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September 2014

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All submissions will be edited for brevity and publication style. High-resolution photos may be e-mailed to kbalentyoung@gmail.com. Please include your non-USPS e-mail. NAPS neither assumes responsibility for the contents of the articles published herein, nor does it necessarily agree with the opinions expressed. Moreover, opinions expressed by an author do not necessarily reflect the opinions of the author's branch.

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Objectives

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

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Significant Reform Is Critical

The past few months have been some of the most tumultuous in our organization's recent history. The announcement that the Postal Service has restarted its plans to consolidate 82 processing facilities across the United States has caused NAPS members to feel uncertain—even anxious—about their futures with the USPS.

Since the announcement of the closures, NAPS has been working to mobilize our allies on Capitol Hill to

secure a moratorium. We believe we can achieve a bipartisan alliance that will urge the Postal Service to stop and consider the far-reaching ramifications of its actions. At the very least, we hope to buy some time to allow Congress to finally put aside partisan bickering and come together to enact meaningful postal reform. Achieving postal reform is a daunting task. But it is vital that we at least give our lawmakers the

opportunity to do the right thing.

While we go forward with high hopes that we will be able to halt these consolidations, we must be prepared that, eventually, some of our members will be impacted and forced to either seek out new positions or risk separation. There still are many unfilled vacancies throughout the USPS and the odds of finding landing spots are, indeed, high. But there are other factors in play of which our members must be mindful.

We all are aware that the plant consolidations are not the only cost-cutting initiative currently being undertaken by the Postal Service. Under POSTPlan, about 3,000 postmasters have been impacted and forced to look for new positions. Many have decided to retire and move on to the next phase of their lives. But those remaining are looking for new positions and will be competing with our members for positions.

Every impacted manager, postmaster and supervisor deserves to be given the ability to apply for a position and, conversely, be considered for this position on a level playing field. It is in the best interest of the Postal Service to ensure the best candidates are evaluated and

the best “fit” for each position is identified and placed. At the end of the day, NAPS wants all EAS employees who wish to remain with the USPS to be given that opportunity.

This is a very troubling and turbulent period for everyone associated with the Postal Service. We are fighting a battle that really should not be happening in the first place. The agency should be focusing on how to generate new revenue and expand into new business sectors. But, instead, it has chosen this self-destructive course that could erode the public trust in the institution.

What doesn't make sense is the fact the Postal Service generated record revenue this past year; the growth potential—thanks to deals such as the one the USPS has with Amazon—is astounding. With these factors in mind, it makes no sense for the Postal Service to continue on its present path to consolidate 82 mail processing distribution centers.

This action jeopardizes the Postal Service because decades of experience and knowledge from within the postal work force could be lost. Every employee deserves the opportunity to keep working if that is their desire. We will, as an organization, continue to strive to ensure that all employees have this opportunity available to them. NAPS was built on the foundation of enabling every member the opportunity to further their career and provide for their own prosperity. This mission is just as, if not more, important today than it ever has been.

We need to educate consumers, businesses and Congress so everyone understands their stake in this issue. And we need to declare—loud and clear—that, when it comes to the Postal Service, a response of “hear no evil, see no evil” is not acceptable.

EAS employees definitely are worried about what's coming next and how they will be affected. Their concerns are justified; the events of late have left employees troubled and confused about the commitment of the USPS. We need far more from our lawmakers than just their acknowledgment there is a problem—we need action. And we need far more than modest measures. We need a major commitment and bold engagement with significant postal reforms.

naps.la@naps.org



Louis Atkins
President

Congress Must Act

Since the announcement of the closure and consolidation of up to 82 processing facilities across the country, the NAPS resident officers and legislative team have worked diligently to develop a “Sense of the Congress Resolution” that would provide an avenue for Congress to send a clear message to the USPS that it is not in favor of further reductions in the processing network or changes in delivery standards.



Jay Killackey
Executive Vice President

Due to the relationships that we have in both chambers of Congress, we have been able to gain substantial support from elected officials who agree that the Postal Service needs to continue to provide a high level of service through the current processing network and to protect the present service standards enjoyed by businesses and the American public.

NAPS has long held the position that in a period of overall economic growth for America and the enormous growth of the package delivery system, resulting from Internet

purchases, it would seem logical to maintain the processing infrastructure and current delivery standards.

Members of Congress are buying into our theories and showing their support by adding their names to letters from both the House and Senate to the Postal Service, requesting a one-year moratorium on any actions they are now planning.

We also have embarked on an electronic write-in campaign and are asking our members to use the Legislative Center on our NAPS website where, quickly and easily, members can send a message to their U.S. senators and congressperson urging them to add their name as co-sponsors of this letter.

This is truly an opportunity for all NAPS members to join together in a worthwhile effort along with other postal employee groups who also want to save the current postal infrastructure. So, go to our website and become a legislative activist for a good cause: saving the United States Postal Service.

naps.jk@naps.org

The Postal Supervisor 2014 Production Schedule

Issue	Copy Deadline*	Mails
OCT/NOV	SEPT 8	OCT 10
DEC	OCT 31	NOV 19
JAN 15	NOV 26	DEC 18

* Copy must be received no later than this date; see page 3 for submission information.

SPAC Contribution Form

SPAC contributions are voluntary, not a condition of NAPS membership and not tax-deductible.

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

- \$100—Supporter
- \$250—President’s Club
- \$500—President’s Roundtable
- \$750—Elite
- \$1,000—Ultimate

Current as of February 2014

Mail to:
SPAC
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Enclosed is my voluntary contribution to SPAC—the Supervisors’ Political Action Committee. Checks should be made payable to SPAC. *Please do not send cash.*

I’d like to charge my SPAC contribution to my Visa, American Express or MasterCard account *only*. Federal regulations prohibit SPAC contributions by branch check or branch credit card.

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Signature (required for credit card charges) _____

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Name _____ Branch # _____ Contribution Amount _____

Home Address/PO Box _____

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

Non-Monetary Donation, e.g., gift card, baseball tickets.

Describe gift _____ Value _____

Lean Six Sigma Enigma

In today's business world, not only do companies and organizations need an edge over their competition, but they must be ready to react quickly to changes in the marketplace, especially to consumer demand. How? Most would say a business must be lean and mean at all times to adapt quickly.

Many Fortune 500 companies and other companies with less fortune are focusing more on being "lean" as in Lean Six Sigma. Those claiming to have

successfully implemented the Lean Six Sigma concept include Caterpillar Inc., the U.S. Navy, PepsiCo and Canada Post, to name just a few. Did you know the U.S. Postal Service has been active in implementing Lean Six Sigma in plant operations, with plans to expand to other postal operations and functions?

