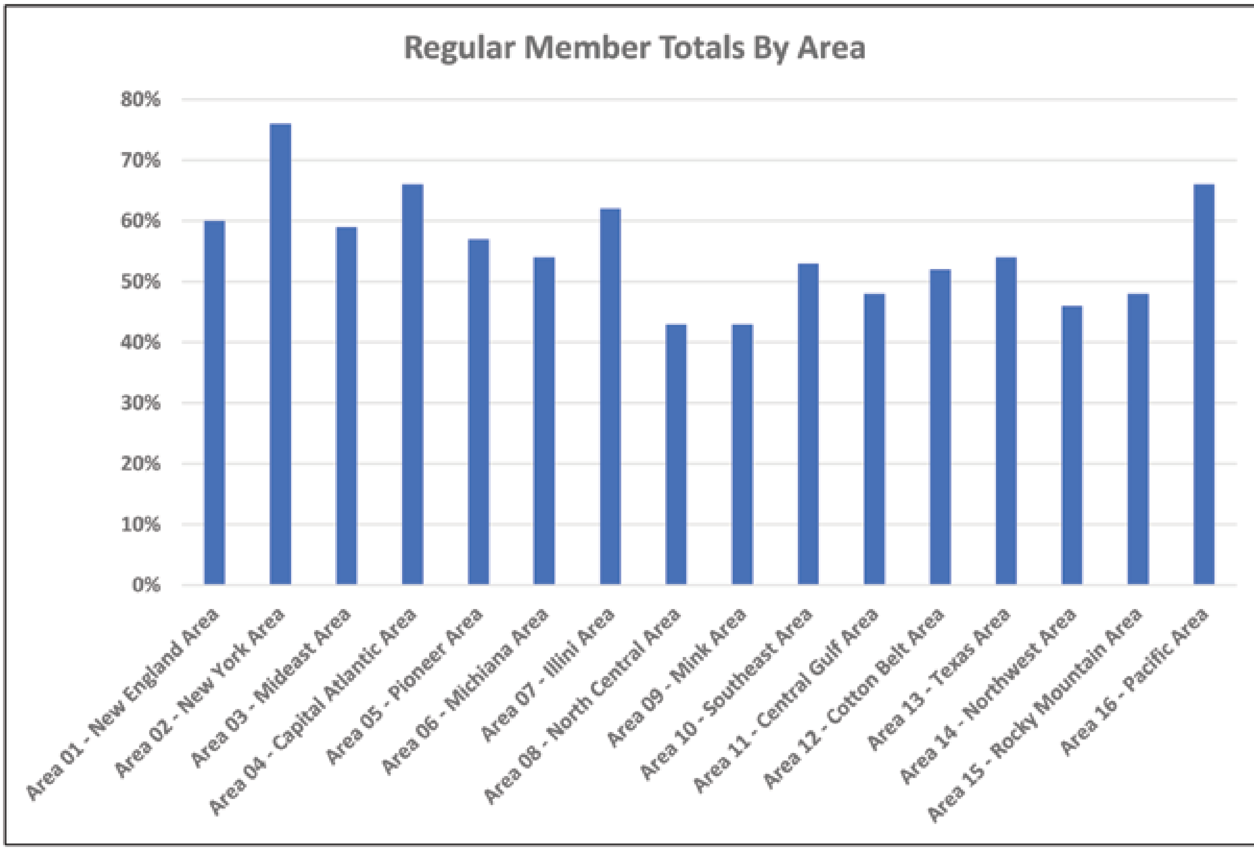
The Postal Service—your employer—has a paid leave policy. Therefore, you are entitled to use paid leave when on FMLA. Should your superior tell you differently, show them a copy of the poster of regulations by the Department of Labor Hour and Wage Division from the November issue. If the situation is not corrected, contact your NAPS local branch president.

When approached with this situation, local branch presidents should contact their respective Human Resources manager. All members should take a few moments and reread page 35 regarding the FMLA Department of Labor Hour and Wage Division rules. These are your rights!

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

National Association of Postal Supervisors Membership Report
September 2025



Regular Member Totals By Area	
Area 01 - New England Area	60%
Area 02 - New York Area	76%
Area 03 - Mideast Area	59%
Area 04 - Capitol Atlantic Area	66%
Area 05 - Pioneer Area	57%
Area 06 - Michiana Area	54%
Area 07 - Illini Area	62%
Area 08 - North Central Area	43%
Area 09 - Mink Area	43%
Area 10 - Southeast Area	53%
Area 11 - Central Gulf Area	48%
Area 12 - Cotton Belt Area	52%
Area 13 - Texas Area	54%
Area 14 - Northwest Area	46%
Area 15 - Rocky Mountain Area	48%
Area 16 - Pacific Area	66%
Total Regular Member %	**57%**
Total Regular Members	**27,488**
NonMember Totals	
Total NonMembers	**20,261**
Total NonMember %	**43%**

Thanks to your efforts Membership keeps rising!

Efficiency vs. Service

Continued from page 3

every address in the U.S., even remote rural areas, that aligns with its universal service obligation. This gives us the customer loyalty where people are more likely to use USPS services (like flat-rate boxes or passport services) because they feel cared for. Our employees will feel more purpose and pride when helping customers directly.

There are higher costs associated with maintaining full service in rural areas; longer hours require more funding and staff. Also, personalized service can slow down processes or add complexity. With the financial pressures facing the agency, balancing universal service with declining mail volume can further strain USPS finances, as well as put us at a competitive disadvantage with private carriers undercutting the USPS on efficiency and logistics for certain services.

Finding the balance for the USPS is challenging. We must act like a business (efficient, cost-conscious) while fulfilling a public service mission (universal access and reliability). While an efficiency-first USPS can operate with lower costs and faster processing, there is the downside of less personal and, potentially, unequal service. A service-first Postal Service gains greater customer satisfaction and trust, but at higher costs and potentially slower processes.

The USPS must find the perfect balance of using technology and automation to stay efficient, while preserving the human and community elements that define its public mission—a win for everyone.

naps.ib@naps.org

Oct. 28 Executive Board Meeting

New Pay Package Reviewed

Submitted by Jimmy Warden
Secretary/Treasurer

The Oct. 28 Executive Board meeting via Zoom was called to order at 5:02 p.m. by Executive Board Chair Chuck Lum. Secretary/Treasurer Jimmy Warden conducted the roll call; everyone was present except Kevin Trayer and John Valuet. Also attending were Legal Counsel Bruce Moyer and Attorney Andy Freeman.

NAPS Headquarters received the final pay decision from Postal Headquarters that day at 4 p.m. The purpose of the meeting was to inform the Executive Board of the details of the pay package that will be in effect until May 22, 2026. There were no give-backs for NAPS in this package.

As a follow-up to item 5 of the pay agreement, Labor Relations Vice President Mike Elston was contacted for clarification regarding EAS-20 postmasters. Those EAS-20 postmasters whose offices do not qualify for a supervisor will remain special-exempt.

The meeting adjourned at 5:35 p.m.

We All Can Help Build Membership

August High-Five Members

Brian Falcha, Branch 47, CT
Michael Johnson, Branch 80, OK
Jacshica Laster, Branch 46, OH
Gary Maginnis, Branch 466, CA
Beverly Torain, Branch 177, NC
Brian Wagner,†††* Branch 255, IL
Debbie Webber, Branch 183, NC

†††*Denotes sponsor who signed 35+ new members within 90 days.

NAPS Approves USPS EAS Pay

NAPS Headquarters received the final pay decision from the Postal Service on Oct. 28. NAPS has actively engaged with the USPS, extending pay talks in pursuit of more fair, reasonable and impactful modifications to the proposed decisions received on Oct. 5.

USPS Headquarters has heard and made some positive modifications in response to NAPS. Although all issues raised by NAPS were not included in the final pay agreement, we have successfully moved the pay issues of EAS employees in a positive direction.

We look forward to further discussions in work groups with the USPS Headquarters team.

1. **PAY-FOR-PERFORMANCE**

Postmasters, Field Managers, Field Supervisors[1]

Under the Pay-For-Performance (PFP) Program, Postmasters, Field Managers and Field Supervisors will have performance measured under a 10-point rating system with different pa increases established at each of the 10-point ratings. This application will be based on the matrix immediately below:

(3) 2.0%	(6) 4.0%	(9) 7.5%	
(2) 0.0%	(5) 3.5%	(8) 6.0%	
(1) 0.0%	(4) 3.0%	(7) 5.0%	(10) 9.0%

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

Headquarters Managers and Supervisors

Eligible headquarters Managers and Supervisors in the Performance Pilot program are measured under a 5-cell numerical ratings system, lowest to highest. Below are the base salary increases associated with the 5-cell matrix performance ratings:

Individual Rating	1	2	3	4	5
Base Salary Increase	0.0%	2.0%	3.5%	4.0%	5.0%

Note: All percentages are paid as salary increases if room within the salary range. If amount limited by the salary range, balance of amount will be converted to a lump sum payment.

Eligible headquarters Managers and Supervisors in the Performance Pilot program are als measured under the numerical 10-cell National Performance Assessment (NPA) program, which determines an additional variable lump-sum payout under the PFP program:

Functional Scorecard NPA Rating	1	2	3	4	5	6	7	8	9	10
Lump Sum Payout	0.0%	0.0%	0.0%	2.0%	3.0%	3.5%	4.0%	4.5%	5.0%	6.0%

A work team will be established to discuss potential modifications to the PFP program for fiscal year 2026, paying particular attention to an employee's line of sight over NPA indicators and appropriately recognizing individual contributions as part of the PFP progra

[1]Field managers or supervisors include those managers or supervisors aligned with the Areas and Regions.

2. **SALARY RANGES**

The salary range minimums and maximums for EAS grades 17 through 21 will be increased by 3%. The salary range minimums and maximums for the remaining EAS grades and other salary schedules will be increased by 1%. These increases will be effective January 10, 2026.

3. **HEALTH BENEFITS CONTRIBUTION**

The employer's contribution towards the Postal Service Health Benefits (PSHB) Plan will be 72% of the weighted average as determined by the Office of Personnel Management (OPM) and will not exceed 75% for any individual plan.

4. **ANNUAL LEAVE EXCHANGE PROGRAM**

The current maximum of 168 hours that can be exchanged as part of the Annual Leave Exchange Program will be increased to 208 hours. Individuals that choose to participate in the program must have a minimum accumulated annual leave balance of 200 hours at the end of the corresponding leave year. This change will be effective for the 2027 leave year.

OTHER ITEMS:

5. EAS-18B FLSA-exempt Postmasters in installations designated as a Sunday hub and without an authorized supervisor position will be classified as special exempt through the duration of the pay package. EAS-20 FLSA-exempt Postmasters in delivery offices identified as not having an authorized Supervisor will be classified as Special Exempt through the duration of the pay package. Those Postmasters will be eligible for additional pay consistent with policy for special exempt employees. When an office is notified that the Supervisor is no longer authorized (due to promotion or after a review, for example) and will not be replaced, the Postmaster will be eligible for special exempt pay the next pay period.

6. Occupational Health Nurse Administrators will be eligible for reimbursement for up to $500 annually for expenses associated with relevant professional certifications.

7. The Postal Service will consult with NAPS on whether to establish a differential for Postmasters and Managers in field operations.

8. The Postal Service will consult with NAPS on evaluating the duties required by Postmasters in level 22 and above offices and potential modifications to the non-bargaining staffing models.

Executive Administrative Schedule (EAS)
Annual Salary
Effective January 10, 2026 (Day 1, Week 1, PP 03-2026)

RSC E

Grade	Minimum	Maximum
15	$60,380	$83,810
16	$64,050	$93,750
17	$69,140	$99,840
18	$71,140	$104,210
43 (18B)	$76,820	$106,070
19	$77,930	$109,140
20	$89,730	$115,100
21	$91,030	$120,640
22	$93,030	$128,230
23	$98,150	$135,220
24	$103,850	$141,930
25	$116,060	$148,990
26	$124,060	$156,380

No Excuses!

Be a Powerful Vocal Advocate for Your Interests on Capitol Hill

Bob Levi
Director of Legislative & Political Affairs

This past year demonstrated how NAPS members can and did succeed in defeating congressional and White House attempts to cut EAS-level postal employee pay, reduce health and retirement benefits and eliminate due-process rights. Next year will be just as difficult, if not more so.

In addition, piecemeal postal privatization is on the table, as well as reports that the White House continues to consider eradicating postal independence and making it subordinate to a cabinet-level agency.

So, please, no excuses for *not* attending NAPS' 2026 Legislative Training Seminar (LTS), such as:

- I broke a tooth on chocolate pudding.
- I planned to bike to Washington, but the tires were flat.
- The pens I planned to take notes with ran out of ink.
- I am binge-watching "West Wing" and "House of Cards," which provide enough legislative training.

These excuses might be creative, but they won't protect your hard-earned benefits, safeguard a universal and affordable government-operated mail service and promote a fair and equitable process to determine EAS-level pay and benefits. Only you can do that with the skills and information shared at the 2026 NAPS LTS—March 15-17. As a NAPS LTS delegate, you are an essential postal emissary on behalf of 47,000 supervisors, managers and postmasters represented by NAPS.

During the three-day 2026 LTS, NAPS delegates will meet with members of Congress and their staffs on issues that will impact NAPS members and the Postal Service. It is our goal to influence legislation and the Washington narrative on NAPS' legislative priorities.

Training on these matters is for first-time participants and veterans of multiple legislative conferences. Key legislators, policymakers and respected members of their staffs will prepare LTS participants to deliver the NAPS message during the short time in our nation's capital and for the rest of 2026. Indeed, the issues to be discussed may inform election day decision-making.

NAPS' 2026 issues will include:

- Defeat legislation to reduce or eliminate the health and retirement benefits of EAS-level postal employees.
- Stop proposals to privatize or undermine the independence of the U.S. Postal Service.
- Pursue a new law to secure a fair and constructive consultation process for the 47,000 supervisors, managers and postmasters represented by NAPS.
- Safeguard existing EAS-level employee due-process rights and promote legislation to achieve Merit Systems Protection Board appeal rights for all EAS-level postal employees.
- Fight for a full cost-of-living allowance (COLA) for FERS employees and retirees and more accurate COLAs for all annuitants
- Advance legislation to protect the sanctity of the mail and the safety of all USPS employees.
- Promote comprehensive and productive congressional oversight of the USPS.
- Ensure that nominees to the Postal Service Board of Governors and the Postal Regulatory Commission support a universal, affordable, accessible and independent government-operated Postal Service.

Face-to-face engagement with our elected leaders is the most effective tactic in promoting your interests. Join us at LTS in 2026 because "Our Voice is Our Power."

OUR VOICE IS OUR POWER

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS
2026 LEGISLATIVE TRAINING SEMINAR
MARCH 15–17, 2026
CRYSTAL GATEWAY MARRIOTT HOTEL
ARLINGTON, VIRGINIA

2026 Legislative Training Seminar Registration Information

Hotel room block expires Feb. 19, 2026 • LTS registration closes Feb. 27, 2026

Online registration for LTS will be available on Dec. 15. More information will be available on the NAPS website at naps.org.

LTS Registration Fee—$300

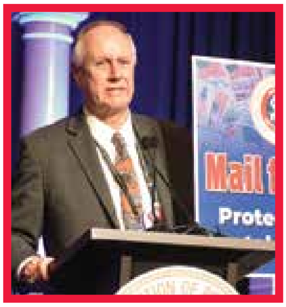
The 2026 LTS online registration fee is $300 if registration is submitted on or before Feb. 19. After Feb. 19, the fee is $325. **No LTS registrations or payments will be accepted after Feb. 27.**

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.

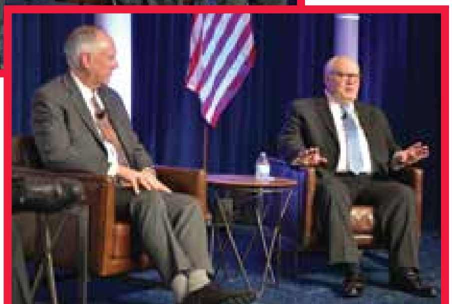
Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 6. 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 March 6. No substitutions will be honored after March 6. 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 2026 LTS are responsible for making their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, call the Marriott at 800-393-3680; group code: NAPS. You also can book your reservation online: go to https://book.passkey.com/e/51076873.

The LTS single/double room rate is $341.61, including state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 19, 2026. 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.

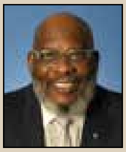
Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility.

NAPS Headquarters does not confirm lodging reservations.

NAPS Executive Board Directory

Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



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Secretary/Treasurer
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Regional Vice Presidents

Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)

Dioenis "Dee" Perez
262 Mallard Rd., Carle Place, NY 11514-2022
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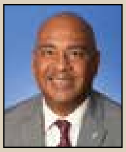
neravpdee@aol.com

Eastern Region (Areas 3—DE, PA and NJ Branch 74—4 and 5)



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Western Region (Areas 14, 15 and 16)

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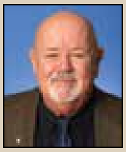
Area Vice Presidents

1—New England Area (CT, ME, MA, NH, RI, VT)



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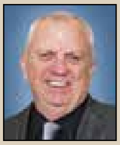
2—New York Area (NY/PR/VI)



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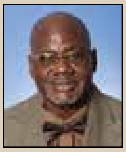
5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



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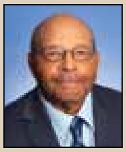
9—MINK Area (IA/KS/MO/NE)



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12—Cotton Belt Area (AR/OK/TN)

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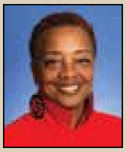
13—Texas Area (TX)



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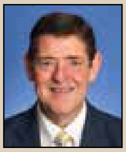
14—Northwest Area (AK/ID/MT/OR/WA)



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

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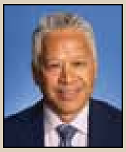
16—Pacific Area (CA, HI, Guam, American Samoa, Saipan, Rota)



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National Association of Postal Supervisors

Louis M. Atkins Presidential Student Scholarships

Deadline: Dec. 31, 2025

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

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

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

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

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

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

Online applications only: Log into the "Member Portal" at www.naps.org

C360 Scores in AOs, *Form 1187* Entries, Delivery Support Specialist Schedules, RIF Postings Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore, Secretary/Treasurer Jimmy Warden and Executive Board Chair Chuck Lum attended the Oct. 21 Zoom consultative meeting. Representing the Postal Service were Lindsey Butler, James Timmons and Paulita Wimbush, Labor Relations Policies and Programs.