So, what is the enigma with Lean Six Sigma? This is a managerial concept that combines the practice of Lean and Six Sigma to elimi-

nate seven kinds of waste classified as transportation, inventory, motion, waiting, overproduction, over-processing and defects. By the way, it requires extensive managerial training.

First, what does it mean to be lean? From my Internet research—if you can believe what is on the Internet—this managerial concept considers any expense or use of a company's resources for anything other than the creation of value for the end customer to be wasteful and, thus, a target for elimination. Lean is centered on preserving value with less work. Essentially, it is about giving customers what they want, when they want it, at the price they want to pay and without using more investment dollars by the company.

Second, what is Six Sigma? Six Sigma seeks to improve quality and processes by identifying and removing the causes of defects or errors that minimize the variability in manufacturing and business processes. Furthermore, Six Sigma uses a set of quality management methods, including statistical analysis, and creates a special team of people within the organization to use these methods. This team is trained to identify and eliminate waste and come up with a process to improve organization efficiency. The skill level of each individual is defined in karate terms by

categorizing them by belt levels: white, yellow, green, black and master black.

The Lean Six Sigma team collects data within each activity of an overall process. Particular attention is then given to what activity adds value to the process and what activity doesn't. The ultimate goal is to eliminate all non-value added processes within the company, resulting in delivery of the perfect product.

The USPS has been using Lean Six Sigma to improve postal efficiencies in plant operations with plans to expand into delivery. More information on the USPS Lean Six Sigma initiative can be found at about.usps.com/what-we-are-doing/green.

According to this link, the USPS considers itself a forward-thinking business, constantly working to improve its processes. Furthermore, the Postal Service isn't just about solving problems; it's about understanding what caused the problem and using that information to reduce waste and improve speed, quality, predictability and consistency in how work is done.

The Postal Service contends it has made measurable, significant improvements with the Lean Six Sigma concept by becoming increasingly leaner, greener, faster and smarter in its operations and processes. I am all for improving USPS efficiencies that will better serve our customers.

However, maybe the USPS can use Lean Six Sigma to quantify whether or not the process of having postmasters, managers and supervisors mandated to be on teleconferences on a daily, nightly, weekly and weekend basis adds value to serving the customer.

Does it fit in the USPS' Lean Six Sigma philosophy to require exempt EAS employees to stay in their offices until the last carrier returns? Is having supervisors consistently working six days a week, 10-12 hours a day, the best use of its human resources for creating value? Or does such treatment devalue that very important human resource?

Maybe the USPS should also look at using Lean Six Sigma to become lean on reporting. How many more redundant field reports do postal officials need to determine if their unit is becoming more efficient? Wouldn't it be more efficient for these managers to use existing official postal reports and applications rather than wasting valuable postal time having others create additional reports of the same data? Wouldn't it be nice to eliminate the waste of unnecessary paper-



Brian J. Wagner
Secretary/Treasurer

work so supervisors and managers can deliver the perfect product that Lean Six Sigma advocates? The Postal Service needs to get mean with Lean Six Sigma and find ways to reduce redundant reporting.

Rather than requiring offices to tighten their belts to do more with fewer EAS employees, use Lean Six Sigma to analyze what a proper Supervisor Workload Credits (SWCs) model should be for EAS Customer Service. The Lean team should consider in their SWCs analysis data that includes total authorized craft complement, including RCAs, supervisor replacement for non-scheduled days and annual leave, daily administrative paperwork, street supervision mandates, a unit's hours of operation and total delivery days in a week, which now includes Sunday packages.

Finally, will the USPS fit the Lean Six Sigma philosophy into its new Network Rationalization initiative when it begins the process of closing 82 plants in January 2015? It will be interesting to see how the Postal Service will rationalize how the proposed consolidation of plants will actually add value to the organization in its goal to save money and, at the same time, improve customer service by delivering the perfect product.

I wear a brown belt to keep my pants up. Therefore, the closest I will probably ever get in earning a Lean Six Sigma belt is by watching the "Kung Fu Panda" and "Karate Kid" movies. And maybe some of my suggestions above don't fit the actual Lean Six Sigma concept, but the USPS needs to look at improving operation efficiencies with some form of quantifiable analysis that will reduce time-wasting processes EAS personnel are being tasked to do.

Does the Lean Six Sigma concept

Continued on page 10

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

Balance Sheet—May 31, 2014

Assets:

Cash and Investments	\$14,358,864.66
Dues Withholding Receivable	239,935.75
Prepaid Expenses and Other Assets	431,892.82
Total Current Assets	15,030,693.23
Building and Equipment, Net of Accumulated Depreciation	3,715,836.10
Total Assets	\$18,746,529.33

Liabilities and Fund Balances:

Accounts Payable	\$ 291,853.49
Accrued Expenses	226,747.02
Deferred Revenues	97,115.00
Dues to be Remitted to Branches	466,303.50
Total Liabilities	1,082,019.01
General and Designated Fund Balances	17,664,510.32
Total Liabilities and Fund Balances	\$18,746,529.33

Statement of Revenues and Expenses

(For the period March 1, 2014, through May 31, 2014)

Revenues:

Dues and Assessments	\$ 1,555,450.75
Less: Dues Remitted to Branches	999,314.75
Net Dues and Assessment Revenue	556,136.00
Investment Income	313,412.22
Royalties	2,500.00
NAPS Property, Inc. Net Income Before Depreciation	\$230,518.09
Less Depreciation	(49,276.37)
NAPS Property, Inc. (Net Loss)	181,241.72
Legislative Conference Registrations Less Refunds	58,820.00
Other	10,071.91
Total Revenues	1,122,181.85

Expenses:

National Headquarters	317,607.67
Executive Board	275,388.97
<i>The Postal Supervisor</i>	83,118.64
Legal and/or Fact Finding	734.67
Legislative Counsel	20,692.50
Legislative Expenses	23,716.13
Legislative Training Seminar	279,845.82
Education and Training	15,756.11
Disciplinary Defense	73,393.73
Total Expenses	1,090,254.24

Revenues In Excess of Expenses \$ 31,927.61

Impact of Recently Announced Plant Closings and Consolidations and New USPS Delivery Management System Among Items Discussed

President Louis Atkins, Executive Vice President Jay Kilkenny and Secretary/Treasurer Brian Wagner were present for the July 9 consultative meeting with the Postal Service. Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were John Cavallo, manager, Labor Relations Policy Administration; Bruce Nicholson, Labor Relations specialist; and Phong Quang, Labor Relations specialist.

Agenda Item #1

With the implementation of Sunday delivery of packages that started this past November, many postal areas and districts throughout the country—specifically the Eastern, Pacific and Northeast areas—have seen an increase in workhour usage. NAPS is concerned the USPS may not have budgeted in these areas and districts for this new delivery service.

If these new deliveries were not part of the current FY budget, NAPS is concerned this budget shortfall will negatively impact the NPA/PFP of EAS employees if these areas and districts are not reimbursed before the end of the fiscal year.

NAPS further contends that no EAS employees should be penalized for overrunning their workhour and fuel budgets or any other cost increases impacting their targets and goals associated with Sunday deliveries.

1. What is the status of making

adjustments to workhour budgets for individual districts and/or areas for the increased costs to support Sunday parcel deliveries?

2. Will actual workhours be credited as part of the overall budget for locations with Sunday deliveries?

3. Does the USPS have a specific written plan or adjustment process to address this issue? If yes, NAPS would like a copy of how adjustments will be handled so as not to adversely affect the NPA/PFP of EAS employees.

Postal Headquarters is working on a proposed solution to provide relief to address the budget workhours used on Sunday deliveries. The date of a final plan has not been determined.

Agenda Item #2

NAPS asked to have these points in the PFP process clarified:

1. At what point in the PFP/NPA evaluation process will final numbers be rounded upward?

2. With the strong effort made by all EAS employees to improve service and performance, will EAS employees who do not make scores providing monetary raises be rated with scores that will give them additional years on the retention register?

When all the final calculations are completed for Corporate and Unit scores for an employee, normal mathematical rounding is used. Corporate and Unit are added together, then rounding will occur. For example, a final score of 4.5 is rounded up to 5; 4.49 is rounded down to 4.

There is no performance score that adds years to the retention register. The PFP system is using a numbering system to value pay raises. If an EAS employee achieves a specific number on the matrix after rounding, where the number is not associated with a pay increase, then the EAS employee will not receive a PFP pay increase. There are no titles assigned to the PFP matrix structure as in the past (i.e., non-contributor, contributor, high contributor and exceptional contributor). The final rating is a number associated with or without a pay increase.

Agenda Item #3

What total number of USPS employees, separated by craft and management, does the USPS expect will be impacted by the announced resumption of plant consolidations taking effect in January 2015?

It is too soon to determine how many EAS employees will be impacted as a final decision has not been made as to what plants will be consolidated or closed.

NAPS asked why the Postal Service would announce 82 plants are being considered for consolidation if it was not exactly sure what plants and how many will be officially closed or consolidated; the USPS should only have announced the specific plants it knew for sure would be impacted. It does not make sense to have EAS employees “up in arms” about their postal careers when the USPS has not made a final decision on what plants will be consolidated.

Agenda Item #8

NAPS has received inquiries from the field about a new delivery street management program scheduled to replace DOIS. NAPS asked to be briefed on any new delivery management plan that impacts its members.

The USPS Delivery Management System (DMS) is a program that allows supervisors and managers to receive immediate scanning information via USPS-provided iPads; it is a pilot phase in the Albany District. Information uploaded from only clamshell scanners is sent immediately to the supervisor's or manager's iPad. The DMS application does not include sending scans related to Managed System Points (MSP) scans.

Agenda Item #9

Some policies have been changed dealing with positions in Sales. Specifically, when an EAS-23 district sales position becomes vacant, that position's level is automatically changed to EAS-21 and then posted at the new level.

This level loss from an EAS-23 to -21 was supposed to be offset by raising an existing EAS-17 Sales position to an EAS-19 position as soon as there was a vacancy in that district. The reason given to NAPS by USPS Headquarters for

this staffing modification was to create "career ladder" opportunities for EAS employees currently in Sales and reduce the need to hire many external Sales employees.

NAPS provided USPS Headquarters with documentation published by Sales Communications showing how one of the EAS-17s in Sales was promoted to EAS-21. Instead of the newly vacant EAS-17 position being posted as EAS-19, it was posted as an EAS-17, thus not leaving a career ladder for the remaining EAS-17s or in keeping with the agreement with NAPS.

Whenever possible, Sales agreed to advance internal Sales employees first before hiring from the outside. There is no commitment to eliminate EAS-17 Sales positions and make them all EAS-19s; it is a balance. If there are EAS-19s, but no -17s, EAS-17s will be made and vice versa to provide a balance between the two levels to provide career ladder opportunities.

It is not a nationwide balance; it is based on a district-by-district determination. USPS Headquarters provided NAPS with the following chart showing how the EAS-17 and -19 Sales positions are being balanced.

Prior to the implementation of the modification, the staffing level distribution was as follows:

EAS-17	83% (17 and 19 total)	EAS-19	17% (17 and 19 total)
EAS-21	0% (21 and 23 total)	EAS-23	100% (21 and 23 total)

Current:

EAS-17	66% (17 and 19 total)	EAS-19	34% (17 and 19 total)
EAS-21	19% (21 and 23 total)	EAS-23	81% (21 and 23 total)

Below is a recap of postings to implement the career ladder this fiscal year:

EAS-17 to EAS-19 = 36
EAS-23 to EAS-21 = 41

Lean Six Sigma Enigma

Continued from page 7

work? In most cases, yes, it does. Many companies have proven it, including the USPS in its plant operations. If the USPS continues its Lean Six Sigma initiatives to eliminate waste and improve processes, I hope it will seek feedback from NAPS and the wisdom of our members who are actually doing the work in the field.

Who better to talk to than those who have tightened their belts over the years, doing more with less, to kick things into gear for the betterment of our customers? EAS.

naps.bw@naps.org

NAPS Training Calendar

Southeast Area Training (FL/GA)

Oct. 4, 2014

Conducted by: Southeast Area VP Jerry Sebastian

Location: Embassy Suites, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400

Hotel Rate: \$106 plus tax

Registration Fee: \$35, includes lunch

Training Topics: ELM 650 mediation and the consultative process

Instructors: Southern Region VP Tim Ford

Capitol-Atlantic Area Training (DC/MD/NC/SC/VA)

Oct. 9-12, 2014

Conducted by: Capitol-Atlantic Area VP Richard Green

Location: Greensboro Marriott Downtown, 304 N. Greene St., Greensboro, NC 27401; (336) 379-8000

Hotel Rate: \$100 plus tax (currently 12.75 percent)

Registration Fee: \$150

Training Topics: Advocacy

Instructor: John Geter II

Never Stop Questioning

By Ivan Butts

Eastern Region Vice President

On July 16, 2014, the “Consumerist” posted an article titled, “Most Consumers Don’t Care if the Post Office Offers Financial Services.” It was based on a survey conducted by the Pew Charitable Trusts. The “Consumerist” is a consumer affairs blog that focuses on consumerism, consumers’ experiences and issues with companies and corporations, focusing mostly on U.S.



consumers. This article was of particular interest to me because the Postal Service initiative to enter into limited banking has been estimated by the OIG (RARC-WP-14-007) to potentially earn \$9 billion in new

revenue for the Postal Service.