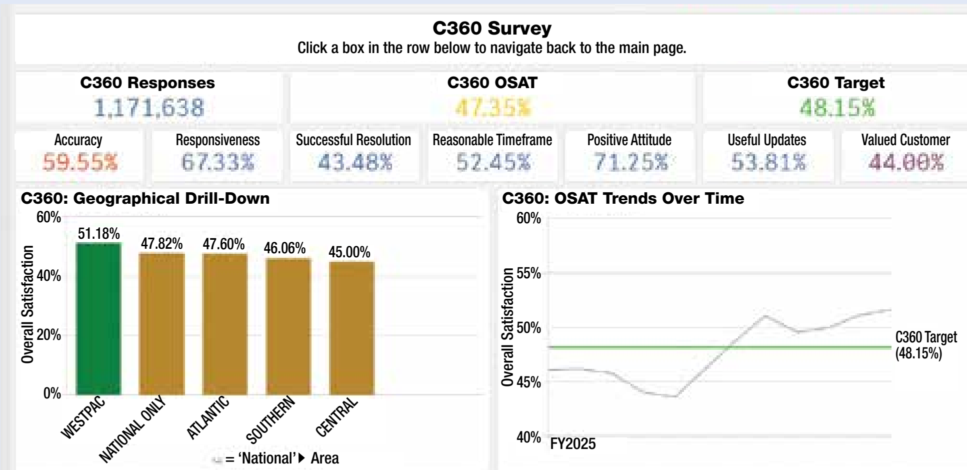
Agenda Item #1

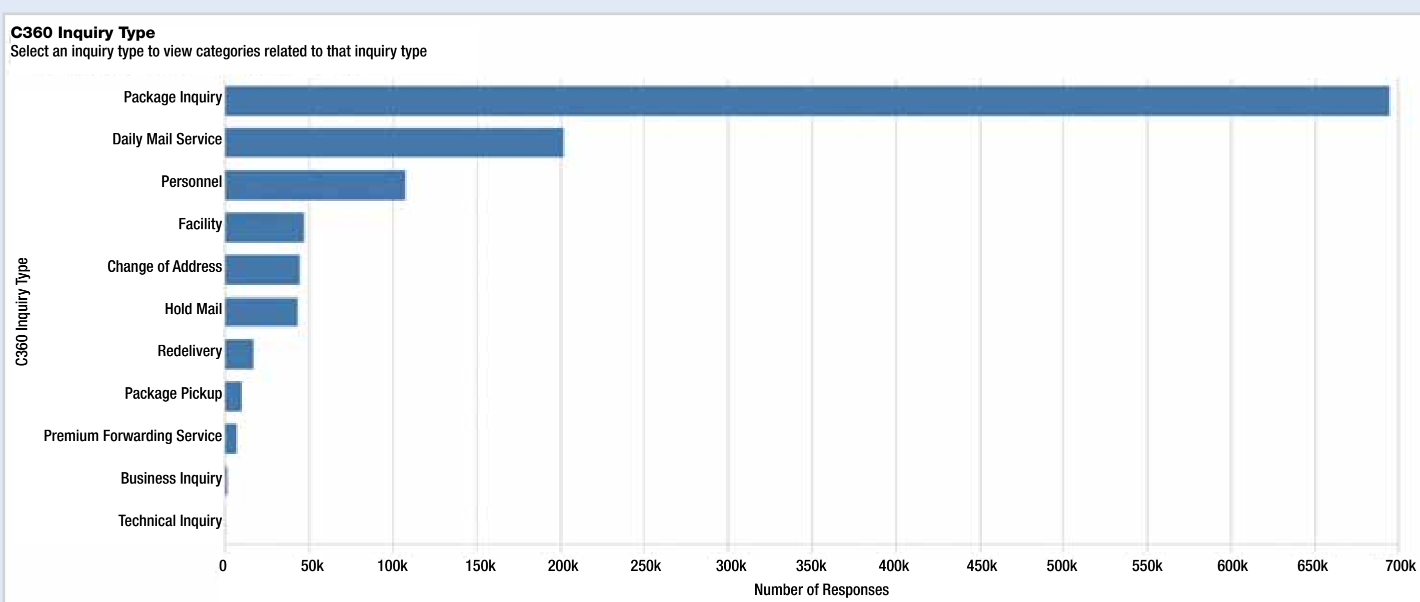
NAPS said C360 is an issue in associate offices based on scores that are difficult to meet; the goal is 48.15%. The majority of C360s are based on WIMP or "Where is my package?" The issue in the field is that most of these packages have not arrived in the offices that have to respond to customers.

Based on the data below, out of 1,171,638 surveys, 694,265 related to packages, which is 59.26% of the cases, but the AOs are answering for 100% of them. Customers generally just want the item that was supposed to be delivered on time.

The goal only is 48.15%, but if package inquiries are 59.26%, that does not leave much room for customers' concerns regarding other issues. C360 goals should be based on what is in the office's or plant's control.

In regard to C360, the cause of the case is not relevant. C360 measures the response to that case. The survey question is, "Overall, how satisfied are you with the quality of service you received





in response to the issue?"

Even if every case was generated because of a WIMP inquiry, giving the customer a timely, informed response still can generate positive scores. The data used to set the FY25 target showed the median score was 48.14, hence the 48.15 target. These were the actual scores.

Of the 443 scores evaluated (this metric only scored is at the MPOO level and above), 220 of the scores were at or above the 48.15 target, indicating achievability. The base data even showed an entire area achieving a score of 50.06 and districts achieving scores as high as 56.58.

While that was FY24 data used to scale FY25, the actual FY25 scores YTD through August show 9,995 scorecards (55.47%) out of 18,019 are achieving the target. It's impossible to argue the target is unachievable if more than 55% of the population is achieving it.

Agenda Item #2

NAPS discussed that the Service Performance Measurement (SPM), now referred to as Leg 1 for collection and Leg 3 for delivery, becomes an issue when the GPS signal is not at the proper location. The office can do GPS audits, which resolves some of these issues.

A GPS signal can go off if a street is not wide enough or if there are parked cars the carrier must go around. This can cause the scanner to give a false notification. A carrier also must be at the box for 5 seconds in order to receive the sound and vibration through the scanner to scan the pieces for delivery. The scanner does give a notice, usually one or two houses before the SPM scans are coming up at an address.

Some of the vehicles the carriers use rattle and make sounds that can make hearing the scanner signals difficult. Also, the vibration of some of these vehicles can make it difficult for some carriers to feel the vibrations of the scanner. To make sure employees are more aware of the locations of the pieces to be scanned, why couldn't a notice be created through MyPO as carriers do pickups and holds to eliminate passed addresses, ignore and no pieces to scan?

While the suggested use of MyPO to alert the carrier of randomly selected delivery points may be possible, the intent of the SPM is to ensure timely availability and accurate delivery of the mail. This includes carrier scanning of live mail pieces at the point of collection and the point of delivery on randomly selected days.

To maintain the integrity of the Service Performance System, carriers only are given notice at the point of collection or delivery. It is understood sometimes there will be technical issues, which is why the system builds in an over-sampling factor to send out more sampling requests than are needed to meet the sample target.

Scanning at the right place and at the right time ensures we offer our customers the best possible service.

Agenda Item #3

For NPA purposes, NAPS affirmed, DPH to SPLY for combined cumulative possible deliveries (CUPD for city and CURP for rural in eFlash and UD for unique deliveries for Sundays and holidays in DRT) is divided by all F2 workhours (excluding LDC 20). The LDCs included are 21, 22, 23, 24, 25, 26, 27, 28, 29 and 92. F2DPH% SPLY divides the YTD F2DPH by an adjusted SPLY F2DPH to account for package volume.

There is an issue of fairness. First, offices are using LDC 23, which consists of parcel post routes, relay routes, combo routes, intra/intercity runs other than those made by motor vehicle operators and Express Mail delivery. Second, using LDC 26, that is, Carrier Customer Support, which is hours used for carrier case labeling and AMS-related activities. Third, LDC 27 is collections, which is workhours to provide regular and Express Mail collection service. Fourth is LDC 92, which is Training-Delivery Services—workhours undergoing training while on duty.

None of the above 4 LDC codes address delivering mail house to house, as city and rural carriers do. Also, 60 seconds is deducted for every package that is under SPLY. What is considered a package? This volume could make a change for many offices. Why does the flash not include the parcel decrease or increase in the DPH?

In regard to the 4 LDC codes NAPS identifies as not related to mail delivery, LDC 23 being used for parcel delivery is a direct delivery function. Regarding the remaining LDCs identified, there was conscious discussion and a decision to include all D/S hours excluding supervisory so as to not create "buckets" where hours could be placed to avoid the metric.

Regarding the package adjustment factor, if packages are down, SPLY hours are adjusted downward at a rate of one package per minute and an adjusted SPLY is calculated. This package adjustment goes both ways; if you are delivering more packages this year than last, we add hours to last year's actual.

If you deliver fewer packages than last year, we do the reverse calculation and subtract hours from last year. If you had fewer packages last year, you likely would have used less workhours.

Agenda Item #4

As the USPS enters peak season, NAPS asked if the Postal Service is renting any vehicles for delivery; if so, how many?

There will not be a National Vehicle Rental Contract this year. However, a thorough national vehicle use assessment has been conducted to assist in *making a cost-effective, data-driven decision of where additional vehicles will be needed.*

Based on package volume projections, fleet availability and availability of fleet reserves, the decision will be made to authorize districts to rent vehicles locally.

Agenda Item #5

NAPS provided a list of safety operational and occupation codes and said the safety specialist position supervises craft employees and, therefore, should be placed on SDA.

We have confirmed with the business owner that the craft positions, HR Clerk-Safety and Driving Safety Instructor, report to the manager, Field Safety and Health (EAS-23), occupation code 0018-0062.

Agenda Item #6

NAPS said the Tennessee District continues to abuse exempt postmasters by forcing them to work after hours and on their off days. The district now has implemented a nightly Zoom call if an office scores below a 99.9 scanning rate, based on a minimum of 12,000 packages. Offices falling below that must have the postmaster on this call for a week, *including Saturdays*.

These Zoom calls start at 6 p.m. and when the last carrier comes in; they have to be on the call. To date, this issue has not been resolved through NAPS working with the Tennessee District manager or Southern Area vice president.

This issue has been addressed.

Agenda Item #7

NAPS Headquarters has been hearing from the field that EAS discipline is being issued without any investigative questioning or interviews. Further, the requests for discipline are not being sent to Labor Relations for review prior to issuance. NAPS asked what the USPS process is for proposing and issuing EAS corrective action.

Postal Service policy concerning nonbargaining disciplinary action is outlined in ELM *650, Nonbargaining Disciplinary, Grievance, and Appeal Procedures*.

Agenda Item #8

The Postal Service reported a $9.5 billion deficit for FY24. NAPS asked for the percentage of this deficit in all relevant categories that have contributed to this shortfall.

This item was previously addressed in our July 2025 meeting. We have no changes to that response. (See page 12 of the September issue.)

Agenda Item #9

NAPS asked how many personnel currently are assigned to enter *PS Form 1187* for management associations and unions on a weekly basis at Greensboro or Eagan or any other locations where *1187s* may be entered. Is there a process to ensure these *1187s* are completed on a weekly basis?

The HRSSC has a team dedicated to processing union dues. The team is processing union dues submissions in less than the SLA (Service Level Agreement), which is seven days. Escalations should follow the normal protocol.

The HRSSC adheres to the ELM *for processing requests for union dues enrollments or cancellations. If NAPS can provide examples of* 1187s *that have not been processed or were significantly delayed, we can research to determine the issue. At times, errors are made when the form is filled out improperly*.

924.5 Implementation of Dues Withholdings

"The Eagan Accounting Services begins dues withholdings with the first full pay period following the receipt of a properly completed SF 1187 at the HRSSC. In the event that an SF 1187 is received at the HRSSC without the date of delivery filled in, the HRSSC enters the date of receipt as the 'date of delivery,' and proceeds to process the form, using the 'date of delivery' as the anniversary date. The HRSSC sends a copy of this annotated form with an appropriate explanation to the installation of origin for transmittal to the organization."

Agenda Item #10

NAPS asked if it is possible for Workforce Management to keep a hiring list that will not expire once the need to hire CCAs or PSEs is filled for a particular office. Should these newly hired individuals resign for better opportunities or for other reasons within the 90-day probation period, Workforce Management needs to start all over again instead of calling the next person on its list. By having a hiring list that expires, unnecessary shortages in the field occur.

Maintaining an ongoing or nonexpiring hiring list is not possible in the new applicant tracking system.

Agenda Item #11

NAPS requested that USPS Headquarters sends a directive to each district manager and area vice president to have quarterly meetings with each NAPS regional vice president, area vice president and local branch presidents in their respective areas and districts. These meetings could be face to face, via Zoom or a hybrid of both to discuss local issues of concern.

This agenda item was addressed by Doug Tulino, deputy PMG/chief operating officer/chief Human Resources officer and executive vice president, with the NAPS Executive Board prior to this consultative meeting.

Agenda Item #12

NAPS Headquarters has been

informed that delivery support specialists (DSSs) are required to work on Sundays as part of Sunday safety blitzes because CCAs are having accidents. As these are non-exempt EAS employees, will they be paid overtime or will their schedules be changed arbitrarily? Also, if there is no supervisor or manager on site on Sundays, to whom would the DSS report issues such as driving with no seat belt, talking on cell phone, ear buds, etc.?

As clarity, DSS employees may be scheduled to work on Sundays when operationally necessary (as on the DSS job description), most often to support safety blitzes or delivery operations. Schedule adjustments are planned in advance, rotated equitably and communicated with proper notice to ensure fairness and transparency.

As non-exempt EAS employees, DSSs are compensated in full accordance with the Fair Labor Standards Act (FLSA) and the ELM. *Management may temporarily adjust schedules to meet operational needs, provided such adjustments are communicated appropriately and are not arbitrary*.

Because DSS employees provide nationwide operational support, their assignments may occasionally include travel, weekends or holidays to help meet critical safety and service objectives. These assignments are distributed among all DSS employees, including team leads, on a rotational basis.

They are notified in advance of this scheduling and have a daily a.m. scheduled cadence with the assigned designated team lead. They would report any escalations and concerns to this assigned workday DSS team lead.

When working in the field on a Sunday, DSS employees document and report any observed safety concerns (e.g., seatbelt usage, cellphone use or earbuds while driving) to the designated unit supervisor or manager of record. Sunday activity plans, including reporting expectations and points of contact, are coordinated in advance by local management and the assigned team lead to ensure consistency, oversight and accountability.

This structure supports the USPS' commitment to maintaining a safe, compliant and effective delivery operation while upholding fair scheduling and compensation practices consistent with ELM *and FLSA policy*.

Agenda Item #13

In light of back-pay awards to craft employees as a result of collective bargaining agreements, NAPS requested the USPS make similar back pay compensation to EAS employees who work under the Supervisory Differential Adjustment (SDA). The USPS has done this in the past; NAPS requested the policy continue.

This request is for modifications of pay policy; this is not the appropriate forum for this request.

Agenda Item #14

During the first round of RIF postings, jobs are open to EAS employees who may not be affected by the RIF. NAPS asked why job postings during a RIF are not open only to impacted employees. The current process can leave impacted employees waiting much later in the RIF to potentially secure a position. The RIF process is stressful enough without adding this burden to impacted EAS employees.

The Postal Service follows the policies regarding reduction in force (RIF) as outlined in ELM *354. The decision to have the first local area of consideration (LAC) open to all employees in the competitive area is a leadership decision made in consultation with NAPS.*

This decision allows all employees within a defined area to apply for jobs and allows opportunities for employees not impacted to compete for more positions. It also provides fairness to employees not impacted to apply for promotions within a facility.

The Postal Service disagrees with NAPS' position that "the current process can leave impacted employees waiting much later in the RIF to potentially secure a position." Impacted employees have the same opportunities to apply for positions in the first round and throughout the RIF process.

Agenda Item #15

NAPS requested that active shooter training and drills be mandatory requirements for all employees once a quarter.

The Inspection Service would not be in a position to conduct these drills with all employees at every facility once a quarter due to limited resources. There are multiple active shooter training courses available in the Learning Library of MyHR. A stand-up talk regarding an active shooter is available on the Workplace Safety page of MyHR. The Postal Service will continue to emphasize the availability of the Employee Assistance Program (EAP) to all employees.

The Postal Supervisor 2026 Production Schedule

Issue	Copy Deadline*	Mails
JAN	12/2	12/29
FEB	1/5	1/30
MAR	2/2	2/27
APR	3/2	3/30
MAY	3/23	4/29
JUNE	5/4	5/29
JULY	6/8	7/7
AUG	7/6	8/6
SEPT/OCT	8/28	9/29
NOV	10/1	10/28
DEC	11/2	12/1
JAN'27	12/1	12/28

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

NAPS of Note

The Capitol-Atlantic Area held its training seminar Oct. 26-Nov. 1 onboard the *Carnival Sunshine* that left Norfolk and cruised to the Bahamas, hosted by Capitol-Atlantic Area Vice President Troy Griffin. Two full days of training was conducted by NAPS Past President Brian Wagner. Also attending were NAPS President Ivan D. Butts and Eastern Region Vice President Richard Green.