This article recapped the same findings that are part of the OIG White Paper, as well as the response from Sen. Elizabeth Warren (D-MA) endorsing the initiative.

However, the survey asked the question in such a simplistic manner that

it produced a skewed response. The question posed was, “If the Postal Service offered prepaid debit cards in branches, where customers could deposit checks or cash onto the cards, use the cards for purchases or withdraw cash at an ATM, would you favor that, oppose it or would it not matter to you?”

Based on this wording, most consumers, about 63 percent, reported that the addition of services such as bill paying, check cashing and small-dollar loans would not matter to them. However, to the point of the OIG White Paper and endorsement by Warren, the more appropriate question would have included the wording, “offer these services in a non-predatory manner that includes



National Active and Retired Federal Employees Association

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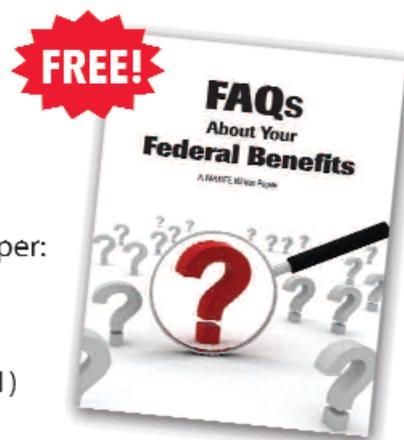
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reduced initiation fees, deposit fees and ATM transaction fees.”

It is estimated that services provided by the Postal Service would put \$500 to \$1,000 back into these household budgets. I believe the addition of this appropriate language would have yielded a much different response.

In surveys, it is obvious that how you ask the question will influence the response received. You may remember this from a Gallop Poll survey on Feb. 11-12, 2013, in which the following was asked: As you may know, the U.S. Postal Service is anticipating billions of dollars in losses this year. Please tell me whether you would strongly favor, favor, oppose or strongly oppose each of the following as a way to help the Postal Service solve its financial problems:

- How about reducing the number of days your local post office is open from six days a week to five?
- How about eliminating residential mail delivery on Saturdays?
- How about raising stamp prices?

This survey was used by the Postal Service to validate its declaration that America was in support of five-day delivery. However, it soon was realized that these results were based unfairly on the issue of raising the cost of stamps, which could not be included as an option to six-day delivery.

This new survey validates many of the points previously made by the OIG regarding the Postal Service creating a new revenue stream. However, it also serves to show us that we must always look analytically at how the questions are being asked and not just accept what is being said at face value as we hopefully continue to move toward being greater stakeholders in truly growing the Postal Service.

In solidarity ...

idbfreedbyhim@comcast.net

How Will You React?

By **Jaime Elizondo**

Texas Area Vice President

More and more, we are hearing stories of someone “going off.” For reasons known only to them, people commit horrible acts against fellow human beings. Occasionally, they leave a note describing a perceived ongoing issue they could no longer tolerate. Instead of dealing with their emotions constructively, they kept everything bottled up inside. They reached the point of no return and, unfortunately, their victims’ families suffer the consequences for years to come.

Recently, the EAP offered e-mail training centered on gratitude. The gist of the training was that too often we focus on what is going wrong with our lives instead of being grateful for the little things that are going right. Obviously, it is difficult to be glad to be alive when you feel your life is falling apart, but the trick is to continually look for the bright spots that invariably come your way.

The articles stressed that you need to continually make the conscious effort to find good things in life and be grateful for those things. Without challenges, there can be no progress. Celebrate achievements no matter how small. Thank someone for helping you and then make it a point to help someone. As you do this, you will begin to see the light instead of the darkness.

As you read this, we will be getting ready for the national convention. This convention will be one of the more difficult ones in recent memory. Not only will there be

tough races for the resident officer positions, but we will be dealing with the USPS’ rationalization for closing up to 82 plants. No one has been RIFed from the USPS during previous consolidations. NAPS will do whatever it takes to assist impacted members in securing positions.

Everyone at the convention will have an opinion on how we should approach our current situation. But, from telling you how to vote for the national officers to decrying the plight of everything, there are those who will offer only complaints. Look for the ones who are offering solutions.

Part of the problem the USPS faces is Congress’ inability to get along. Members cannot reach agreement on how to fix the country’s problems; each party blames the other side. From budget woes to differences on military intervention to what to finally do about the USPS, few decisions are bipartisan.

As an organization, we cannot fall into this mindset. Regardless of who wins the various officer elections, we must emerge from the national convention as one. We must fully support the 2014-2016 National Executive Board. We have to build consensus and be willing to listen to various points of view to find the best solutions.

We must be grateful to have this opportunity. Continual bickering will not solve our problems. United, we can overcome the problems we face. We are the premier management association; let’s lead the way.

txareavp@aol.com



Not Your Back Yard?

It Still Could Be Another
Postal Employee's
Back Yard!



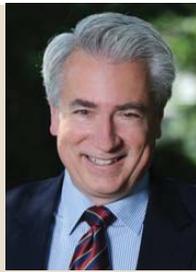
Please make a donation to the Postal Employees' Relief Fund (PERF) during the Combined Federal Campaign's open solicitation period, Sept. 1-Dec. 15. And help fellow postal employees—active or retired—whose homes were destroyed or left uninhabitable by natural disasters.

Designate **CFC#10268** on the Combined Federal Campaign's contribution form to make a *tax-deductible* contribution to PERF. You also may send a check directly to PERF, PO Box 7630, Woodbridge, VA 22195-7630. Do your part to support postal employees throughout the country.

For more information, go to www.postalrelief.com.

Bruce Moyer

NAPS Legislative Counsel



The Postal Service's recent announcement to close and consolidate 82 more processing plants is senseless and unnecessary; it will slow down the mail and hasten a retreat to the past. At a time when

blocked by a contentious gun amendment. Earlier in the summer, the Postal Service lost a high-profile battle over Saturday delivery involving the House Appropriations Committee's vote to insert—for the 32nd continuous year—into a government funding bill the Saturday delivery mandate lan-

Will Closing More Plants Wake Up Congress?

speed is essential to business success, First-Class Mail will become slower as a result of the Postal Service's closure actions. American respect for the Postal Service as a speedy messenger will only contract.

Ironically, the Postal Service's closure announcement takes a page from the USPS playbook on goading a sluggish Congress into action. In 2011, when the Postal Service grew frustrated with congressional inaction to fix the Postal Service's financial troubles, the agency announced the closure of more than 250 processing plants. Immediately, Congress reacted with alarm. The Senate sprang into action, passing S. 1789, the "21st Century Postal Act."