Northwest Area Vice President John Valuet held his annual Branch Presidents Meeting in Boise, ID. Clockwise, from left: Spokane Branch 60 President Stanley Johnson, Idaho State Branch 915 President Henry Medel, Oregon State Branch 940 President Aric Skjelstad, NAPS Secretary/Treasurer Jimmy Warden, Valuet, Seattle Bulk Mail Center Branch 551 President Michael Gillett, Tacoma Branch 31 President Bjoern Gruetzmacher, Greater Oregon Branch 276 President Joe Lahmann and Montana State Branch 929 President Rick Kindsvatter Jr. Portland District Branch 66 President Lynn Yut attended via Zoom.

Heart of Illinois Branch 255 celebrated former President Michael Winters' retirement on Oct. 31 as Springfield plant manager; he had 36 years of service. From left: Kent Matteson, who retired earlier in the month as Maintenance supervisor, also with 36 years of service; Central Region Vice President Craig Johnson; Esther Mendoza, Florida Heartland District Branch 478; Linda Wilson, Branch 255; Winters; and Illini Area Vice President Luz Moreno.

From left: spouses Mary and Kent Matteson and Michael and Angie Winters.

Tucson Branch 376's October membership meeting was well-attended.

NAPS Secretary/Treasurer Jimmy Warden brought Branch 376 members up to date regarding current issues and the recent pay package received from the Postal Service.

NAPS Secretary/Treasurer Jimmy Warden, with Branch 376 President Dawn Rosenberry (left) and Secretary/Treasurer Laura Carroll, swore in newly assigned Vice President John Eppley.

New York Palladino-Michaelson-Vazquez Branch 110 held its fall meeting and board elections Oct. 28. From left: Jeremy Ye, Krystal Shields, Daniel Sullivan, Kenny Kwong, Tiffany Boyd, Sergeant-at-Arms Christina Roma, Executive Vice President John Schlosser, Christine Andino, Stations Vice President Al Rodriguez, Zulfikar Yakatally, Alicia Trioni, President Francisco Vazquez, Eli Zaher, Dierdre Miller and Riza Ametov. Not pictured: Secretary/Treasurer Ray Slaven.

Las Vegas District Branch 463 held its 2025 Holiday Party in late October.

From left: 1st Vice President Sherry Patterson, 2nd Vice President Pat Doruth, Legislative Rep Cecilia Pelletier, Secretary Becky Jones, Treasurer Evelyn Sjolie and President Jackie Clayton.

Glenda Smith won Best Costume–Ladies.

Avery Smith won Best Costume–Gentlemen.

Spencer Christianson and Jennifer Long won Best Costume–Couples.

The Los Angeles Branch 39 Executive Board visited the Magic Castle, the clubhouse of the Academy of Magical Arts in Hollywood, for team-building. Branch 39 Sergeant-at-Arms Steve Prevulsky is a longtime member of the Magic Castle and invited the Executive Board. From left: Branch 39 Vice President Sam Booth Jr., California State Area Vice President Clarissa Bognot, Prevulsky, Branch 39 Legislative Director Felicia Pennington, President Marilyn Jones, Trustee Youvet Profit, Auxiliary President Chanel Dodson, Trustee Velma McClinton, Trustee Carol Randle and Treasurer Alvetia E. Smith.

Los Angeles Branch 39 was a sponsor at the Postal Service's California-5 Network Night to help promote upward mobility, welcome NAPS members and encourage non-member EAS employees to join. From left: Branch 39 Trustee Shirley Lee, President Marilyn Jones and Legislative Director Felicia Pennington.

NAPS NATIONAL AUXILIARY

Hazel Cochran Scholarship

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

Hazel Cochran

FOUNDER

NATIONAL AUXILIARY

N.A.P.S.

HOW TO APPLY?

Email Laurie Butts for an application

Laurie.butts5615@gmail.com

APPLICANT CRITERIA

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

DEADLINE

Completed applications must be emailed by May 31, 2026

SPONSORED BY:

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RECIPIENTS WILL BE ANNOUNCED AT THE 2026 NAPS NATIONAL CONVENTION

APPLICATION CAN BE FOUND ON NAPS WEBSITE UNDER NATIONAL AUXILLARY

A New Fiscal Year—What NPA Surprises Await?

Dee Perez
Northeast Region Vice President

Have you noticed peak season seems to come earlier every year? At one time, peak season wasn't considered peak until we neared Thanksgiving. As we approach Christmas, it seems peak is getting earlier every year.

Personally, I agree we should begin planning for peak season early. Not only would we be better prepared, we also would ensure a successful start to quarter one with NPA.

In FY26, I expect a huge challenge in making our NPA, based on SPLY data alone. I don't think we can top FY25 results and expect bigger savings in our units. At some point, we will bottom out, meaning we saved all we could save. As a result, we may see NPA go in a different direction with regard to what the heavily weighted goals may be percentage-wise. I'm just speculating, but the handwriting is already on the wall, folks. Begin reading between the lines.

What I do know is new PMG David Steiner has committed to continuing the "Delivering for America" plan and said he wants to bring in more business. That is a positive development, but more business means you have fewer opportunities to save hours compared to SPLY; your hours' budget will be challenging if you experience a significant increase in mail and parcels.

I welcome this news because it provides our employees with a full day's work and reduces the need for frequent pivoting. I'd rather see more mail volume because it justifies everyone's position in the USPS, including EAS employees.

The handwriting is on the wall and our enjoyable CUPPAJOE is brewing. Can you smell what the "Rock is cooking" in NPA 26? The following bullet and pinch points are the talk of the town if you have been listening carefully to your MPOO and DM messaging. A major clue is USPS Headquarters' reported yearly losses. To right the *USPS Titanic*, one must fix the following in each office and district:

- Reduce total operating expenses (TOE).
- Budget beat SPLY hours.
- Administer overtime daily and correctly in OT admin.
- Avoid paying overtime penalty.
- Avoid working employees over 12/60.
- Eliminate unnecessary OT, if possible.
- Eliminate 204(b) usage to avoid paying grievances to the APWU.
- Reduce/eliminate grievance payouts.
- TACS to be performed by the lead seven only.
- The new NALC overtime desire lists that automatically pays the NALC when local management violates it.
- Eliminate LWOP/AWOL.
- Reduce scheduled S/L for a simple doctor's visit—no longer the entire day.
- Get ORNA employees back to work, within their doctor's guidelines.
- Manage your prime-time vacation slots and authorize only the correct percentage of employees off in prime time.
- Meet or exceed your employee availability % goal.
- Welcome back meetings when employees call out.
- Desirable eRMS/Deams reviews need to be done in a timely manner.
- Manage your employees and hold them accountable.

These items convey a clear, money-related message that may be related to your NPA goals in FY26 to a very significant percentage.

Speaking of money, if every branch would increase its membership by signing three new members monthly, this would strengthen NAPS, as well as your branch's finances.

MM = Membership Matters!

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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.

Check on the Right Insurance for POV Usage

Myrna Pashinski
Rocky Mountain Area Vice President

Let's talk about insurance. We all know how important it is to have health insurance; one major illness can bankrupt us. We all know having life insurance is meant to help our families in the event something happens to us, heaven forbid.

We carry riders on our life insurance to cover hospital stays or help for in-home health providers. We also have automobile insurance and include uninsured motorists' coverage.

Now, here's a question for you: How many of you are using your personally owned vehicle (POV) at work? I'm going to guess it's less than 5%. How many of you use your POV to do street observations, deliver mail, drive to training or for any other work-related reason?

If you work in Delivery and Customer Service, I think the percentage is a large majority of you; in Processing Operations, very few. If you are in Field Headquarters, I'm guessing you use your POV on many occasions.

Did you know when you use your POV at work you are covered for personal injury at work in the event you have an accident, but your POV is not? Here's what Google AI says:

"If you're using your personal car for work while employed by the USPS, there are a few important points to consider regarding auto insurance coverage:

1. Personal Auto Insurance and Business Use—

• Standard personal auto insurance policies are typically designed for personal use, such as commuting or running errands.

• Most personal policies will not cover accidents that occur while you are using your vehicle for business purposes, such as delivering mail.

• Some personal policies may allow for limited or incidental business use, but this often requires a specific endorsement or add-on to the policy.

2. USPS Employee Considerations—

• USPS vehicles are self-insured

by the federal government and are exempt from state insurance laws.

• If you're involved in an accident while on duty in your personal vehicle, you are covered by a statute that protects you from personal liability.

• If your vehicle is damaged in an accident while on duty, it is expected that your personal insurance (or you personally if you lack coverage) will cover the damage.

• If you regularly use your personal vehicle for USPS duties, you may need a business-use policy or a commercial insurance rider to ensure adequate coverage.

3. Recommendations—

• Review your personal auto insurance policy. Check for any exclusions regarding business use of your vehicle.

• Discuss with your insurance agent. Explain that you use your personal vehicle for USPS work and ask if you need additional coverage or an endorsement.

• Consider a business-use endorsement or commercial insurance. This will help ensure you are properly covered for accidents while on duty.

• Inform your insurance provider. Be transparent about your vehicle's use to avoid potential claim denials.

• Understand potential gaps. Be aware that even with an endorsement, there might be gaps in coverage, so discuss this with your agent.

In summary, while the USPS offers some protection through self-insurance, you likely are responsible for insuring your personal vehicle used for work purposes. It's crucial to check your policy and speak with your insurance agent to ensure you have the appropriate coverage—such as a business-use endorsement or commercial insurance—to protect yourself and your vehicle while on duty with the USPS."

While protecting the value and usability of your car at work is important—and I encourage you to get the appropriate add-on insurance coverage—here are two things I recommend:

• Read the Management Instruction and consider completing *PS Form 1799* with your manager.

• Contact your insurance provider and make sure you have the appropriate business-use endorsement or commercial insurance that protects you.

Remember, just because the tort process may cover the person you hit and/or injure or worse, you also could be taken to court. You need the right insurance to protect you, your family and maybe even your home from loss.

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Thanking You in Advance!

Richard Green
Eastern Region Vice President

As all our front-line postmasters, managers, supervisors and support members work to prepare for another peak season, I want to take a moment before the chaos begins to say thank you for all you do and share how important each and every one of you are to the success of the United States Postal Service. You are where the rubber meets the road; each of you drives the performance of your teams. As Eastern Region vice president, I applaud the outstanding effort each of you will put forward during this season.

I want to take a moment to highlight and thank you for overcoming the challenges you will face and acknowledge your critical role in ensuring the success of the USPS this peak season. By overseeing logistics, managing personnel and solving unforeseen problems, managers, supervisors, postmasters and support personnel are the central organizers who keep the Postal Service running under immense seasonal pressure. The unseen work you accomplish during peak season is the most demanding and challenging time of the year for the USPS.

While mail carriers and clerks are the public face of the holiday rush, you are the glue that holds everything together! You operate behind the scenes, tackling complex challenges that are essential to the processing and delivery process.

Through your strategic planning, vision and leadership, you prepare and execute the peak season plan to ensure the success of the agency. You tackle complex challenges that are essential to the success of processing, delivery and logistics operations.

As I stated earlier, NAPS members across the country are intricately involved in the major planning, coordination and execution of peak season operations. Our members work across all functions of the USPS and ensure the following processes are accomplished to ensure a successful peak season:

• Forecasting volume that involves predicting the massive increase in letter and package volumes.

• Allocating resources that involves securing additional facilities, vehicles and temporary staff to ensure increased volumes are processed and delivered in a timely manner.

• Coordinating transportation by arranging ground and air transport to move billions of items across the country.

• Optimizing network operations to ensure a smooth flow of mail from processing plants to local delivery units, despite the increased strain of increased volumes in the network.

During peak season, NAPS members are on the front line adapting to daily surprises, challenges and high-stress situations. You are responsible for:

• Leading a growing workforce. Our members onboard, train and integrate thousands of seasonal employees, many of whom are new to the job. You effectively lead this larger, less-experienced team while maintaining efficiency.

• You are successful, even in the face of staffing shortages. Even with extra hiring, many offices remain understaffed. You are called on and must push to fill critical roles and prevent burnout among your permanent staff who often are working extended hours and forgoing personal time.

• You tackle the unexpected. From unpredictable weather and equipment failures to last-minute rerouting needs, our members must quickly solve problems to keep the mail moving and their team members safe and engaged.

NAPS members across the country are responsible for building a foundation for success. Your work provides the stable environment that allows our teams to get their jobs done. By handling the planning, logistical, staffing and administrative strain, our members give their teams the best possible chance for a successful outcome.

Your dedication and commitment to delivering success for your teams and customers does not go unnoticed. I also understand you can become so focused on the mission that you can lose focus on other things that are just as important.

So, as you prepare for the season of significant challenges, I want to make sure you also focus on the health of your family and your team at work, as well as your personal health. This also goes a long way toward ensuring the success of your team!

To all our NAPS members across the country: When a letter or package arrives at your door, take a moment to reflect and appreciate the work of your teams and the extraordinary effort that makes it possible. Thank you for making this a successful peak season; keep up the great work.

Have a great holiday season and remember "the reason for the season!"

Leading into the future.

rgreen151929@aol.com

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 15-18, 2026

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

Location: Westin Hotel and Resorts, 99 South 17th St. at Liberty Place, Philadelphia, PA 19103; 215-563-1600

Hotel Rate: $266.49 (includes tax); $45/night parking

Registration Fee: $325 if postmarked by Nov. 21; $375 after; $425 if not registered at the Westin

Training: Conducted by NAPS resident officers and USPS Headquarters officials

Training 101

Robert Bock
Southeast Area Vice President

In Orlando, we recently held our Southeast Area Training Seminar—a dynamic, one-and-a-half-day event that brought together about 100 attendees from across the country. We were honored to have our members and postal leadership in attendance, making it a truly collaborative and impactful experience.

Our event started with quite a surprise—a fire alarm! Thankfully, it turned out to be a false alarm. Everyone returned safely to continue with the program. Once back inside, we kicked things off with remarks from Chenise LeDoux, USPS Southern Area vice president. She spoke from the heart about integrity—emphasizing the importance of doing the right thing when it comes to scanning.

Every employee should live by the golden rule: Every scan should be the correct scan. She reminded us that when an item cannot be delivered, honesty is key. With today's GPS technology, transparency and accuracy are more important than ever. Our customers know when we are being truthful; integrity must remain at the core of our operations.

We also heard from Wendy Fuller, manager, EEO Dispute Resolution, whose department handles 650 mediations, and Shayne Hensley, senior director, Field Labor Relations. Hensley provided valuable insight on employee availability and grievance settlements. He reminded us to seek guidance from Labor Relations before finalizing any settlements.

Bruce Nicholson, director, Contract Administration (NPMHU) and Employee Workplace Programs, inspired attendees by speaking about upward mobility. His message was clear: If you put your nose to the grindstone, opportunities for growth and advancement are within reach in this great organization.

On Saturday, Past NAPS President Brian Wagner and I conducted training sessions. Wagner led an excellent class on time management and representation training that received great feedback from participants.

A highlight of the event was hearing from Omari Jones, professional boxer and bronze medalist from the Paris Olympics. Jones shared his story of perseverance, discipline and leadership. He provided a powerful message that resonated deeply.

We also welcomed NAPS Execu-

Southeast Area Vice President Bobby Bock presented awards to participants in the Southeast Area Training Seminar and thanked them for their participation.

USPS Southern Area Vice President Chenise LeDoux received the NAPS Southeast Area Rising Star Award.

Florida 2 District Manager Richie Fermo received a Rising Star Award

Mid-Florida Area EEO Dispute Resolution Manager Wendy Fuller received a Rising Star Award.

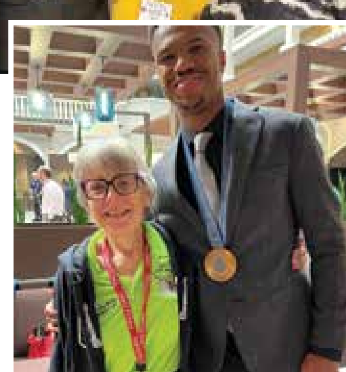
Senior Director, Field Labor Relations, Shayne Hensley received a NAPS Southeast Area Special Achievement Award.

Bruce Nicholson, director, Contract Administration (NPMHU) and Employee Workplace Programs

James Dodge Branch 577 President Pam Long received a NAPS Southeast Area Special Achievement Award.

Bock presented Omari "The Banger" Jones, professional boxer and Olympic medalist, a NAPS Southeast Area Special Achievement Award.

With Omari Jones and Bobby Bock are his father Karl and mother Debra.



Tampa Branch 81 President Tammy Brock and Omari Jones

Omari Jones and Josephine Wooley, Georgia 3, 4, 5 area vice president

tive Vice President Chuck Mulidore. He discussed ongoing issues affecting our members and shared updates from the national level.

With attendees from across the nation, the event provided countless opportunities for networking—not only among members, but also with postal leadership. Putting on a training event of this scale takes teamwork and dedication and I want to extend my sincere appreciation to everyone who contributed, especially our postal leaders who took time away from their families to support our members.

As we close out the year, I want to wish everyone a very happy holiday season and continued success in all that you do.

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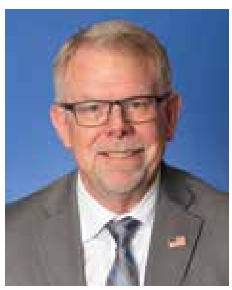
What Does Amazon's Expansion Into Rural America Mean for the USPS?

Dan Mooney
North Central Area Vice President

Amazon recently announced that it will spend upwards of $4 billion (with a "b") dollars to expand delivery in rural America by the end of the year. They will expand same-day and next-day deliveries to an additional 4,000 small towns, cities and rural communities. This rural expansion will triple their rural footprint.



Simple math says that's an average of 80 smaller towns, cities, per state; some more, some less. This could translate into tens of millions of new customers having the ability to order from Amazon and get delivery in a day or two. The company will be using AI and advanced machine-learning algorithms to help determine what products those communities most likely will need and order.

This technology was not available a few years ago. This is a real game-changer for those communities. They will be able to get thousands of products cheaper and faster to enhance their lifestyles without having to make a trip to a larger city.

So, how will this affect the USPS? How will Amazon use the agency to fulfill this mission? On the surface, this sounds like a great opportunity for the USPS, right? For years we have delivered the "last mile" for many delivery companies.

I mean, we have the logistical network to deliver to every delivery point in America—business or residential. Historically, the USPS could make those deliveries cheaper than anyone, right?

Well, guess again. Amazon does not plan to use the USPS to achieve this new initiative and business model. It will be transforming existing rural delivery stations into hybrid hubs that serve multiple functions. Amazon also shortened the distance its deliveries have to travel to reach customers by dividing its operations and transportation networks into smaller, easier-to-serve regions and stocking more of the products our customers want locally.

This includes storing inventory on site to enable delivery within hours and preparing packages for final delivery to customers. With "Prime," customers will be able to have unlimited access to same-day delivery if they order $25 or more with their order. This means Amazon won't be delivering one or two items per delivery.

The profit margins on large orders make it profitable to do same-day delivery. Amazon plans on partnering with businesses (paying them) to use delivery lockers, thereby enabling its drivers to drop many deliveries at one drop point—not drive to multiple locations to make deliveries. The company plans on hiring local drivers to make deliveries. By doing all this, Amazon also is bringing jobs back into rural America.

A lot of postal employees have questioned if the agency should have been partnering with Amazon over the years. Was it profitable? As the "ice-cream man" used to say, "Is the juice worth the squeeze"?

Well, guess what. Amazon found a way to try it without using us. The USPS can't afford businesses to find ways of not using us to deliver packages—no matter if it's rural or urban America. We have the network, the logistics and the vehicles to gain market share and not lose it.

We need to improve our "service" to remain competitive. If we don't, this is what will happen. Can you imagine how many packages/revenue tens of millions of new rural customers would generate?

Something tells me if the USPS delivered those packages, we wouldn't be looking at losing billions of dollars each year. Let's find a way to shift delivery of those packages back to the Postal Service!

Have a great Christmas, everyone! Stay on the high road; the people and the view are much better.

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Bob Levi
Director of Legislative & Political Affairs

2025—The Year That Wasn't!

For the postal employee family, the year began upbeat with former President Joe Biden signing into law repeal of the windfall elimination provision (WEP) and government pension offset (GPO), two Social Security provisions that, for over 40 years, financially penalized many Civil Service Retirement System (CSRS) participants. Regrettably, Jan. 5, the date of enactment, was the climax of the entire year.

Most everything after that date went downhill and sideways. The postal employee community found itself constantly fighting bad things from happening. Fortunately, we succeeded, but our battles are far from over. Next year will produce new, recurring and, potentially, more extreme challenges—and it's an election year.

Indeed, the Jan. 5 White House event attracted a broad coalition of federal, state and local employee and retiree organizations who fought together for decades to repeal the WEP and GPO. NAPS' historic contribution to the effort was acknowledged through our attendance at the presidential signing ceremony, as well as, notably, by Sen. Susan Collins' (R-ME) presentation of an official reproduction of the newly signed law at the NAPS 2025 Legislative Training Seminar. Collins was the Senate author of the law. Nevertheless, the early-year euphoria was short-lived due to the approaching storm clouds.

The incoming Trump administration took an early interest in the Postal Service and its employees. Specifically, before the Jan. 20 inauguration and early in the formation of the new White House cabinet, there were reliable reports of proposals to privatize the Postal Service and fold it into the Department of Commerce.

Through aggressive lobbying by NAPS conducted before, during and after the March NAPS legislative conference, our well-attended legislative rally in front of the U.S. Capitol—joined by postal unions—and NAPS' participation in postal union-promoted anti-privatization rallies in Washington and around the country, we were able to stall privatization efforts and prevent the Department of Commerce from consuming the USPS. Key members of Congress publicly and privately coordinated with us.

As you read in the September and October *Postal Supervisor* issues, the now four-month-old bipartisan Congressional Postal Service Caucus is one of the outcomes of this effort. *(See page 30 for a recent letter the caucus sent to Postmaster General David Steiner.)*

We also needed to monitor Elon Musk's intrusion into Postal Service Headquarters via the so-called Department of Government Efficiency (aka DOGE) and maintain our vigil as to the lingering effect of that intrusion. It still is not clear what DOGE accomplished other than to encourage former PMG Louis DeJoy's premature exit from the agency.

Another early warning sign in 2025 was the Congressional Budget Resolution unveiled in February and subsequently passed. As NAPS predicted, the resolution was the precursor to the 2025 Budget Reconciliation Act, the so-called "Big Beautiful Bill." Unlike some, NAPS did not bury its head in the sand and accept congressional excuses that the budget resolution was "merely a blueprint" and should not be taken seriously.

As NAPS accurately anticipated, the budget resolution was, in part, a ploy to reduce postal employee pay and benefits. However, the plan went even further. It sought to make EAS-level postal employees (i.e., supervisors, managers and postmasters) "at-will hires," meaning they could be fired for "any reason" or for "no reason" at all.

NAPS worked closely with members of the House, particularly those on the House Rules Committee and Rep. Mike Turner (R-OH), to pry away the anti-postal employee provisions included in the bill prior to the House vote. For the most part, NAPS succeeded. Then, we needed to confront the Senate, where some of the same battles and new ones ensued.

At the outset, Homeland Security and Governmental Affairs Committee Chairman Rand Paul (R-KY) included provisions that would have had a devastating effect on EAS-level postal employees, among others. NAPS sprang into action.

We worked with the committee's ranking Democrat, Gary Peters (MI), and Appropriations Committee Chair Susan Collins to raise parliamentary objections to the anti-postal-employee provisions Paul put in the bill. In fact, NAPS' parliamentary concerns (i.e., violation of the "Byrd Rule") was validated by the Senate parliamentarian and the proposals were stripped from the bill before the Senate passed it and sent it to President Trump for his signature.

Notwithstanding our success in shedding anti-postal employee provisions from the bill, NAPS did not applaud passage. Some have misguidedly celebrated the bill's enactment as being beneficial for briefly increasing certain tax deductions. In fact, the bill threatens a serious impact on retiree health benefits, beginning as early as 2026.

Specifically, the act is predicted to surge the federal budget deficit by $3.4 trillion over the next 10 years. This budget cliff triggers the Emergency Deficit Control Act of 1985 that requires Congress to "sequester" federal funds to reduce the deficit.

At a recent NAPS meeting, Eastern Region Vice President Richard Green Jr. correctly pointed out that approximately $491 billion in Medicare funds are implicated in sequestration over the next decade. Many postal retirees participate in Medicare and, thus, may be affected.

In addition, certain administrative accounts tied to the Civil Service Retirement and Disability Fund, Federal Employees Group Life Insurance and Federal Employees Health Insurance Benefits Funds could be impacted. Consequently, as NAPS pivots from 2025 to 2026, we will work with Congress to avert sequestration and resist resurrection of attempts to reduce postal pay and benefits.

As I mentioned, 2026 will be a year during which we will be able to hold members of Congress accountable for actions that harm EAS-level postal employees. Our response will be through election ballots—whether in person or by mail. Moreover, the March legislative conference and associated Capitol Hill lobbying will ensure our message is delivered loud and clear.

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'It Has Been a Wonderful Experience'

NAPS is saddened to report the death of Franklin Blackstone, Jr., NAPS' former longtime parliamentarian, who died Oct. 25; he was 96. He served as parliamentarian at NAPS national conventions from 1952 to 2012.

At the 2012 National Convention in Reno, Blackstone reminisced about the 60 years he worked with NAPS, telling delegates, "I have enjoyed and appreciated the opportunity to be a part of this organization."

He mentioned the many NAPS officers with whom he worked and the issues addressed at the conventions over the years. Despite the myriad challenges, he told delegates, "You have managed and you have prospered and it is my hope that you always will."

Blackstone referred to his being mentioned in an early convention program and what an honor it was: "They said about me, 'His contributions to the orderly conduct of business at our national conventions are major. His sound advice and counsel help make NAPS a stronger, more effective organization.'

"If that is even partly true, I want to tell you how much I have appreciated those words. They are framed and on the wall of our home. Well, here it is, 60 years later. And your officers and staff have given to Bonnie and me a beautiful crystal vase that we will cherish as long as we live. And I want to thank them and you for all the wonderful ways in which you have treated us and embraced us in everything you say and do.

"I, and we, want to say that we can never forget, and we'll forever cherish you in our hearts and heads."

Blackstone practiced law for 62 years in Pittsburgh and was involved in many church and civic activities. He served in the U.S. Army Reserve for over 15 years, retiring as a captain. He also was a devoted Pirates fan who was present for Roberto Clemente's 1956 walk-off inside-the-park grand slam; John Candalaria's 1976 no-hitter—the first in 69 years; and, in 1971, the first-ever night World Series game in Pittsburgh.

Resolution

In Loving Memory of

Franklin Blackstone

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

Whereas, Mr. Blackstone (as he was effectually called) served his country in the US Army Reserve for over 15 years, retiring as a Captain. In serving his country, Franklin understood his purpose for serving in the scripture found in Ecclesiastes 3:8, "A time to love, and a time to hate; a time for war, and a time for peace."

Whereas, Mr. Blackstone served the National Association of Postal Supervisors as Parliamentarian for the biennial national conventions from 1952 to 2012. In doing so, Mr. Blackstone worked in the spirit of God's desire and word found in Proverbs 11:14, "Where there is no guidance, a people falls, but in an abundance of counselors there is safety."

Whereas, upon his retirement from serving NAPS, Mr. Blackstone left a lifetime of dedicated service to numerous groups, associations, and companies in addition to NAPS. Mr. Blackstone utilized all the experiences given to him by God to help those whom he served. Mr. Blackstone was instrumental in leading a weekly morning Bible study in his office for over 20 years.

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

Now therefore, be it resolved, that we wish all who are now in mourning to take comfort from the words of our Lord and Savior found in John 14:1-3, "Let not your hearts be troubled. Believe in God; believe also in me. In my Father's house are many rooms. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, that where I am you may be also."

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

Humbly submitted this 20th day of October 2025.

Ivan D. Butts
National President

Chuck Mulidore
Executive Vice President

Jimmy Warden
Secretary/Treasurer

Congressional Postal Service Caucus Outlines Its Priorities to PMG David Steiner

On Oct. 29, Postal Service Caucus Co-Chairs Reps. Nikki Budzinski (D-IL), Jack Bergman (R-MI), Chris Pappas (D-CT) and Andrew Garbarino (R-NY) sent a letter to Postmaster General David Steiner to outline their top priorities for improving the Postal Service and address concerns with the "Delivering for America" plan:

Postmaster General David P. Steiner:

As Co-Chairs of the Congressional Postal Service Caucus, we are writing to congratulate you on taking office as the 76th Postmaster General of the United States. We trust you know that your appointment comes at a pivotal time when it is essential to prioritize improving on-time delivery rates for customers to maintain trust and faith in the Postal Service.

As former Postmaster General Louis DeJoy worked to implement his "Delivering for America" (DFA) plan, we unfortunately saw steady declines in on-time delivery performance across the country. In the second quarter of Fiscal Year 2025 (FY25), the Postal Service's on-time delivery for three- to five-day delivery fell to just 66.8 percent nationally, with some regions as low as 45 percent. This falls well short of the Postal Service's current on-time delivery goal of 80 percent—and even further below its previous target of 90.3 percent, which remained in place until the former Postmaster General lowered the FY25 benchmark last year. This drastic decline in on-time delivery means our constituents are not receiving essential items, like paychecks, bills, food, and even medicine, in a timely manner.

A key part of the DFA plan was the proposed closure and consolidation of dozens of Processing and Distribution Centers (P&DCs) across the country. These proposals would not only jeopardize the jobs of thousands of Postal Service employees, but also significantly extend the distance mail must travel—often by hundreds of miles—before reaching its destination. When the Postal Service first attempted to make these changes in the Richmond, Virginia, region, a United States Postal Service Office of Inspector General (USPSOIG) report found that the consolidations in the region resulted in "a decrease in service performance for the Richmond region." This report also found that these changes cost the Postal Service additional transportation and labor costs, totaling over $8 million.

While we fully support Postal Service modernization efforts, it is essential that these changes are not made on the backs of Postal Service employees or the millions of Americans who rely on the Postal Service for on-time delivery every day. As such, we ask that as you begin your tenure as Postmaster General, you continue to review the "Delivering for America" plan and ensure it will not result in slower delivery for customers because of its implementation.

Additionally, we wanted to bring to your attention the implementation of the Regional Transportation Optimization (RTO) plan, which former Postmaster General DeJoy introduced last year. Under this plan, the Postal Service would limit pickups from Post Offices more than 50 miles away from larger Regional Processing and Distribution Centers (RP&DCs). These changes would create additional delays for outgoing mail from predominantly rural areas.

When a pilot version of this program was tested in Wisconsin last year, the USPS OIG found that the changes resulted in a "decrease in service" in which "rural communities were more significantly impacted." A second report from the USPS OIG in May 2025 found that "challenges implementing major changes to the Postal Service network over the last few years have negatively impacted service performance." We believe it is essential that the nationwide implementation of the RTO plan must also be paused until it can be updated to ensure that rural customers, like the ones we represent, are not going to experience further delays as a result of its implementation.

Finally, we are writing to ask if you will work to ensure the Universal Service Obligation (USO) is protected. The USO ensures that Americans can get their mail delivered for the same price no matter where they live across the country. The preservation of this commitment is key to the future success of the Postal Service. As Members of Congress, we hope to continue to work with you to protect the USO and preserve the Postal Service as an independent agency of the federal government.

We appreciate you taking these suggestions into consideration as you begin your tenure as Postmaster General. As chairs of the Postal Service Caucus, we look forward to working with you and your team to protect the Postal Service's employees and improve on-time delivery rates across the nation. Thank you for your service and we wish you the best of luck in this critically important role.

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SPAC Contribution Form

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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.

Perez, Dioenis	NY	Branch 202
Warden, Ivonne	NY	Branch 100
Warden, James	NY	Branch 100
Laster, Edward	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Butts, Ivan	PA	Branch 355
Shoemaker, Justin	TN	Branch 165
Christopher, Arthur	TX	Branch 122
Elizondo Jr., Jaime	TX	Branch 122
Farmer, Joanne	VA	Branch 526
Jackson, Alice	VA	Branch 526

October Contributors

President's Ultimate ($1,000+)		
Studdard, Dwight	AL	Branch 45
Jones, Marilyn	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Bock, Robert	FL	Branch 406
Lynn, Patti	FL	Branch 296
Moreno, Luz	IL	Branch 489
Washington, Robert	MO	Branch 131
Evans, Darius	NY	Branch 85
Elizondo Jr., Jaime	TX	Branch 122
Farmer, Joanne	VA	Branch 526

VP Elite ($750)		
Brathwaite, Rafael	AL	Branch 45
Gibson, Lelton	CA	Branch 88
Griffin, Troy	MD	Branch 42
Trayer, Kevin	MI	Branch 142
Green, Shri	TN	Branch 41
Peters, Diana	TX	Branch 122

Secretary's Roundtable ($500)		
Austin, William	CT	Branch 47
Wagner, Brian	IL	Branch 255
Kent, Eric	MN	Branch 104
Stephens, Patricia	NC	Branch 936
Manes, Phylicia	PA	Branch 20
Garrett, Donald	VA	Branch 98
Taylor, Georgia	WA	Branch 31

Chairman's Club ($250)		
Simpao, Sally	CA	Branch 88
Collen, Helen	CT	Branch 3
Brock, Tammy	FL	Branch 81
Gardner, Brian	ID	Branch 915
Berger, Ricky	MD	Branch 531

Continued on page 49

SPAC Scoreboard

Statistics represent monies collected Jan. 1 to Oct. 31, 2025

National Aggregate: $193,744.23

National Per Capita: $7.27

Region Aggregate:

1. Western $46,258.12
2. Southern.............. $43,436.30
3. Eastern $40,672.48
4. Northeast............ $35,867.12
5. Central................ $27,510.21

Region Per Capita:

1. Western $8.71
2. Southern........................$7.82
3. Northeast.......................$7.18
4. Eastern $6.58
5. Central...........................$6.26

Area Aggregate:

1. Pacific................. $32,443.00
2. Capitol-Atlantic $27,925.10
3. New York $17,065.50
4. New England $15,331.62
5. Texas $14,453.50
6. Southeast $13,846.30
7. Central Gulf.......... $ 9,112.50
8. Pioneer .... $ 8,351.90
9. North Central ...... $ 8,159.56
10. Michiana........... $ 7,940.00
11. Mideast .... $ 7,865.48
12. Northwest.......... $ 7,319.12
13. Illini .... $ 7,059.50
14. Rocky Mountain. $ 6,496.00
15. Cotton Belt......... $ 6,327.00
16. MINK .... $ 4,351.15

Area Per Capita:

1. Central Gulf................ $12.17
2. Pacific........................ $11.51
3. New England ....$ 9.54
4. North Central ....$ 9.12
5. Capitol-Atlantic............$ 8.36
6. Texas ....$ 8.29
7. New York ....$ 7.41
8. Northwest....................$ 7.04
9. Michiana......................$ 6.60
10. Cotton Belt................$ 6.59
11. Southeast ....$ 6.58
12. Pioneer ....$ 6.08
13. Illini ....$ 5.83
14. Rocky Mountain.........$ 4.55
15. MINK ....$ 4.00
16. Mideast ....$ 3.03

State Aggregate:

1. California $30,498.00
2. New York $16,255.50
3. Texas $14,453.50
4. Maryland $12,794.00
5. Florida .... $ 2,263.30

State Per Capita:

1. Maine $37.66
2. Idaho $24.02
3. North Dakota $23.78
4. Maryland $20.37
5. Alabama $19.29

Drive for 5

Members by Region:

1. Eastern 41
2. Southern............................41
3. Western 35
4. Central...............................34
5. Northeast...........................29

Aggregate

1. Eastern $15,665.00
2. Western $14,142.12
3. Southern............. $12,931.10
4. Northeast............. $ 9,071.34
5. Central................ $ 8,962.00

NAPS Executive Board Addresses Myriad Issues

Submitted by Jimmy Warden
Secretary/Treasurer

NAPS Executive Board Chair Chuck Lum called the Oct. 20 Executive Board meeting to order at 8:31 a.m. Southern Region Vice President Jaime Elizondo Jr. gave the invocation. Central Region Vice President Craig Johnson led the Pledge of Allegiance.