No final legislation emerged from Congress. And the Postal Service, after imposing a temporary suspension of the plant closures, closed about 150 facilities and kept open the remaining 100.

Back to the Future?

Fast forward to the summer of 2014, with little sign, once again, of congressional zeal to move on comprehensive postal reform. A Senate committee-approved bill (S. 1486) remains bottled up in committee,

guage. Mindful of its failure to trim Saturday delivery, the Postal Service announced the closure of 82 processing plants in a move reminiscent of its 2011 plant closures announcement.

Can the same USPS play succeed in spurring congressional action once again? Little time remains in the congressional calendar before the November elections. But the short lame-duck session between Thanksgiving and Christmas, if the conditions are right, could prove an opportunity for a comprehensive postal deal that remedies the prefunding mess and provides financial stability to the USPS.

The sentiment of the USPS Board of Governors also could shape the future outlook on plants. Three of the four pending nominees to the board expressed concern over the closure of additional processing facilities during their hearing on July 14, along with changes to delivery standards. If Stephen Crawford, Michael Bennett and Victoria Reggie Kennedy join the board this fall, following Senate confirmation, their views could help shift the direction of the Postal Service on the plant closure issue in a more sensible direction.

The Building Blocks of Reform

In the meantime, NAPS is telling Congress to urge the Postal Service to hold off closing more plants until Congress has passed comprehensive reform that is built around several key steps to ensure long-term financial stability. Those steps include:

- Realigning the retiree health prefunding schedule to set aside sufficient assets to protect future retirees and their health benefits.

- Establishing a USPS-exclusive healthcare plan under the umbrella of the Federal Employees Health Benefits Program that provides coverage for postal retirees under Medicare parts A and B and provides employer reimbursement to the Postal Service for Part D prescription coverage. These steps, and chiefly the integration of Medicare coverage, would save the Postal Service approximately \$47 billion over 10 years—enough to offset the prefunding burden. This would represent a huge step toward achieving financial stability while continuing to provide FEHBP coverage to all employees and retirees.

- A one-time refund to the Postal Service from the Federal Employees Retirement System of overpayments, estimated at \$8 billion.

- The preservation of current delivery standards to maintain timely First-Class Mail service.

- Authorization to the Postal Service to enter into innovative lines of business.

Congressional passage of legislation along these lines would allow the USPS to eliminate its debt, replace its aging vehicular fleet and eliminate the need to close more plants. Go to the NAPS website, www.naps.org, and send the same message to Congress.

brumoyer@verizon.net



Reports from the NAPS Telecon Files

Following are minutes of the July 8, 2014, Executive Board telecon meeting:

Tuesday, July 8, 2014

All members of the NAPS Executive Board answered the roll, except Neil Baker and Shri Green, who were unavailable. Also participating in the telecon were Charlie Scialla, NAPS' DDF provider; Bruce Moyer, NAPS legislative counsel; and Elliot Friedman, PAC manager and legislative representative.

President Louis Atkins called the NAPS Executive Board teleconference to discuss and update the Postal Service's proposed 82 plant consolidations/closures and NAPS' proposed action.

NAPS Action on USPS Plant Closures

Executive Vice President Jay Killackey briefed the board on NAPS' communication strategy to message members in the field and congressional leaders about getting the USPS' proposed 82 plant closures stopped. NAPS will identify the congressional leaders whose congressional districts will be impacted by the proposed USPS plant closures. NAPS wants to drive members to its website to send out letters via CAPWiz. NAPS plans to give specific information to its members and congressional leaders on the impact these closures will have in their respective areas.

Moyer gave a legislative overview.

He pointed out that, a few years ago, the USPS took the same approach to closures to jump-start postal reform. The Senate followed with S. 1789 in 2012. However, the probability that Congress will pass any postal reform this session appears slim. The outcome of closing these facilities will hurt service; according to recent customer surveys, USPS service quality is down.

Moyer stressed that NAPS' legislative objective is to inform members of Congress about what the USPS is doing. In addition, NAPS wants to encourage Congress to pass a moratorium to stop the USPS closings and preserve mail delivery standards. NAPS will work to educate Congress and create pressure to get a moratorium; unions are headed in the same direction. Our messaging and efforts will coordinate with the unions to ensure the end results are the same.

Board members commented that NAPS needs to reiterate to Congress that service will suffer as a result of the proposed USPS plant consolidations. In addition, any messaging to the field and congressional leaders should incorporate the fact that mail service would decline with these consolidations because delivery standards would have to change.

Also, Congress needs to be informed that, if the USPS changes delivery standards, it will appear service has not suffered because the USPS will use the new standards to show mail is delivered on time, even though that mail originally would have been delivered a day or two

earlier before the standards were changed. At this time, NAPS has not been informed if USPS delivery standards are going to be changed to accommodate the consolidation and closure of these plants.

NAPS' communication will include messaging from NAPS Headquarters to different levels of Congress, grass-roots, local and field communications. Along with NAPS Headquarters, Executive Board members and state legislative chairs will drive NAPS' message. Members in the field need to take action and send the CAPWiz letters being developed by NAPS' legislative team.

NAPS also is encouraging communication and collaboration with local union counterparts where appropriate. NAPS has been in touch with the APWU and NALC. NAPS will have its communications and information posted on its website once it is finalized.

The degradation of delivery standards will require mail from closing plants to be transported hours away to the gaining plant. It was noted this only will compound the problem with mail service, which is a key point to understand and make to members of Congress.

NAPS was not briefed in advance of the announced closing of the 82 USPS plants; it has requested a meeting with USPS officials and has submitted agenda items for the July NAPS/USPS consultative meeting. Killackey stated this is the USPS plan and has nothing to do with getting postal reform. NAPS needs to have a

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Positive Habits for Leaders

Submitted by the USPS Employee Assistance Program

Think of the most influential person you have ever known and how they have shaped your life. Was it a parent? A teacher? A coach for a sports team? What made them special and how did they influence you?

The best leaders do many things right. They typically engage in positive habits that set the stage to lead and influence. They set goals and then take measures to reach the end result. However, people are not motivated by goals alone. Once we have a goal, we become more motivated by the habits we have established to reach it than by the actual goal itself.

The best leaders understand this and use daily habits to motivate and influence people and bring out the very best in others. Following are habits that will help you become the best you can be and enable you to reach your goals.

- Successful people begin with a goal in mind. They know what they want to achieve and they have a vision for their future. They often write down personal and professional goals; the more specific and clear these goals, the better. They know, step by step, what is needed to reach the goal. Many write these smaller steps down and follow them daily until they reach the goal they have in mind. After that, new goals are established.



lished and the process continues.