Texas Area Vice President Pam Davis and MINK Area Vice President Robert Washington were named sergeants-at-arms. Secretary/Treasurer Jimmy Warden conducted the roll call; all members were present. President Ivan D. Butts arrived late due to a previous appointment.

Executive Vice President Chuck Mulidore welcomed members and informed them Butts would arrive late. He noted the meeting comes at an unprecedented time—both for the Postal Service and legislatively.

"We are prepared to represent our members and do battle if need be," he affirmed. "Challenges will be coming."

Mulidore had received a message that morning that NAPS' former parliamentarian Franklin Blackstone died. He served as parliamentarian from 1952 to 2012. A moment of silence was held. Mulidore reminisced about Blackstone, who called him when he first was elected a NAPS resident officer.

Warden also welcomed members and said he looked forward to a productive meeting. "We have important NAPS business to discuss to move the association forward," he noted.

When Butts arrived, he apologized that he was not there initially to greet everyone, but was glad everyone arrived safely. "We have a full schedule," he noted. "There is a lot going on right now." The ongoing government shutdown had prevented some speakers from attending, including Postmaster General David Steiner.

Butts shared that he recently had a conversation with Vice President of Labor Relations Michael Elston and is hopeful relations between NAPS and the agency will improve. "If there is a conversation to be had," he declared, "NAPS is willing to talk." Elston shared that a pay agreement should be presented this week.

Lum gave his report. He said it was great to see everyone in person and welcomed New York Area Vice President Tom Hughes to his first board meeting.

Lum noted that, as chair, he has been coaching and mentoring NAPS leaders and trying to attend as many meetings as possible. He was busy just recently with the Western Region Training Seminar, which was a great success.

Lum said he also has been engaging with postal leadership and discussing NAPS' purpose. He said he follows Facebook posts to stay on top of members' concerns and is working to strengthen local branches through engagement. Membership recruitment continues to be a priority.

A motion was made by Western Region Vice President Marilyn Walton, seconded by Eastern Region Vice President Richard Green, that the minutes of the spring Executive Board meeting be accepted as previously sent to the board and published in *The Postal Supervisor*.

A voice vote was taken; the motion passed unanimously.

Warden gave his report:

• As of Sept. 30, 2025, NAPS investments totaled $7,450,449.96.

• On Sept. 30, 2024, NAPS investments totaled $6,965,572.90. This is an increase of $484,877.06 or 6.51%.

• Since Sept. 30, 2024, $200,000 has been disbursed from investments to cover operating costs.

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

• As of Oct. 16, 2025, the NAPS General Fund Signature FCU Checking account balance was $490,955.67; the Signature FCU Money Market account was $66,681.19, for a total of $557,636,86. This is a decrease of $72,062.71 or 11%.

• As of Sept. 30, 2025, NAPS Property Inc. had $105,202 in cash on the balance sheet. There is $45,371 in outstanding liabilities (security deposits, prepaid rents and accrued expenses), leaving $59,831 unencumbered.

LocalWorks, currently occupying Suite 305 (7,250 square feet) expanded into Suite 105, which is an additional 6,090 square feet, as of March 1, 2024. Like the agreement for Suite 305, the expansion also is a license agreement with profit sharing. It is assumed to be low-risk, but also has no defined income model.

Through Sept. 30, 2025, fiscal YTD profit sharing with NAPS Property Inc. totaled $39,900, which averages $9,975/month. The year-to-date total is $6,408 under budget. The budget assumes continued growth over the fiscal year as LocalWorks expands its client base.

Suite 350 (400 square feet) was leased to Body and Sole with rent beginning Sept. 1, 2025. The tenant is paying $1,200/month for a two-year term.

The current cash projections assume continued vacancies on the 2nd floor, as well as Suite 300. Jim Stokes of STOLADI Property Group, Inc. has been contracted to lease the space.

The cash forecast for the fiscal year assumes contributions of $40,000/month from the landlord to cover building operating expenses. However, to the extent vacancies are leased and/or LocalWorks becomes more profitable, these contributions may decrease. Fiscal YTD contributions total $160,000.

As of Oct. 1, 2025, NAPS Headquarters' social media results were as follows:

Facebook had 4,609 followers (up from 4,334 in October 2024 or 6.35%). Posts generally garner an average of about 500 to 2,000 views; the most engaging posts get about 4,000-5,000 views and up to 24,000-plus views organically.

The competition for organic views on Facebook's timeline remains intense. Every year, NAPS' page competes with many organizations, individuals and pages to appear on people's timelines while scrolling through the platform. Most of NAPS' web traffic from social media continues to come from Facebook (90%+).

It's still important to be on the other platforms for visibility (Instagram and LinkedIn). LinkedIn, especially, is growing at a rapid rate organically (without paid ads).

Instagram had 525 followers (up from 470 in October 2024 or 11.7%).

LinkedIn had 1,209 followers (up from 998 in October 2024 or 20.51%).

FYI only: NAPS' X/Twitter account no long is in use; 694 followers as of Oct. 1. The account was discontinued per Butt's directive on Nov. 2, 2022.

NAPS' updated website launched in the December/January timeframe and the Google analytics code for tracking website data was added on March 25. Website data is collected for the April-September 2025 time period and is compared to the April-September 2024 time period.

NAPS' web traffic (number of users) for April-Sept 2025 compared to SPLY showed a significant increase of 37.24%. This was in large part due to information shared and posted on the website in May and June. For example, the post, "House Oversight Committee Approves $50.9 Billion in Federal-Postal Retirement Cuts by One Vote," received over 20,000 views alone.

Email remains a significant factor in boosting NAPS' website traffic and readership. The news pages and magazine articles regularly published online and distributed through email also are among the most popular pages.

Reposting printed magazine articles on the website is crucial because it offers current and potential association members an additional means of accessing the information. Furthermore, it provides the website with consistent and fresh content, which is essential for Google and search purposes.

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

While the magazine articles are popular, it is worth asking if there is other information NAPS wants to get out to its audience in other/newer formats. This approach could help expand messaging, increase website traffic and further attract potential members. Additionally, digital communication easily can be tracked.

Southeast Area Vice President Bobby Bock asked if it is possible to have a NAPS app where members can use their phones to link to the website. It will be considered.

As of the September 2025 DCO (reflecting DCO membership through PPs 19 and 20), NAPS had 28,894 members (27,488 active and 1,406 associate; 95% and 5%, respectively). Total membership from one year ago (PPs 19 and 20, 2024) was 29,032 (27,568 active and 1,464 associate); an overall total decrease versus SPLY of 138 members or (1%).

As of the September 2025 DCO, the total number of active non-members was 20,261. This number is based on USPS payroll files of non-member EAS employees that also includes postmasters. Based on current membership totals, there are approximately 43% non-members. Non-members from a year ago, September 2024, were 20,582, a decrease of 321 or 2%.

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

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

NAPS also encourages members to view the monthly SWCs report as it shows where vacancies exist that potentially will be filled. Any individual listed as a non-member should be contacted and informed about the benefits of joining NAPS.

Much discussion on membership ensued.

Contracts have been received for:

• ConferenceDirect to conduct hotel site searches and negotiate the business terms and contract for the 2030 NAPS National Convention venue, as well as manage the 2030 National Convention.

• Balent-Young Publishing Inc., for *The Postal Supervisor*.

• The contract with the printer will expire at the end of the year; waiting on its proposal.

Discussions followed on when the NPA matrix will be published, KSA training, focusing on training and conducting a training academy, as well as the background of Lindsey Butler who is detailed to Bruce Nicholson's previous position.

Jim Stokes, Stephanie Gleichsner and Shelley Baxter from the STOLADI Group addressed the board. The company is committed to a flat management fee of $1,400/month since the start of its partnership with NAPS in 1994 and continuing through the future—a 31-year savings of $336,045. The group provides scheduled preventive maintenance and inspections, work order tracking, 24/7 emergency response and construction management.

Stokes was hired to lease the building vacancies in July 2024. The Old Town Alexandria market occupancy in 1994/1995 was 89% to 90%; it dropped after COVID-19. The vacancy rate currently is 30%; availability is 62%. Space is not being used.

There have been tours of the property; STOLADI paid for a broker open house and is the first to try and reintroduce the property since COVID. Space still is not leased. In Old Town, 214 buildings are vacant; 110 are NAPS' competition.

NAPS' rate is mid-range at $29/square feet, which would provide a return. The tenant on the first floor previously was at $22/square feet in 2024 for 4,000 square feet. It settled at $26/square feet with no tenant improvements.

Stokes indicated he has been getting calls and giving tours about every two to three weeks, with 18 tours since March. He is positive he will get the building leased. NAPS is back where it was in February/March when the white box was done. No tenant improvement was done on the third-floor space rented; someone is interested in Suite 300.

NAPS is looking for tenants with good credit. There are no upcoming projects for 1727 and 1729. Stokes is considering another broker open house in the spring. It was asked if there could be a hard-set sign on King Street stating the vacancy. The city of Alexandria recently did an audit and eliminated much outdoor signage.

Mulidore and Director of Legislative & Political Affairs Director Bob Levi presented the Legislative/SPAC report. Levi shared a letter from Texas Congressman Pete Sessions thanking NAPS for its support: "It is true that your organization makes a difference in postal policy!"

Levi gave an update on the Postal Service Health Benefits program:

• Jan. 1, 2025—PSHB implemented

• July 2, 2025—OPM IG "Flash Report" (stating shortfall in funding for open season)

• July 5, 2025—NAPS begins solitary lobbying effort

• August 2025—Key senators and representatives hold OPM accountable

• September 2025—OPM advises Congress of plans to reallocate resources

• September 2025—OMB requests "funding anomaly" of $21 million

• Nov. 10, 2025—Open season begins

The role of OPM for the PSHB:

• Maintain PSHB information technology capability

• Service PSHB website

• Negotiate with PSHB plans

• Interface with USPS enrollment

The role of the USPS for PSHB:

• Convey information to employees and annuitants

• Conduct health fairs and Zoom meetings

• Provide enrollment platform and written documents for PSHB participants

• Provide call-in number

Levi discussed the key points for why 2026 premiums have increased:

• Median private-sector health insurance premiums to increase by 18%

• Average FEHB enrollee contribution to increase 12.3%

• Average PSHB enrollee contribution to increase 11.3%

• Blue Cross Standard is the "preferred" plan for annuitants who opt-out of Medicare Part B

• Slight premium difference between FEHB and PSHB because FEHB adopted the same Medicare Part D coverage as PSHB

• Plans still adjusting premiums to reflect PSHB claims experience

Levi proceeded to discuss the struggles of the Postal Service:

• Chronic and acute financial losses

• Operational changes that resulted in severe mail delays

• Failure to dramatically increase package volume

• Midsummer collapse of international mail volume

• Deflated public approval of the USPS

Levi spoke of the total mail volume decline from 2020 through 2024 and the delivery point increase during the same period. Although revenue in 2024 increased to $80 billion, losses continued to increase, as well.

The USPS' polling numbers have dropped in all polls—Pew Research, Consumer Satis Index and the Gallup for 2025. Despite the lowered scores, the USPS still is rated at the top. The approval rate is lower, though, for the USPS compared to FedEx, UPS and Amazon.

Levi pointed out the threats to postal independence and public service:

• Piecemeal privatization

• Consolidate, close and/or contract out retail units

• Expand work-sharing opportunities

• Increase in use of contracted delivery services and Star Routes

• Revise universal service obligation

• Integrate the USPS in cabinet-level agency

• Expanded executive branch authority

• Governors and PRC commissioners more "aligned" with president's views

• Refusal of Congress to exercise oversight

• White House blackmails over request to increase debt limit or revise trust fund

• Weaken PRC authority

• Challenge constitutionality of *Title 39* of the U.S. Code

Levi next discussed the Board of Governors and the Postal Regulatory Commission. There are four vacancies on the Board of Governors; it cannot have more than five members from the same party. One Republican will be leaving Dec. 8, 2025—Ramon Martinez. That leaves Amber McReynolds (I), chair, Daniel Tangherlini (D), Derek Kan (R) and Ron Stroman (D).

PRC Chairman Michael Kubayanda departed on Oct 3, 2025. Robert Taub (R), vice chairman, is the interim presiding officer. Also on the PRC are Ashley Poling (D), Anne Fisher (R) and Tom Day (I).

Key postal players:

House Committee on Oversight and Government Reform—James Comer (KY), chair; Bob Garcia (CA), ranking Democrat

House Subcommittee on Government Operations—Pete Sessions (TX), chair; Kweisi Mfume (MD), ranking Democrat

Senate Committee on Homeland Security & Governmental Affairs—Rand Paul (KY), chair; Gary Peters (MI), ranking Democrat

Congressional Appropriations Committees—Sens. Susan Collins (R-ME) and Jack Reed (D-RI); Reps. Dave Joyce (R-OH) and Steny Hoyer (D-MD)

Levi stressed that advocacy response by NAPS members to H.R. 1 was successful. The Eastern Region led in total responses to the House and Senate, followed by the Northeast Region, Southern Region, Central Region and Western Region, respectfully.

Congressional redistricting is a concern. Texas redrew its map to switch five Democratic seats to Republican. California has redrawn its map to switch five Republican seats to Democratic (subject to referendum). Other states considering reapportionment are Florida (R), Illinois (D), Indiana (R), Maryland (D), Missouri (R), New York (D), North Carolina (R) and Ohio (R).

Regarding SPAC, the 3rd quarter, five-year trend is the lowest for 2025. The highest year was 2022, but it has been declining each year since. NAPS Executive Board contributors are at the following levels: 10 members in the President's Ultimate, six in VP Elite, five in the Secretary's Roundtable, one in the Chairman's

Club and one in Supporter. Half of the board members are members of the “Drive for 5.” Levi informed the board that Tennessee Branch 32 has challenged its members to join the “Drive for Five” in September, calling it “Spac-tacular.”

Mulidore made SPAC presentations for reaching the President’s Ultimate to Bobby Bock, Luz Moreno, Tony Dallojacono, Tom Hughes, Dee Perez and himself.

Disciplinary Defense Provider Al Lum, with Mulidore, provided a DDF report. Lum talked about probationary periods. In one particular case, after filing, the Postal Service filed there is no jurisdiction to make a decision as the employee did not have one year of continued service in the same or similar position. They did not complete one year of service in the position and are considered to be in a one-year probationary period; there is no recourse in *ELM* 650. What does this mean?

The Postal Service determined that, with a promotion from craft into management, there will be a one-year probationary period. Butts sent Lum an email stating a postal employee only needs to go through one probationary period; he cited *ELM* 421.41 Appointments:

“The types of appointments are as follows:

a. *Career appointment*—a new hire for an appointment without time limit requiring the completion of a probationary period that confers full employee benefits and privileges. The term applies to (a) new employees, (b) former employees who are being reinstated, (c) employees transferring from federal agencies, and (d) current Postal Service employees who choose to transfer to or from the rural carrier craft.”

In FY25, June 1, 2024, through May 31, 2025, Lum reported:

• 100 cases: 79 closed, 21 pending

• Total cost: $259,944.97; average cost per case: $3,170.06

• 68 MSPB cases, 44%: 4 won, 6%; 7 lost; 9 withdrawn, 13%; 18 pending, 27%

• 25 DCA cases: 4 settled, 16%; 19 won, 76%; none withdrawn; 2 pending, 8%

• 7 *ELM* 650 cases: 5 settled, 72%; none won; 1 lost, 14%; none withdrawn; 1 pending, 14%

The cases by type were performance—32; finance—29; falsification—13; violence—13; sexual misconduct—7; attendance—4; theft—2.

• Performance includes failure to perform assigned duties, follow instructions.

• Finance includes unit reserve shortages, health benefits, salary over payments

• Falsification includes scans, TACS, reports

• Violence in the workplace includes verbal/physical altercations

• Sexual misconduct includes verbal/physical harassment, relationships

• Attendance includes failure to be regular, tardiness, LWOP, AWOL

• Theft includes unit reserve accountability, postal property

Cases by area: Capitol-Atlantic—15; New York and Illini—9; Rocky Mountain—8; MINK and Pacific—7; New England, Southeast, Cotton Belt and Texas—6; Northwest—5; Pioneer and Michiana—4; North Central and Central Gulf—3; Mideast—2.

For FY26, June 1, 2025, through Sept. 30, 2025 (5 months):

• 45 DDF cases: 8 closed; 37 pending

• Total cost: $30,564.18; average cost per case, $4,009.17

• 37 MSPB cases: 6 settled, 16%; 1 won, 3%; none lost or withdrawn; 30 pending, 81%

• 4 DCA cases: none settled; 1 won, 25%; none lost or withdrawn; 3 pending, 75%

• 4 *ELM* 650 cases: none settled, lost or withdrawn; 4 pending, 100%

Cases by type were performance—27; finance—6; falsification—4; violence—4; sexual misconduct—2; theft—2.

Cases by area: Mideast and Southeast—7; New York and Cotton Belt—6; Capitol-Atlantic—4; North Central and Pacific—3; Pioneer, Central Gulf and Texas—2; Michiana, Northwest and Rocky Mountain—1; New England, Illini and MINK—0.

Deputy Postmaster General and Chief Human Resources Officer Doug Tulino addressed the board. Butts reminded the board EAS employees received an average 18.24% increase over the past three years since January 2022. He thanked Tulino for the partnership making this happen.

Tulino commented that, this past year, the Postal Service has been the most interesting it ever has been over his career. He is passionate about the agency and the commitment of all the employees. “The heart of what we do is for the American people,” he affirmed.

Tulino urged board members not to get concerned over that which they have no control. Congress can make changes, but it’s important not to get tied to it. “We need to continue to drive the strategy put in place four years ago,” he advised. “Ask our critics for their ideas as to how they would change the direction of the Postal Service to help it thrive into the future. You will hear crickets. Many are quick to criticize, but offer no solutions."