- Successful people are proactive. They acknowledge and deal with problems or setbacks before those problems become gigantic. They anticipate areas that may be troublesome and take measures to prevent that trouble. They do things such as ensure equipment is properly maintained and repaired, that there are enough supplies available and plan for contingencies for times when things may go wrong. They anticipate the needs and try to think ahead. This action is different than negative thinking; they look at a larger picture and anticipate what may be needed for long-term success.

- Successful people are in the daily habit of personal management. They are organized and plan well for the day, but also are flexible and know that even the best plans go awry at times and usually need a back-up plan. They usually keep a “to-do” list and get it done daily. They are good time managers and keep track of the priorities regularly.

- Successful people work hard and don’t take shortcuts. They do not procrastinate, especially regarding important matters.

- Successful people take time to reflect and pay attention, both to themselves and others. They observe people and trends and take in new information regularly.

- Leaders who are successful recognize the influence they have and work hard to ensure they treat everyone with respect and dignity. They realize their words, actions and deeds can greatly influence people in a positive or negative way and choose words carefully.

- Successful people monitor themselves well. They pay attention to the words they use and always are conscious of the impact of their words on people around them. They

are aware of how they use their words and practice respectful communication and are typically clear and concise.

- Successful people have support. They surround themselves with good, quality people and have sounding boards who are honest. They have a select few people in their inner circle they can trust.

- Successful people have self-discipline. According to the “Merriam-Webster Dictionary,” self-discipline means “to make yourself do things that should be done or correction or regulation of oneself for the sake of improvement.” Successful people regularly practice taking care of things that need to be done and regulating their daily habits.

- Successful people set the example. They are not afraid to do difficult tasks or jump in and help when necessary. They also realize they set the tone and expect people around them to do the same.

- Successful people recognize the whole is greater than the sum of its parts and work to create cooperation. They build on people’s strengths and help them improve their weaknesses.

- Successful people take good care of themselves mentally, spiritually and physically and encourage others to do so, as well. This means they often have a constant physical routine of wellness, go to medical appointments, work on any emotional weaknesses and seek to grow spiritually.

- Successful people look at problems as challenges. They don’t panic or go into crisis when something goes wrong. They immediately focus on solving those challenges.

- Successful people let go of grudges. They realize that everyone grows and changes and they don’t hold on to bitterness or past complications.

- Successful people dream big. They know the way to eat an elephant is one bite at a time.

- Successful people don’t sweat the small stuff.

- Successful people speak well of others. They tend to not engage in gossip or negative talk about other people and usually encourage the same from others.

- Successful people don’t make excuses. Instead, they own the problem and do what is possible to correct mistakes; they take ownership.

- Successful people take the time to listen and ask questions. The only way to remain informed is to be continually aware of what others think. The one way to solve complications is to understand what is happening and get to the heart of what is working well and what is not. They ask questions that get to the real issue so they can find solutions.

- Successful people avoid clutter. Staying organized allows for clear thinking and clear access to the tools they need to get through each day.

- Successful people make it safe for others to speak up. They draw attention away from themselves and encourage others to voice their opinions. They recognize that they don’t know everything and other people often have the best ideas.

- Successful people communicate expectations clearly. They help others remain on track.

- Successful people challenge people to think and come up with solutions on their own. They seek to understand viewpoints of others and use this to challenge others to think and encourage them to reach for more. They keep people on their toes.

- Successful leaders measure and reward performance. They take every opportunity to praise successes and reward good performance.

Continued on page 20

Contributions via USPS Payroll Deduction



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

- 1 Go to <https://ewss.usps.gov> to access PostalEASE.
- 2 Click on "I agree."
- 3 Enter your employee ID number and PIN.
- 4 Click on "Allotments/Payroll NTB."
- 5 Click on "Continue."
- 6 Click on "Allotments."

- 7 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as "checking" and enter the amount of your contribution.
- 8 Click "Validate," then "Submit." Print a copy for your records.

PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):
7 7 2 2 5 5 5 5 5 _____
(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



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

- 1 When prompted, select one for PostalEASE.
- 2 When prompted, enter your employee ID number.
- 3 When prompted, please enter your USPS PIN.
- 4 When prompted, press "2" for payroll options.
- 5 When prompted, press "1" for allotments.
- 6 When prompted, press "2" to continue.

- 7 Follow prompts to add a new allotment.
- 8 Use the worksheet to give the appropriate information to set up an allotment for SPAC.

July 2014 SPAC Contributors



2014 Ultimate Donors to Date

Boisvert, Michael	CA	Branch 159
Mullins, Kym	FL	Branch 81
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Wagner, Brian	IL	Branch 255
Atkins, Louis	LA	Branch 209
Foley, Paul	MA	Branch 120
Killackey, James	MA	Branch 43
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355
Bradford, Robert	TX	Branch 203

Elite (\$750-\$999.99)

Randall, C. Michele	MD	Branch 531
Weilep, Laurie	MN	Branch 16
Gawron, Dennis	NY	Branch 27
Warden, James	NY	Branch 100

President's Roundtable (\$500-\$749.99)

Hernandez, George	AZ	Branch 246
Evans, Bridget	CA	Branch 159
Woods, Terrence	CO	Branch 65
Winters, Michael	IL	Branch 255
Doty, Andrea	KS	Branch 52
Griffin, Troy	MD	Branch 42
Slayton, Scott	NY	Branch 11
Halm, Frank	RI	Branch 105
Cooper, Karen	TX	Branch 124
Reedy, James	WA	Branch 61
Wilson, Richard	WA	Branch 61

President's Club (\$250-\$499.99)

Brathwaite, Rafael	AL	Branch 45
Walton, Marilyn	CA	Branch 77
Gonzalez, Ernesto	FL	Branch 406
Krzycki Jr., Kenneth	MI	Branch 508
Vasquez Elms, Valerie	MN	Branch 16
Robinson, Theresa	NC	Branch 299
D'Martino, Pasquale	NJ	Branch 548
Duffy, James	NY	Branch 85
Blakely, Kathy	TN	Branch 41

Conley, Robert	TX	Branch 9
Mott III, George	VA	Branch 132
Joers, Julie	WI	Branch 72

Supporter (\$100-\$249.99)

Frazier, Rickey	AL	Branch 399
Edwards, Michael	CA	Branch 373
Johnson, Deborah	CA	Branch 88
Rascati, Wayne	CA	Branch 244
Kerns, John	CO	Branch 141
Collen, Helen	CT	Branch 3
Donegan, Margie	CT	Branch 5
Douglas, Lisa	CT	Branch 5
Grady, Deborah	DE	Branch 909
Kindle, Delloria	GA	Branch 82
Hilliard, Ricky	IL	Branch 489
Norton, Paul	IN	Branch 8
Laurendine, Kyle	LA	Branch 73
Russo, Dominic	MA	Branch 43
Brownfield, Patricia	MD	Branch 531
Mooney, Dan	MN	Branch 16
Jahn, Shirley	NE	Branch 64
Dennis Jr., Edward	NJ	Branch 53
Allen, Peggy	OH	Branch 46
Humphrey, Anita	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Aglidian, Hans	PA	Branch 35
Rodriguez, Jose	PR	Branch 216
Edmunds, Deborah	TX	Branch 124
Richardson, Elizabeth	TX	Branch 86
Baldwin, Dexter	WA	Branch 31
Helleckson, Randy	WI	Branch 213

Continuous Contributor Club Earned in July

Simpson, Mya	GA	Branch 595
Brown, Priscilla	KY	Branch 1
Cauley, Richard	MA	Branch 102
Bosler, Tammy	NJ	Branch 287
Johnson, Richard	NJ	Branch 287
McKiernan, Michael	NJ	Branch 74
Davis, Willie	TX	Branch 559
Foster, Debra	TX	Branch 9
High, Gwendolyn	TX	Branch 86

SPAC Scoreboard

All statistics reflect money collected between
Jan. 1 and Aug. 1, 2014*

National Aggregate:

\$144,081

National Per Capita:

\$5.76

State Aggregate:

1. Florida\$25,477
2. New York.....\$10,887
3. California\$9,142
4. Texas\$8,236
5. Pennsylvania.....\$8,067

State Per Capita:

1. Rhode Island\$17.43
2. New Hampshire\$16.14
3. Florida.....\$15.24
4. Utah\$14.98
5. Maine\$13.81

Area Aggregate:

1. Southeast\$26,705
2. New England.....\$13,222
3. Mideast.....\$11,515
4. New York.....\$11,187
5. Pacific\$9,682
6. Capitol-Atlantic\$9,469
7. Texas\$8,236
8. Michiana\$7,885
9. Rocky Mountain\$7,849
10. Pioneer\$7,773
11. North Central\$6,705
12. MINK.....\$6,321
13. Illini\$5,495
14. Central Gulf.....\$4,031
15. Northwest\$4,030
16. Cotton Belt.....\$3,740

Area Per Capita:

1. Southeast.....\$11.74
2. New England.....\$7.98
3. North Central\$7.54
4. Michiana\$6.79
5. MINK.....\$5.86
6. Pioneer\$5.81
7. Central Gulf.....\$5.55
8. Rocky Mountain\$5.32
9. Mideast.....\$5.19
10. Illini.....\$5.15
11. Texas\$4.80
12. New York.....\$4.73
13. Cotton Belt\$4.34
14. Northwest\$4.15
15. Capitol-Atlantic\$3.76
16. Pacific.....\$3.57

Region Aggregate:

1. Southern\$42,712
2. Northeast.....\$26,728
3. Eastern\$26,439
4. Central\$26,406
5. Western\$21,561

Region Per Capita:

1. Southern\$7.66
2. Central\$6.29
3. Northeast\$5.48
4. Eastern\$5.06
5. Western\$4.18

Continuous Contributor Club

Members by Region:

1. Central79
2. Southern61
3. Eastern58
4. Northeast.....51
5. Western.....45

Aggregate by Region:

1. Central\$14,029
2. Southern\$11,514
3. Eastern\$11,208
4. Western\$10,545
5. Northeast\$8,836

*These amounts reflect the most updated and accurate data;
rankings may have changed as a result.

Hill, Earnest	TX	Branch 122
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
McGuire Jr., Robert	TX	Branch 229
Slaughter, Donna	TX	Branch 229
Washington, A.J.	TX	Branch 589

Positive Habits for Leaders

Continued from page 17

• Successful leaders follow up—they follow up on individuals and on work processes to ensure the best outcomes.



Just like anything worth achieving, the key to becoming a successful leader is to begin to incorporate some of these actions into your daily practice of life and leading people. Once you become better at some, the next step is to incorporate a few more. Even just practicing some of these will cause very positive change within your teams and any other place you may lead others.

Another step to becoming a successful leader is to know your resources and rely on your supports. Some resources include books about leadership, classes or group studies. It is helpful to make a list of local resources and/or literature and find those resources that meet your personal needs. There are many books and articles about leadership that will help get you started.

The Employee Assistance Program (EAP) offers many resources for you to use as a leader, as well. It offers counseling, consultation and coaching services that can help you reach your goal of becoming a positive and successful leader. Your EAP professional will have ideas and resources to help you reach your goals.

A great resource available through the EAP to help you become a successful leader is the coaching service. This service is an individual process that is conducted one-on-one, either in person or telephonically, with dedicated EAP staff. It is designed to promote self-awareness, clarify visions, values, intentions and goals and enhance life skills. Coaching can be valuable during times of personal or professional change. It is a process in which an individual gets support while learning to achieve a specific personal or professional result or goal. Coaching, just as other EAP services, is private and confidential. To set up services with the EAP, call 800-327-4968 (TTY: 877-492-7341), 24 hours a day.

OPM Contributions to SPAC (for Retired Postal Supervisors)