Tulino said the strategy the agency has implemented still is going to be the core of what it does. "It was absolutely necessary to structure ourselves differently due to the change in our product mix," he offered. "We have made capital investments to structure ourselves for the future.

"Our future is to capture a greater share in the package market. We have not given up on mail; it is 57% of our revenue and is very important. The younger generation does not view mail like we do. At the end of the day, we need to retool to get a better market share of the package business; we are in discussions with our competitors and partners. We are negotiating to our advantage and changes we make put us in a position to be successful."

Tulino said the "Delivering for America" plan was predicted to be further along than it currently is, which was a miscalculation on his part. "We restructured the entire organization in a short amount of time," he observed. "It is hard for people to change their culture in a short period of time. We are on a good trajectory to be successful."

Despite rumors, Tulino stated he is not retiring. He stressed that service scores must improve and have; he is convinced the agency will get there. The organization also needs to get costs down—employee mix is the key.

"We need to quiet the critics by providing better service and decreasing costs," he said. "There will be a greater emphasis on revenue. Since the DFA was implemented, we planned to make $3.6 billion in cost reductions; we are about halfway there. We have been through the growing pains.

"Ground Advantage has exploded; now I need to get the service scores. People want the product. There is great emphasis on revenue. We need to be aligned as an entity. The message needs to get funneled down to where the rubber meets the road. Our employees are getting mixed messages; messaging needs to get better. We need to get service, costs and inefficiency off the table."

Tulino said he greatly appreciates NAPS' support and the jobs its members do. The Postal Service comprises 640,000 employees—it is a people business.

He took questions from the board:

Is TACS being eliminated and a new time-keeping system being implemented? Also, can we fix the way to which employees are spoken? Tulino reminded the board he has talked a great deal about how people should be treated. "When there is a culture with no consequences for behavior, it is difficult to change," he offered. "Being that all silos are now under one umbrella, we will see a change. My expectation is people are to be treated with dignity and respect. People need to understand the strategy and the part and importance they play in engaging with employees and in driving service."

He said that, in 1999, when he went to Postal Headquarters, it was a train wreck: 135,000 labor cases were backlogged, there were safety issues and more. "We have come a long way," he said, "but still have a way to go. We focus too much of our time on those 5% who don't care—not on the 95% who are doing the right thing.

"We need to stop doing reports for the sake of doing reports; it's ridiculous! We need to drive service, reduce costs and create a good work environment. I am very adamant about people being treated right."

Regarding TACS, Tulino said he is not familiar with any changes, but that NAPS would be provided information on any changes. The Postal Service is losing a lot of money in grievances.

In response to a request for additional relief supervisors, Tulino said he is open to suggestions and willing to tweak and change the formula. NAPS has been contacted by the OIG regarding an audit on the relief supervisors. The issue is they are not being used correctly—instead of being used for relief, they are being detailed to unauthorized positions.

Regarding the fleet, Tulino said the USPS has not bought any tow trucks that could help reduce costs. Fleet said it could ask for funding, but does not think it will get it. If tow trucks or flatbeds could be purchased, it would reduce costs by a great margin as the expense of using private companies is extreme.

Tulino said we have carrier vehicles that are very outdated. The agency had a vehicle plan with 10% electrical vehicles. After discussions with the administration and through the Inflation Reduction Act (IRA), the USPS received funding for additional electric vehicles. It is having meetings with the vehicle contractors regarding not receiving vehicles timely; it is getting better.

There was a concern from the field that a RIF batch's effective dates had been changed to a later date. Tulino said he was unaware of this and had not heard anything.

There also was a concern that NAPS is not allowed to speak to new supervisors when they attend their training; NAPS would like a seat at the table. Tulino said the challenge is having something on which all organizations can agree. He is concerned there could be the appearance USPS Headquarters is taking sides.

It was asked if there could be quarterly, face-to-face meetings with the area vice presidents instead of Zoom meetings. Tulino agreed it was a good idea.

It was asked if Express Mail can go back to overnight delivery. Tulino said the product never earned a lot of revenue and cost a great deal. “We are not set up to be an express mail service provider,” he offered. “We need a system for mail and packages to get to plants efficiently. People want to have confidence when their mail gets there and know when it will arrive.”

It was mentioned that Customer Service is concerned about service as it gets a bad product from the plant. Offices/stations continually need to change plans daily due to mail-arrival issues. There also are unprofessional telecons between plants and Customer Service. What about postal daycare?

Tulino agreed there is a disconnect among Retail Delivery, Mail Processing and Logistics. “Who to blame does not matter,” he stressed. “The parties need to work their portion and take responsibility and do things the correct way. NPA goals will be interchangeable between groups. The focus needs to be on getting them to work together.” As for daycare, there were three or four pilots in the past, but costs were extreme with insurance, etc.

It was mentioned that, at the NAPS Michigan Convention, both Michigan district managers were in attendance and communication opened up. In plant operations, there is an issue in mail processing with no leave allowed in November and people being put on administrative leave for minimal reasons.

Also, NAPS wants to be on the RIF Zoom townhall meeting. Tulino said there is serious work to do and people need to be responsible for carrying out their part. “We must get them to understand working together is better than working apart,” he stressed.

NAPS affirmed it is there to help, but it feels as if the Postal Service does not want it there as NAPS may criticize the agency. NAPS wants to help! Tulino said NAPS is part of the management team and should be used as a vehicle to get the message out.

NAPS asked how to give feedback on the apprentice program. Jenny Utterback is the contact point. Tulino said the program needs to stay structured and should not be tweaked—stay with the structure. Availability of coaches is an issue.

Also, relief supervisors need to ensure they follow a schedule. The purpose of relief supervisors is to give the supervisor a rest day, as well as reduce T-time usage and 204(b)s so they can work their craft duties.

Tulino stressed he is very optimistic about moving forward and thanked NAPS for all the work it does.

Sheri Davies of ConferenceDirect updated the board on the 2026 LTS. The branding is completed and was shown to the board. Davies noted that SPAC photos at the conclusion of Monday’s program will be moved to the Grand Ballroom in order to allow sufficient time to set up for the SPAC reception. The wreath-laying ceremony at Arlington National Cemetery will be held Sunday at 12:15 p.m.

Branding also has been completed for the 2026 National Convention, Aug. 9-14. Davies has negotiated a 1.5-hour complimentary beer/wine reception with appetizers on Monday. Convention bags have been selected and ordered; space has been mapped out and completed.

Davies and Butts have met with San Francisco Branch 88 President Linda Thomas and her local team. All pertinent responsibilities have been shared with them (golf, Monday opening ceremony, pins, convention bags, article-due dates, theme for Monday night, etc.).

Davies provided training and best practices to board members on how to negotiate hotel contracts. Deposits are a concern; asking for a direct bill will help creditworthiness. If a hotel requires deposits, it will be tier deposits. Some key points:

• The hotel will review its own credit files and/or credit reporting services and attempt to confirm the group’s credit based on such sources.

• Should the hotel fail to send the credit application form or fail to send a written reminder for the credit application form to fill out, the hotel will automatically extend credit to client.

• Should the group’s credit be denied, hotel agrees the group will be allowed to pay per this deposit schedule:

—25% due within 14 business days of the time credit was denied

—25% due one month prior to the event

—50% due three days before the event

The monthly USPS consultative meeting was held with USPS representatives Lindsey Butler, James Timmons and Paulita Wimbush *(see page 14)*.

Next, Mulidore greeted Robert Taub, Postal Regulatory Commission vice chairman and interim presiding officer. Taub has been involved in the postal arena for 31 years. He was confirmed to the PRC 14 years ago.

Taub reiterated that the Postal Service is 100% part of the government with a public service mission. Congress continues to recognize it is a government agency, but never gave the Postal Service the right to sets its rates.

The PRC has five commissioners who handle issues such as prices, products and service being met. Taub served six years as PRC chairman. Michael Kubayanda served as chairman the past five years, but had been contemplating retirement and retired in October.

Taub said he is concerned about the state of the Postal Service and deeply concerned with its trajectory. He was hopeful five years ago with Louis DeJoy and his "Delivering for America" plan, but revenue, volume and service are not going well, he observed.

Taub said he continues to wait year after year to see a positive trajectory. PMG David Steiner has said the DFA is the right plan; it just needs to be implemented. "I am nervous about the future," Taub affirmed. "Service is not going well and there are continuous changes in performance measurement. Any event affecting service is being discounted."

Taub took questions from the board. He was asked about the new PMG. Taub responded he met with Steiner in August; they will meet quarterly to discuss finances and more. Taub said he has a positive impression of Steiner.

Taub declared the agency's shareholders are the 330 million Americans. He does not know anyone in Congress who believes the DFA is working. Steiner met with Senate Homeland Security & Governmental Affairs Committee Ranking Member Gary Peters and affirmed he is continuing with the DFA.

There is concern with delayed parcels not being reported and communities being destroyed due to bad mail service. Taub said he does not doubt for a moment that Doug Tulino cares strongly for the Postal Service.

Regarding decreasing service standards and concerns over privatization, Taub stressed the PRC still is operating; he does not know what the current administration will do. There is concern that USPS governors and PRC commissioners are at risk.

The PRC is concerned with collection mail not being picked up until the next day and said the Postal Service needs to get back to basics. The DFA plan is built around the package business, but the package market has declined. He continues to be concerned about service and the lack of infrastructure for electric vehicles.

Also, Taub said, the BOG needs to look more closely at financials. From where are the losses coming? Expenses are increasing. The DFA plan is not bringing in revenue or covering costs. The PRC looks yearly at rates to determine effectiveness, as well as examine service. Taub reminded the board the PRC is the regulator—not the operator. Its financial report goes out in May, but for the previous fiscal year.

Butts thanked Taub for meeting and sharing his perspective.

Mulidore presented Robert Washington and Jaime Elizondo with SPAC President's Ultimate certificates and pins.

Following are the Executive Board Committee reports:

Legislative—Bill Austin reported he canvassed all his branches to make sure they contacted their legislators; his legislative assignments will remain the same in 2026. The only change will be a new schedule for Massachusetts, which is to be determined. New York Area Vice President Tom Hughes and Buffalo Branch 27 President Dennis Gawron attended a fundraiser for Rep. Nick Langworthy (R-NY) of the New York 23rd Congressional District.

Committee Chair Marilyn Walton summarized her activities that included being active in fighting H.R. 1, the budget reconciliation bill that contained items that would have negatively impacted postal employees. She also coordinated with Bob Levi to ensure California NAPS members were informed of the effects if postal proposals in the bill passed.

Walton invited Levi to address the California Postal Legislative Coalition's Zoom meeting on the importance of everyone contacting their congressional representatives and senators. The group focused on five California representatives whom they wanted to join the coalition in opposing the bill. Walton monitored the tracking graph showing which NAPS areas in the Western Region needed more outreach in opposing the bill

She continues to encourage local and state legislative teams to attend legislative fundraisers, as well as attend town hall meetings on Zoom and in person. Since the government shutdown, Walton attended two Zoom town hall meetings dealing with upcoming increases to health care.

Ron Jones of the NALC and Walton hosted a coalition planning meeting on Oct. 16. Thanks to Levi for his presentation on OPM readiness for open season. NAPS was the only postal association voicing concern regarding this issue.

Levi shared that the Postal Service ensured Postal Service Health Benefits will be ready for the Nov. 10 open season. His presentation also included additional postal information that Walton shared with her mailing list.

Walton continues to work with SPAC committees in the Western Region to encourage contributing to SPAC and consider joining the "Drive for 5" initiative.

Kevin Trayer reported he attended a meet-and-greet, hosted by the Grand Rapids local Teamsters' union, with Rep. Hillary Scholten (D). He also met with other professional organizations representing the teacher's association at the local and state levels, as well the Airline Pilots union.

Since then, Trayer wrote a letter to the Teamsters Grand Rapids, MI, branch about having all unions and associations come out united against all the attacks on unions and federal workers' right to organize and represent its members, as well as fair pay and benefits. Trayer expects to hear back later regarding the joint meeting.

He also suggested putting out a joint press release to the news media that would demonstrate the groups' strength and unity.

Bobby Bock said he continued to actively communicate with NAPS members regarding the legislative agenda. These communications take place through multiple channels, including local branch meetings, state board meetings and conventions. In addition, he regularly sends email updates to members across the Southeast Area to keep them informed and engaged.

He specifically increased outreach regarding H.R. 1, encouraging members to contact their local congressional leaders to advocate on behalf of NAPS' issues. Bock personally reached out to Rep. Corey Mills (R) and both Florida senators to ensure NAPS' concerns were heard and understood.

Regarding SPAC, Bock is proud to be a President's Ultimate contributor. The Southeast Area continues to lead by example—ranking #1 in per-capita contributions and #3 overall in total area contributions. Florida achieved an impressive #2 ranking in total money raised.

Looking ahead, the Florida delegation plans to elevate its SPAC efforts with an exciting new raffle initiative. Additionally, Bock said he is proud to recognize Patti Lynn, who was honored with the NAPS Gold Standard Legislative Leadership Award at the 2025 LTS.

Walton thanked her committee: Bill Austin, Bobby Bock, Chuck Mulidore and Kevin Trayer.

Constitution and Bylaws—Chair Bill Austin reported four resolutions were submitted to the board for adoption *(see board motions on page 46)*.

Austin thanked his committee—Jaime Elizondo, Bob Washington, Dan Mooney and Myrna Pashinski.

Training—Chair Myrna Pashinski reported that, on Oct. 15, the committee had a short Zoom meeting to go over its report. Discussion included training provided by Past President Brian Wagner and former Secretary/Treasurer John Aceves and the need to review the training to ensure resources are in alignment with the *ELM* and NAPS' *Officer Training Manual*. Not everyone was in attendance; the committee agreed to meet during lunch on Monday to divide the training presentations.

Butts mentioned Dr. Gigi Griffin-Ernest, manager, USPS National Center for Employee Development, and potential development of the NAPS Training Academy. He later joined the lunch meeting to further discuss his thoughts on the training academy.

Ed Laster sent the committee two documents—a PowerPoint presentation on KSAs and a *Postal Bulletin*. The committee discussed the Operational Excellence Labs that should be in each district. The committee asked Butts to set up a Zoom meeting for the committee to meet with him and Griffin-Ernest to discuss the academy and develop plans.

Pashinski said she would take the presentations Wagner and Aceves have provided and break them into groups and send to each team member. A Zoom meeting was planned for mid-November to review the materials.

Butts scheduled the first Zoom meeting with the Training Committee, Jimmy Warden, Dr. Gigi

Griffin-Earnest and Yolanda Moore, manager, USPS Strategic Learning Programs, for the initial NAPS Training Academy meeting. It was agreed to use Batch G for a beta group for KSAs. Pashinski reached out to Felipe Flores, Western Division senior director, and HR managers in her six-state area.

Pashinski thanked her committee—Pam Davis, Dan Mooney, Dwight Studdard and Ed Laster.

Postmasters—Chair Dee Perez reported the committee did not have as many Zoom meetings—not because of a lack of topics, but, rather, due to bad timing. All too often, many members experienced conflicts with dates and times; some had to attend their own branch meetings.

To compensate for this, Perez sent numerous important emails to keep everyone informed, covering a range of topics from legislation to local district policies and, recently, new operational developments, along with a training module for employees who seek upper-mobility.

On Aug. 27, the committee had its most recent Zoom meeting—an open forum for committee members to vent and discuss any topics related to postmasters. The goal of this committee is to unite postmasters in the NAPS family and address concerns they may have.

Perez said the committee is on the right track because all Executive Board members on the committee are providing support. Along with his many daily emails, this ensures everyone understands that NAPS is here to help them and they are part of the NAPS Team—regardless of their USPS title. "We are family!" he declared.

Perez is focused on holding more Zoom meetings in FY26 to provide additional guest speakers, including USPS and NAPS leaders. He will submit another request to USPS Headquarters for Zoom training on *Rural Form 150*.

Perez thanked his committee members—Tony Dallojacono, Chuck Mulidore, Pam Davis, Troy Griffin and Craig Johnson—for their support and time during the Zoom meeting, as well as sharing their valuable experiences and opinions on all the topics discussed.

Ethics—Craig Johnson, chair, reminded Executive Board members it is their responsibility to review the Ethical Conduct Guidelines contained in the Executive Board Member Duties and Responsibilities.

Ethical Conduct:

• Board members must at all times perform their duties in an ethical manner.

• Refrain from making potentially libelous remarks, written or verbal.

• Use your board allowance only for NAPS-related business.

• Do not use your official capacity in the Association for personal advantage.

• Do not use Postal Service materials for NAPS-related business. The use of Postal Service supplies and penalty envelopes for anything other than postal business is against postal regulations.

• Do not use your NAPS office materials or expense account funds for campaign purposes.

Johnson said the committee needs to clarify ethics guidelines in the appeals process. It is suggested or encouraged that local branches include ethics guidelines in their constitutions and bylaws.

After speaking with NAPS' Legal Counsel Bruce Moyer, Johnson suggested adding "a member in good standing" to Article III, Membership, Section 2, after personnel at the end of Section 2 (a). It also was suggested to develop a potential resolution to be presented before the body at the next national convention. Johnson said the committee will discuss these suggestions.

Johnson thanked his committee—Jaime Elizondo, Richard Green, Marilyn Walton and Dee Perez.

Executive Board Duties and Responsibilities—Chair Shri Green said there were no recommendations to report. She thanked her committee—Ivan Butts, Richard Green, Craig Johnson and Luz Moreno.

Plant Staffing—Chair Chuck Lum reported the committee has reviewed recommended policy changes submitted by the USPS to the Maintenance Operations policy, Response to Hazardous Materials Release, Hazardous Material Acceptance and Handling Policy and Pub-52—Hazardous, Restricted, Perishable Mail. No additional recommendation was made to proposed changes as new language was in line with past policies and procedures.

The committee continues to keep current with the impacts of the plant re-rankings and status of the RIF impact lists to ensure impacts to NAPS members are addressed and resolved.

Lum thanked his committee—Shri Green, Kevin Trayer, Luz Moreno, Dwight Studdard and Bob Washington.

PFP—Chair Tony Dallojacono reported his committee held a Zoom meeting on Sept. 8 to discuss some of the issues in the NPA scorecards. First discussed was the DPH to SPLY score being 10% of associate offices' score.

The DPH to SPLY is based on LDCs that have nothing to do with actual mail delivery.

This includes an adjustment for packages to SPLY by 60 seconds to account for the difference in SPLY volume. What are considered parcels? Employees did not have anything to do with contracts the Postal Service did not sign with other companies with loss in volume in some areas.

The committee also discussed Customer Experience, which is 5%, being graded by MPOO scores when these are not completely in each office's control.

The committee talked about employee separation, which is 5%, based on the district level.

In closing, the committee discussed that EAS employees are first given goals based on scorecards not completely within their control. A fair scorecard for everyone should be based on each individual facility and plants based on what is within their control.

Dallojacono thanked his committee—Bobby Bock, Troy Griffin, Chuck Lum, John Valuet and Ed Laster.

SWCs—Chair Jimmy Warden said there were no updates to report. The committee is pursuing having S&DCs have their own SWCs calculation based on the complexity of the operation. Warden thanked his committee—Tony Dallojacono, Ed Laster, Tom Hughes and John Valuet.

The yearly evacuation drill was held for 1727, 1729, 1731 and 1733 King St. addresses. The board made recommendations including a posted evacuation plan. People should access the building at the closest exit—not by going to the garage and exiting. Butts asked the Plant Committee to put a proposal together to be submitted to STOLADI, the building management group, with recommendations on improving the evacuation plan.

Butts presented new Executive Board member New York Area Vice President Tom Hughes with his Executive Board Member pin.

Butts next welcomed Chief Retail and Delivery Officer Elvin Mercado. He told the board Mercado has been working with Warden regarding Zoom blackout periods. Butts said he looks forward to hearing from Mercado about upcoming initiatives.

Mercado said he always has had a great relationship with NAPS. He spoke about the Zoom blackout—no Zoom meetings from 7 a.m. until 10 a.m.—and said he is committed to the blackout. Morning employees need to concentrate on the operation, as well as the afternoon and getting carriers back. "Supervisors should have quality and a balance of life and work," Mercado stressed. "It is the right thing to do; performance has been improving since the Zoom blackout was put in place."

Board members should notify Warden—who will contact Mercado—to inform him of any areas not adhering to the Zoom blackout. Also, supervisors should not be on a Zoom; the MPOO or PCES postmaster should be on if there is a chronic problem.

Mercado said that, in CRDO, he has Headquarters directors focusing on service and area vice presidents focusing on workhours. All areas have been notified of the Zoom blackout. Mercado reiterated to forward issues to Warden, who then will forward issues to him.

Face-to-face area/management association meetings are a concern. Mercado said the meetings will resume every quarter with the USPS area vice presidents.

Mercado said he is focusing on engagement with supervisors and has established a huddle board process. There is no undue pressure to do it as it will be a slow process, but the purpose is to share information from the postmaster down. There is a huddle board dashboard with specific information for an office; a 10- to 15-minute discussion should be taking place—it is like a mentoring piece.

Mercado reported there are four huddle boards: one each for carrier, clerk, custodial and a management huddle board. It has started with the PCES postmasters; a team is out assisting and to see where it is occurring. The purpose is engagement; everyone should know what is happening in their operations and how they performed.

There was concern with having multiple dashboards. Mercado said CRDO is in the process of building a one-stop dashboard. He agrees that engagement has been lost; higher-level managers need to be on the floor, coaching the supervisors—not in their offices behind a desk or on a Zoom meeting.

Mercado acknowledged it has been difficult changing the culture. The dashboard will be streamlined with one view. One issue is getting the numbers early enough to get them on the huddle board.

CRDO is working on getting pertinent information first for the huddle board so it can be posted; the huddle board should not be Headquarters-driven. The purpose is knowing how a specific office is doing.

There also is a concern with small offices. They may not need a huddle board, but can just print it out and read off.

Mercado talked about the concern of going from a 60-minute office time to a 45-minute office time; nationally, the average is 33 minutes. He is confident they can make the 45-minute office time and still get the employee the information via the huddle board.

It was discussed that emails are an issue—employees are copied on every email, even those that may not pertain to them. Mercado said emails need to be specific and sent only to those who need to read them. Multiple NAPS board members said that mail plants and VMFs have huddle boards.

Mercado discussed peak season that starts Nov. 24. The first week, everyone will be on telecons. After that, telecons will be by invitation-only. The intent is to see how they can assist. Mercado said the goal is to be doing so well they won't need to make any calls. This was communicated at the end-of-year CRDO meeting.

The Postal Service is looking to hire 5,000 holiday clerks (HCAs) and 1,200 carriers for peak; decouple Nov. 30 and recouple Sunday Amazon on Dec. 28. Vehicle rentals will be left to the local offices; there is no national contract. Almost every district has authorized extra vehicles.

Also, offices/stations only will receive the early drops—no late drops. Starting early November, Mercado explained, there will be afternoon drops in S&DCs, LPCs and others.

CRDO has met with every Headquarters vice president and set real expectations of what is needed from them for peak season. Headquarters/Field support function employees will be sent to some offices to assist with retail; back office needs to allow supervisors time to supervise employees.

Mercado said they will be finalizing what Sunday operations will be added. A lot of good plans have been established around peak and will adjust, if needed; volume is a concern.

If an area wishes to have an area vice president attend a seminar, please copy Talaya Simpson, Mercado's assistant, on the email so it can be expedited. In response to a concern pertaining to the proper use of relief supervisors, Mercado has assigned Mark Wheeler. They are looking at what the base schedules are versus what they are doing. NAPS will get invites to all open houses, especially for S&DCs.

Mercado affirmed any managers or postmasters working on Saturdays should get another day off during the week. Employees need to take ownership of their operation and not wait until they are told what to do. They should be making the right decisions.

A concern was raised regarding an employee being promoted from a Level-17 to a Level-20 and being given corrective action within two weeks. They did not have the essentials class. It was reiterated EAS employees need structured training.

Dwight McTizic, PNC vice president and Investment Market director, addressed the board. He replaced NAPS' former PNC representative, Amy Bartosh. McTizic has been with PNC for 10 years and works exclusively with institutions.

He reviewed NAPS' portfolio, saying the underlying fundamentals remain stable. Tailwinds from expected Federal Reserve interest rate cuts and accelerating business spending should continue to provide economic support. A softening labor market is expected to continue, but not so abruptly as to derail expansion.

NAPS' portfolio is broadly diversified with an overweight to global artificial intelligence (AI) and technology. The AI innovation cycle remains in the early stages with technology and tech-adjacent companies expected to lead earning growth. Ongoing fiscal policy uncertainty supports NAPS' large-capitalization tilt.

As of Sept. 30, 2025, NAPS' portfolio totaled $7,458,238: equity—$4,833,762 (64.8%), fixed income—$2,402,144 (32.2%) and cash and equivalents—$222,331 (3%). Equity is broken down into U.S. large cap, 62.9%; U.S. mid cap, 4.1%; U.S. small cap, 3.4%; international large cap, 18.6%; and emerging markets, 11.0%. Fixed income is broken down into core, 53%, and core plus, 47%.

NAPS Executive Assistant to the President and Office Manager Sheena Williams and Office and Membership Assistant Tierney Campbell discussed the new NAPS Store that will use Printful, Inc. as the supplier. A link will be on the website. When an order is placed, the host website will send it to the supplier who packs and ships the merchandise directly to the buyer. New items will include bucket hats, binders, pickleball rackets and more.

Printful charges $24.99/month; the website Spotify cost is $39.99/month; and the Canva Website design is $12.99/month.

Warden discussed the budget. He sent the 2024-25 budget to the board before this meeting. No questions were asked pertaining to last fiscal year's budget. The audit performed by CohnReznik Accounting Firm was shared with the board. No deficiencies were found or recommendations made.

The Executive Board went into executive session to get an update from Attorney Andy Freedman and Legal Counsel Bruce Moyer on the pending lawsuit against the Postal Service.

Following are the motions and resolutions:

Motion #2—Made by Bobby Bock, seconded by Dee Perez, that:

"Beginning in NAPS Fiscal Year 2025-2026, that the AVP training budget be raised from $5,000 to $6,000 yearly."

An amendment was made by Myrna Pashinski, seconded by Luz Moreno:

"To increase the AVP Training Allowance Account from $5,000 to $7,500 a year."

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

Because no one spoke against the original motion, the motion passed.

Motion #3—Submitted by Myrna Pashinski, seconded by Kevin Trayer, that:

"During the March 29-31, 2023, spring board meeting minutes, Motion #7 was passed to change substitution pay for retirees on the National Executive Board, except for resident officers." Motion #7—submitted by Kevin Trayer, seconded by Jaime Elizondo—reads:

"To increase the amount of substitution pay for retired Executive Board members, resident officers excluded.

Whereas, The largest number of EAS represented by NAPS are eligible for the Supervisor Differential Adjustment (SDA) and

Whereas, The USPS March 11, 2023, Supervisor Differential Adjustment (SDA) increased in all EAS categories for working EAS to an average daily rate of pay of $299.89, and where the mid-range average daily pay of an EAS-17, per the USPS Jan. 14, 2023, EAS Annual Salary Chart is $292.81, and

Whereas, NAPS Executive Board retirees, except resident officers, forego accepting full or part-time work/pay during retirement in order to perform their Executive Board duties and responsibilities by attending NAPS events to support and represent the members of their respective area and regions, and

Whereas, the minimum retiree Executive Board substitution pay should be commensurate with the approximate average daily pay of all EAS employees represented by NAPS, therefore be it

Resolved, That the daily substitution pay rate of NAPS' retiree area and regional vice presidents of the Executive Board be increased to $300 per day to be commensurate with the approximate average of EAS entitled to receive SDA and does not increase the current board allowance account amount, and be it further

Resolved, That the $300 daily substitution pay rate only applies to the Allowance Accounts of the respective area and regional vice presidents and does not change the current $250 daily substitution rate paid by NAPS Headquarters to retired board members for attending LTS, national conventions or when given a presidential assignment."

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

"Having now read this Motion #7 again, I move that, going forward, retired Executive Board members be forgiven overpayment for past payments over $250/per day substitution pay since the passage of Motion #7 at the March 2023 spring board meeting and that the new wording be "Substitution pay for retirees will be paid at the rate of $300 per day for all official business of a NAPS Headquarters board member."

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

Motion #4—Submitted by John Valuet, seconded by Kevin Trayer, to:

"Amend Executive Board Duties and Responsibilities effective immediately regarding area/regional training seminars to increase the maximum training allowance to $2,500 for area training that is not advertised in *The Postal Supervisor*.

During the discussion, there were no "cons;" therefore, the motion passed.

Motion #5—Submitted by Jimmy Warden, seconded by Richard Green, to:

"Accept the contract with Balent-Young Publishing for services associated with *The Postal Supervisor* magazine as stated in the contract."

During discussion, there were no "cons;" therefore, the motion passed.

Motion #6—Submitted by Dan Mooney, seconded by Bobby Bock, that:

Whereas, The current Executive Board Duties and Responsibilities reads: "If electing to drive a POV, a cost comparison between driving a POV and flying must be completed whenever the total cost to drive a POV (allowable IRS rate per mile multiplied by the total number of miles driven plus tolls and parking) is expected to be $600 or more. Board members must submit a cost comparison sheet with their respective voucher whenever the $600 POV expense threshold is reached or exceeded. If total POV expenses are higher than flying, the member will be reimbursed for the lesser amount. If total POV costs are less than $600, no comparison is required and the board member may drive their POV in lieu of flying," and

Whereas, The $600 amount was established in 2018 when the IRS mileage rate was 54.5 cents per mile, it meant one could drive 1,100 miles ($600/.545 cents) maximum before having to submit a cost comparison, and

Whereas, Today, the IRS mileage rate is 70 cents per mile, meaning one could drive only a maximum of 857 miles ($600/.70) or 243 fewer miles, before having to submit a cost comparison, therefore be it

Resolved, That the new dollar amount before having to do a cost comparison be updated to $770, which allows one to travel the same 1,100 miles using the current established IRS mileage rate of 70 cents per mile (1,100 X .70 per mile = $770).

During discussion, there were no "cons;" therefore, the motion passed.

Motion #7—Submitted by Myrna Pashinski, seconded by Dwight Studdard, that:

During the spring March 29-21, 2023, board meeting, in the minutes, Motion #7 was passed to change substitution pay for retirees on the NAPS Executive Board except for resident officers. Motion #7 reads:

"Motion #7—Submitted by Kevin Trayer, seconded by Jaime Elizondo, to increase the amount of substitution pay for retired Executive Board members, resident officers excluded, and

Whereas, The largest number of EAS employees represented by NAPS are eligible for the Supervisor Differential Adjustment (SDA), and

Whereas, The USPS March 11, 2023, SDA increased in all EAS categories for working EAS to an average daily rate of pay of $299.89 and where the mid-range average daily pay of an EAS-17, per the USPS Jan. 14, 2023, EAS Annual Salary Chart is $292.81, and

Whereas, NAPS Executive Board retirees, except resident officers, forego accepting full or part-time work/pay during retirement in order to perform their Executive Board duties and responsibilities by attending NAPS events to support and represent the members of their respective areas and regions, and

Whereas, The minimum retiree Executive Board substitution pay should be commensurate with the approximate average daily pay of all EAS employees represented by NAPS, therefore be it

Resolved, That the daily substitution pay rate of NAPS' retired area and regional vice presidents of the Executive Board be increased to $300 per day to be commensurate with the approximate average of EAS entitled to receive SDA and does not increase the current executive allowance account amount, therefore be it finally

Resolved, That the $300 daily substitution pay rate only applies to the Allowance Accounts of the respective area and regional vice presidents and does not change the current $250 daily substitution rate paid by NAPS Headquarters to retired board members for attending LTS, national conventions or when given a presidential assignment."

Voting "yes" were Butts, Mulidore, Warden, Roma, Johnson, Elizondo, Walton, Austin, Perez, Trayer, Moreno, Mooney, McCartney, Bock, Studdard, Davis, Pashinski, Wagner. Voting "no" were R. Green, Dallojacono, Griffin, Laster, S. Green and Valuet. The motion passed 18-6.

Resolved: Moving forward, retired Executive Board members' compensation will be paid at the rate of $300 per day for all official business beginning Oct. 19, 2025.

Resolved: All funds owed by each current retired Executive Board member be given until March 31, 2026, to be paid in full.

The motion was amended by Myrna Pashinski, seconded by Robert Washington, to add the verbiage: That, due to an identified accounting oversight, retired Executive Board members were overpaid $50 per day for LTS, national conventions and presidential assignments.

Voting "yes" were Butts, Walton, Trayer, Studdard, Valuet and Pashinski. Voting "no" were Mulidore, Warden, Perez, R. Green, Johnson, Elizondo, Austin, Hughes, Dallojacono, Griffin, Laster, Moreno, Mooney, Washington, Bock, S. Green and Davis. The amendment failed, 6-17.

The original motion passed 23-0.

Motion #8—Submitted by Jimmy Warden, seconded by Luz Moreno, to:

"Accept the contracts with ConferenceDirect to conduct hotel site searches and negotiate the contract for 2030, as well as manage the 2030 National Convention." The motion passed 23-0.

Motion #9—Submitted by Tony Dallojacono, seconded by John Valuet, regarding Constitution & Bylaws Article VII, Section 1.(c):

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 the protection of the confidentiality of Executive Board discussions, and

Whereas, The adoption of the proposed change is a business and political judgment of the board and not just political, therefore be it

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

"Any current and future 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."

During discussion, there were no "cons;" therefore, the motion passed. Because this is a Constitution & Bylaws change, the motion will be submitted for the 2026 National Convention to be presented to the convention body.

Motion #10—Submitted by the Constitution & Bylaws Committee, seconded by Luz Moreno, regarding Constitution & Bylaws Article III, Section 2(a):

Whereas, Article III, Section 2(a) reads:

Section 2. Active Members

"(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 employed 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, S&DCs, etc., and have eliminated network distribution centers, therefore be it

Resolved, That Constitution & Bylaws Article III, Section 2(a) be changed to read:

"(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 employed in processing, distribution centers, facilities, and other installation personnel."

During discussion, there were no "cons;" therefore, the motion passed. Because this is a Constitution & Bylaws change, it will be submitted for the 2026 National Convention to be presented to the convention body.

Motion #11—Submitted by the Constitution & Bylaws Committee, seconded by Dwight Studdard, regarding Constitution & Bylaws Article III, Section 2(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 employees are attending NAPS events, such as conventions and training seminars, and 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, pay bands, postal inspectors or other PCES positions in USPS field facilities or at USPS Headquarters."

During discussion, there were no "cons;" therefore, the motion passed. Because this is a Constitution & Bylaws change, it will be submitted for the 2026 National Convention to be presented to the convention body.

Motion #12—Submitted by Myrna Pashinski, seconded by Marilyn Walton, regarding Constitution & Bylaws Article III, Membership:

Whereas, There have been instances where unprofessional behavior has taken place at NAPS events, and

Whereas, Some of this unprofessional behavior has included physical, verbal and threatening acts, and

Whereas, There are no current guidelines to address these situations, therefore be it

Resolved, That Section 10 be added to Article III, Membership, to read:

"The National Association of Postal Supervisors' Code of Conduct Guidelines were established to ensure the highest ethical standards, including complying with the international, federal, state, and local laws applicable to NAPS are adhered to by NAPS Executive Board members, branch members, and associates.

"Accusations of violations will be sent to the NAPS President who will use due process to address the claim. Penalties will be determined using national ethics and code of conduct guidelines. Egregious violations may result in expulsion from the Association."

After discussion, the motion was withdrawn.

Motion #13—Submitted by Richard Green, seconded by Troy Griffin, to:

Reconsider Motion 7 to provide more clarity as the passed motion does not provide the reasons why there was an overpayment. There should be two separate motions. The motion passed 23-0.

Motion #14—Submitted by Myrna Pashinski, seconded by Kevin Trayer:

"Whereas, Retired Executive Board members' compensation pay be set at $300 for all official NAPS business effective Oct. 19, 2025."

During discussion, there were no "cons;" therefore, the motion passed.

There was discussion and it was agreed that retired board members who were overpaid in substitution would pay back the amount to NAPS. Payment will be completed by March 31, 2026.

Under new business, it was discussed that, during the 2026 spring board meeting, LTS delegates can visit NAPS Headquarters to view the 2nd floor. For LTS, Executive Board members' schedule: arrive Saturday, March 14; LTS is March 15-17. The spring board meeting is March 18-29, depart March 20.

For the good of the association, Troy Griffin wished everyone safe travels and said he felt the board had a very productive meeting. He looks forward to seeing everyone again in the spring.

President Ivan Butts thanked everyone and also wished everyone safe travels. "We had a very productive meeting," he affirmed. "Once we receive the final pay decision, a Zoom meeting will be scheduled. In speaking with Doug Tulino, he said he wishes not to go to fact-finding; that is our goal, as well." Butts wished everyone happy Halloween, happy Thanksgiving and a merry Christmas!

The closing prayer was led by Dee Perez. Board Chair Chuck Lum adjourned the meeting at 3:29 p.m.

2025 SPAC Contributors

Continued from page 33

Lawson, Lisa	MD	Branch 531
Baker, Neil	MN	Branch 104
Phillips, Austin	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Burgasser, Ted	OH	Branch 29
Blakely, Kathy	TN	Branch 41
Van, Nathaniel	UT	Branch 139
Brown, Lorraine	VA	Branch 98

Supporter ($100)		
Martinez, Lynda	CA	Branch 94
Summerfield, John	CO	Branch 65
Hearn, Tammy	FL	Branch 354
McNeal, Jullian	FL	Branch 420
Ross, Randy	FL	Branch 81
Tynan, Lawrence	FL	Branch 478
Kindle, Delloria	GA	Branch 82
Cook, Carol	IL	Branch 14
Helfrich, Robert	IN	Branch 8
Clarke, Shirley	LA	Branch 73
Grasso, Salvatore	NJ	Branch 568
Gibbs, William	NY	Branch 100
Thorbjornsen, Steven	NY	Branch 330
Yuen, John	NY	Branch 100
Robinson, Andrea	PA	Branch 35
Smith, Mary	PA	Branch 44
Jackson, Edward	TN	Branch 32
Morgan, Richard	TN	Branch 32
Stigall, Tamera	TN	Branch 555
Hensley, Sheila	TX	Branch 124
Howard, Marsha	TX	Branch 9
Lyons, Lisa	TX	Branch 428
Hale, Donna	VA	Branch 526
Burdick, James	WI	Branch 213

Interview with a TSP Millionaire: DN

By Aaron Oya

In this second installment of our "Interview with a TSP Millionaire" series, "DN" shares how he built his seven-figure retirement account, the strategies he used and what he's doing differently now that he's reached his goal.

29 Years of Steady Growth

It took 29 years for DN to have $1 million in his TSP. "I began investing in TSP prior to 2000 when IRS contribution limits capped investments at just 10%. As those limits increased to 15% through 2005, I maximized when limits were increased.

"When the percentage limitations were lifted in 2006, I shifted to contributing the maximum dollar amount as soon as the rules allowed."

Investing from Day One

DN didn't wait to ramp up his contributions—he started strong. "Day one. I took advantage of the T-COLA and viewed it as a freebie to invest in TSP."

He also embraced catch-up contributions at age 50, ensuring he stayed ahead of the curve.

Strategic Fund Movement

While many TSP millionaires stick to a long-term buy-and-hold strategy, DN takes a more active approach. "I have a set percentage of new money buying into specific TSP funds each pay period. I move money between funds when there are opportunities in market prices."

One of his favorite tactics? Watching for cycles in the S Fund. "I buy the S Fund low and move back to the G Fund when I make 3 to 5% gains."

Involved and Informed

DN is highly engaged with his TSP account, monitoring fund performance and adjusting contributions regularly. He also values peer discussion. "I discuss with co-workers. That's how I learn."

Reaching the Goal, Shifting the Strategy

Now that DN has reached the $1 million milestone, he's adjusting his approach slightly. "As I approach MRA, I'm a bit more cautious now that I've made my initial goal." But he's not slowing down—just refining his strategy!

Advice to the Next Generation

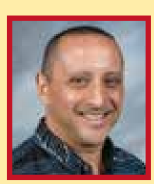
If DN could speak to his younger self, the message would be clear: "Watch the limit increases every year and maximize. Monitor the market during economic downturns for buying opportunities."

More Millionaires to Come?

DN believes the path to TSP millionaire status is more accessible than ever. "Yes, because the dollar limits are much higher now than when I started." With more education, peer support and stories like DN's, the next generation of USPS employees has every reason to aim high.

If you know someone who's reached a major TSP milestone—or if you're on your own journey to seven figures—reach out. The next "Interview with a TSP Millionaire" could feature you.

aaronoya005@gmail.com

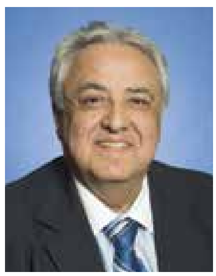


Aaron Oya, USPS Headquarters Labor Relations, is domiciled in Hawaii and a member of Honolulu Branch 214; 808-386-3050.

Accountability for USPS Leadership

John Aceves
Former NAPS Secretary/Treasurer

There needs to be accountability for USPS leaders who continually issue frivolous discipline. To address ongoing concerns, it is vital to establish mechanisms that hold leaders at every level answerable for their actions. The USPS can help prevent the misuse of disciplinary measures and reinforce a fair and respectful workplace.



Encouraging managers to lead by example and ensuring any reports of misconduct are thoroughly investigated will further strengthen organizational integrity and foster trust among employees. How about leadership holds managers accountable who continually ignore USPS rules and regulations and continue to issue frivolous discipline?

We need to hold these managers accountable and draw attention to this leadership style. In my training segments, I've always shared this message: "Hold those accountable who hold you accountable."

You know them—the ones who issue discipline without following policy that proposed EAS discipline goes through district Labor Relations before issuance. Many times, Labor Relations can stop these managers in their tracks.

Some senior leaders have repeatedly disregarded established rules and regulations. Despite these infractions, they continue to impose frivolous disciplinary actions and are not held accountable.

If you are in a toxic, heavy-handed discipline work environment, don't suffer in silence. Call your local NAPS representatives and/or call the USPS anti-harassment information hotline at 1-877-521-4272.

By fostering transparency and encouraging open communication about such concerns, the USPS can create an environment where ethical leadership is the standard. Implementing clear channels for reporting misconduct and reinforcing the importance of equitable treatment at all levels will help rebuild trust and ensure all employees are held to the same standards of conduct—even them.

Rather than use "sledgehammer" or "discipline" management, how about implementing one of the several mentoring programs to assist those in need of coaching and guidance? That is preferable to allowing frivolous discipline and these managers taking the easy way of doing their jobs in order to promote a positive working environment. See *ELM* Version 55, section 721.4.

It is essential to ensure that managers displaying these behaviors are held accountable for their actions. Bringing these issues to the attention of their managers and higher-level managers can help address the issue effectively and promote a culture of responsibility in the USPS.

Merry Christmas! I hope everyone has a safe and happy new year.

Taking care of business the "NAPS way."

napstheace@msn.com

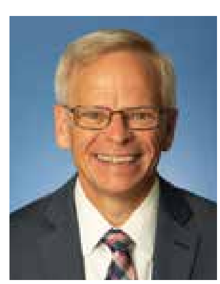
What's in a Name?

Brian J. Wagner
NAPS Past President

Did you know that Nuts.com sells more than just nuts? The company's commercial says it sells popcorn, crackers, pretzels, jerky, jelly beans, gummies and more.

I mention this because, despite their name—Nuts.com—they are so much more. Just like NAPS is so much more than just representing postal supervisors. Here's the scoop.

By law, *Title 39*, Section 1004—confirmed by the U.S. Court of Appeals for the District of Columbia Circuit in 2022—NAPS represents over 500 EAS titles that include the word supervisor, manager, postmaster, analyst, specialist, coordinator, engineer, administrative and many other EAS titles.



If NAPS listed all the EAS positions it legally represents in its name, the name would be longer than the list of Baskin-Robbins 31 flavors. Imagine how big the NAPS business card would be.

It would be the National Association of Postal Supervisors, Managers, Postmasters, Analysts, Specialists, Coordinators, Engineers, Assistants and other Managerial Personnel (NAPSMPASCEAMP). I had to cut it short and use "other managerial personnel" to make it fit the size of a poster board.

As such, because, legally, NAPS represents over 500 EAS titles, NAPS also could be known for doing business as the National Association of Postmasters and Supervisors, National Association of Postal Managers or National Association of Postal Specialists, National Association of Postal Analysts or the National Association of EAS Employees. I could go on.

All these organizational names and more could be under the national umbrella NAPS. My point? NAPS is all encompassing when it comes to representing all EAS employees. Even the Postal Service uses the word "supervisor" as being synonymous for such EAS titles as manager or postmaster.

For example, when appealing an EAS letter of warning (LOW), under *ELM* 652.42, Step A, it reads: "An employee or representative states the appeal in writing to the immediate supervisor within 10 calendar days of learning the appeal's cause." Who is the "immediate supervisor" if an EAS-17 supervisor received a LOW? In this case, the "immediate supervisor" could be a manager or postmaster.

In another example, under *ELM* 665.15, Obedience to Orders, it reads: "Employees must obey the instructions of their supervisors." Again, if an EAS-17 supervisor is given an order by "their supervisor," who are their "supervisors?" Manager? Postmaster? In its own written policies, the Postal Service acknowledges or considers a manager or postmaster as a supervisory position.

My point is there is only one name that says it all when it comes to representing 500 EAS titles in postal pay and benefits. That name is the Nation-

Continued on page 55

The NAPS **Postmaster**

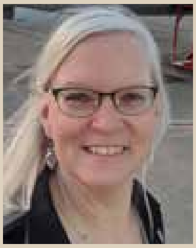
Just Imagine…

Peggie Bednar

What if:

• I took a moment to look up from my desk and truly notice the vibrant world that lies before me?

• I encountered someone who mirrors my own journey—struggling with the same powerful instinct to fight or flee?



• that person harbors the dreams and aspirations I once held close to my heart?

• those dreams are tantalizingly within reach, waiting to be realized?

• my efforts could ignite their passion, empowering them to pursue those dreams with fervor?

• I chose to take action and extend my hand, getting involved in their journey?

• through my unwavering support, that individual not only achieves what I once longed for, but soars far beyond—setting their sights on even greater heights?

Take a moment to reflect on this and consider becoming involved! NAPS is an inspiring association filled with dreamers, dedicated teachers and wells of inspiration—a close-knit fellowship that reassures you you never are alone.

Peggie Bednar is president of Myrtle Beach, SC, Branch 695 and the retired postmaster of Rock Hill; msbednar0714@gmail.com.

Thrift Savings Plan

Fund	G	F	C	S	I
October 2025	0.36%	0.62%	2.34%	1.16%	2.13%
12-month	4.47%	6.17%	21.41%	17.07%	24.37%

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

Fund	L Income	L 2030	L 2035	L 2040	L 2045	L 2050
October 2025	0.87%	1.42%	1.55%	1.65%	1.74%	1.83%
12-month	9.33%	15.16%	16.24%	17.28%	18.16%	19.03%

Fund	L 2055	L 2060	L 2065	L 2070	L 2075
October 2025	2.11%	2.11%	2.11%	2.11%	2.11%
12-month	21.92%	21.92%	21.92%	21.93%	

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate. The L 2010 Fund was retired Dec. 31, 2010, the L 2020 Fund on June 2020 and the L 2025 Fund on June 30, 2025.

Visit the TSP website at www.tsp.gov

Leading With Self-Compassion During the Holidays

Submitted by the USPS Employee Assistance Program

The holiday season is one of the most demanding times of the year for the Postal Service. Customer expectations are at their peak, delivery volumes surge and supervisors are called on to keep operations running smoothly while maintaining morale across their teams. In the midst of tight schedules, long hours and personal holiday commitments, it's easy for supervisors to put their own well-being last.

Yet, now more than ever, self-compassion is not just helpful—it's essential. Far from being a sign of indulgence or weakness, self-compassion is a leadership strength that supports resilience, steadiness and effective decision-making under pressure.

Why Self-Compassion Matters for Supervisors

Self-compassion means treating yourself with the same understanding, patience and respect you extend to others. It involves recognizing that everyone—including you—experiences stress, setbacks and moments of imperfection. Instead of being overly self-critical, self-compassion invites a balanced mindset: acknowledging challenges while maintaining perspective and kindness toward yourself.

For postal supervisors, who often serve as the "steady hand" guiding their teams through the busiest weeks of the year, self-compassion directly translates into stronger, steadier leadership.

The Benefits of Self-Compassion

• **Stronger leadership presence.** When you remain calm and composed, your team feels more secure and supported, especially when the workload intensifies.

• **Better stress management.** Being compassionate with yourself helps prevent burnout and reduces the chance of frustration spilling over into interactions with employees or customers.

• **Improved decision-making.** Leaders who allow themselves moments to pause and reset are better equipped to think clearly, prioritize effectively and solve problems thoughtfully.

• **A healthier workplace culture.** Modeling self-care and self-compassion sends a powerful message to your team—well-being matters. This practice encourages employees to look out for themselves and for one another, creating a more resilient workplace.

Practical Ways to Practice Self-Compassion

During the holidays, practicing self-compassion doesn't have to take extra time. It's about integrating small, mindful moments into your day that help you stay centered and balanced:

1. Pause and breathe. Even a single minute of slow, intentional breathing can ease tension, steady your thoughts and reset your focus.

2. Set realistic expectations. You can't solve every problem at once. Prioritize what's most important and recognize progress over perfection.

3. Acknowledge your effort. At the end of each shift, take a moment to reflect on what went well. Shifting your focus from "what's unfinished" to "what I accomplished" builds gratitude and perspective.

4. Use positive self-talk. Replace harsh self-criticism with encouragement. Instead of saying, "I should have done more," try, "I handled a tough day with commitment and care."

5. Show yourself the same grace you show others. If you guide employees through mistakes with patience, extend that same understanding to yourself when things don't go as planned.

Leadership That Lasts Beyond the Holidays

The holiday season always will bring challenges, but it also brings opportunities—to lead with empathy, model balance and strengthen team cohesion. Supervisors set the emotional tone in their workplaces; when you care for yourself, you make it easier for your team to do the same.

Practicing self-compassion helps you remain grounded in the face of pressure and reinforces a culture built on respect, balance and shared resilience. Remember: Caring for yourself is not separate from caring for your team; it's the foundation of it.

By leading with self-compassion, you empower yourself and your employees to meet the demands of the season with steadiness, professionalism and heart.

Supporting Supervisors Through the EAP

As you focus on supporting your teams and yourself this season, remember that the USPS Employee Assistance Program (EAP) is here to help. The EAP offers free and confidential* consultations, coaching and resources designed specifically for postal employees and leadership.

Whether you need guidance in managing stress, navigating workplace challenges or building stronger team relationships, the EAP provides professional support, tailored to your role. You don't have to handle everything alone.

Reach out to your EAP for additional information, leadership resources or to schedule a consultation: EAP4YOU.com; 800-327-4968 (800-EAP-4YOU); TTY: 711.

Seeking support is not only an act of self-care, but also a commitment to leading with clarity, compassion and strength.

**EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g., when a person's emotional condition is a threat to themselves or others or there is suspected child or elder abuse) or the issuance of a court order on a showing of good cause.*

Notes
from the National Auxiliary

A Season of Thanks

Felecia Hill
Southern Region Vice President

We love the sunny days, beach, water and warmth that come with long summer days. However, the cooler air and bright and vibrant changing leaves, as well as aromas of cinnamon and woodsmoke from the crackling fireplace, elicit feelings of coziness, calm and nostalgia.

The presence of a hearth creates warmth, security and a central place for gathering with those who mean the most to us. This invites us to eagerly nurture friendships and make memories with family and friends—young and old. For these privileges, we are thankful.

During this Holy season, let us also focus on the music and decorations, savor the food and enjoy the people who all are a part of this season. We should cherish being a part of the moment.

In order to keep the stress at bay, solicit help from family and friends when a project seems overwhelming. Enjoy simple traditions like going on a holiday walk, taking a drive to enjoy the holiday decorations or planning a game night or family movie marathon night. Cook or bake your favorite holiday dishes and desserts together. Gather to decorate or go on a shopping adventure with loved ones.

Stop and unplug from social media as you concentrate on being with those who mean the most to you. We should give thanks for being able to be together another year, for the next one is not promised.

When the activities of the holidays are over, let us be thankful to God for allowing us another holiday season. We should remember to write a note or send a text to express our gratitude to our loved ones who took time to be a part of our holiday. And, above all, remember "the reason for the season."

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What's in a Name?
Continued from page 52

al Association of Postal Supervisors.

Today's takeaway, the National Association of Supervisory Post Office Employees (later renamed the National Association of Postal Supervisors) has emerged as a force to influence change. And that change continues today with approximately 29,000-members strong.

I encourage NAPS members to contact potential new members with the message that NAPS is synonymous with EAS. No other postal management association can legally make the claim that they represent 500 EAS titles, let alone more than one EAS title, in USPS pay and benefits—except for NAPS!

Without exception, I wish everyone a happy, healthy and safe holiday season. Enjoy my ice-cream-flavor-of-the-month-recommendation: Blue Bell Christmas Cookies.

brian4naps@aol.com

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Jerry Eckert
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Region vacant: Northeast

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

Support the

Postal Employees' Relief Fund

PERF

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

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

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

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

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

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

DONATIONS CAN BE MADE:

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

  Postal Employees' Relief Fund
  PO Box 41220
  Fredericksburg, VA 22404-1220
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

All donations are tax-deductible.

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