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

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

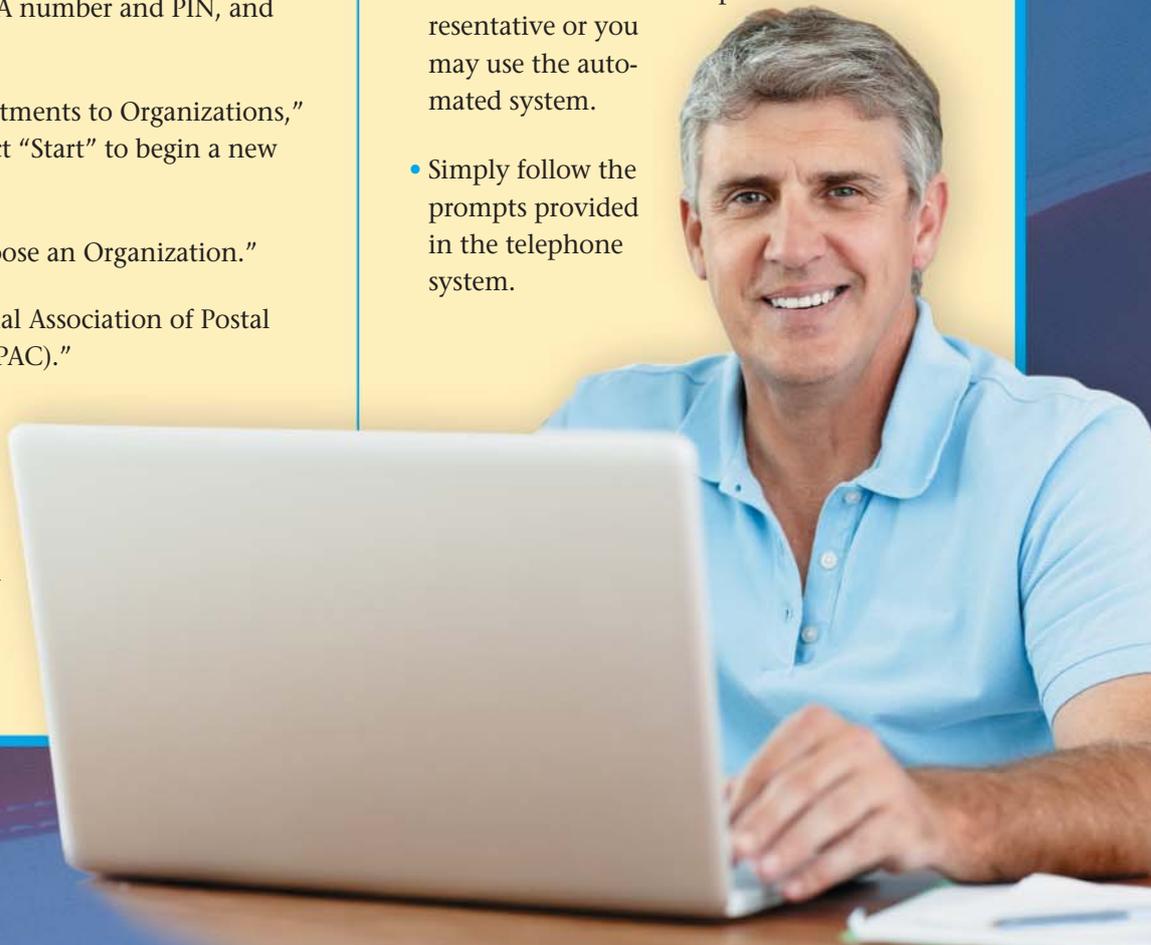
By Internet:

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

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

By telephone:

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



Working Together for Our Futures

By Jane Finley

Southeast Area Vice President

By the time you read this, our 2014 National Convention will almost be under way in San Diego. We will spend many hours in meetings, listening to speeches from Postal Service top management and hitting hard on the legislative issues, as well as electing resident officers. It is time to put into practice our acquired knowledge.

For the Auxiliary, convention time means business sessions, which include electing officers, but are focused on supporting our family members and being active advocates on legislative issues and encouraging employees and our association when times are toughest.

How will we move into the future to serve the American people? Who will make the decisions?



How do we ensure we have made the best effort to position ourselves to represent supervisors and postmasters in these turbulent times, while being a participating link with the USPS on business decisions for the future?

Then there are the legislative issues to address—everything Congress can find to challenge us and impede our progress. Our future journey will take us through some real soul-searching, gut-wrenching decisions! Conventions make us realize the true value of being a member of NAPS and the NAPS Auxiliary.

You know, for postal personnel, membership in NAPS is like insurance for our future, whether we are working or enjoying retirement. Membership in the Auxiliary is a \$2 investment that says we are here to support and encourage our postal

family. We all have a vested interest in the Postal Service, but we also are dedicated to the organization that represents us and USPS employees and their families.

This dedication requires our support of our association that has existed since 1908. We have seen so many changes from what it was just a few short years ago. But we all want NAPS to succeed and make a difference.

Taken for granted? Yes, we are! The Postal Service has been a staple for the American people since pioneer days when mail was delivered on horseback. We have been the communication backbone of our nation in good times and not so good times. Where would the world be today without the ZIP code—created by the Postal Service in 1963? No one acknowledges the initial source of this innovative tool that is used daily throughout the world, to say nothing of the services we provide; it all is taken for granted.

The ZIP code began with a single digit inserted between the city and state of an address. Think of the vast undertaking to map the United States and divide it into segments for a unique identity, thereby increasing the speed of sorting and delivering the mail. ZIP codes not only provide specific geographic locations; businesses track information by ZIP code, as well. ZIP codes even designate the pricing for real estate, voter registration and party strength, as well as the amount of sales tax charged.

Some ZIP codes indicate a prestigious address; rainfall even is tracked by ZIP code. From that sin-

Thrift Savings Plan

Fund	G	F	C	S	I
July 2014	0.19%	(0.19%)	(1.37%)	(4.38%)	(1.95%)
Past 12 Months*	2.31%	4.67%	17.03%	13.57%	15.45%

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 2020	L 2030	L 2040	L 2050
July 2014	(0.26%)	(0.97%)	(1.34%)	(1.63%)	(1.86%)
Past 12 Months*	5.19%	9.64%	11.57%	12.91%	14.24%

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

Visit the TSP website at www.tsp.gov

gle digit, we progressed through the system with technology to barcodes and optical character readers that bring the world to our door in a sophisticated network for expedited international service. It all is made

possible through a system established by the Postal Service's dedicated employees whose primary focus is service.

And behind each employee is a family and an Auxiliary that works

in partnership to complete an intricate circle. Let's just say we all are in this together. NAPS and the Auxiliary are proud to be working together for the future of America.

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A Do-Something Vacation

By Beverly Austin

Texas Area Vice President

Every other year, delegates plan their vacations around NAPS' national convention; this year is no different. After two long years of anticipation, the 2014 National Convention is almost here. NAPS and Auxiliary members from all over the country have made plans to attend the 2014 National Convention in San Diego, which promises to be one of our best!



San Diego is a "do-something" vacation city. Delegates will have the opportunity to visit some gorgeous scenery. San Diego is renowned for its pleasant climate and 70 miles of beaches. It has many attractions that

appeal to the entire family, regardless of age.

One of my favorites is San Diego's Old Town, with its natural beauty. This was the first Spanish settlement on the West Coast and has more than 12 acres of Mexican historical sites and attractions, including souvenir shops, museums and wooden buildings. The authentic Mexican cuisine, including handmade tortillas made right in front of your eyes, is to die for.

Another favorite site is the *USS Midway* Museum. Like many NAPS members who served in the military, my husband, Jessie, was based on the *USS Kitty Hawk*, stationed in San Diego more than 40 years ago,

before he started working for the USPS. Because of his service, the museum is on our list of places to visit. It is dedicated to preserving and honoring the 200,000 young men who served aboard the *USS Midway*. They pioneered new naval aviation standards, led successful humanitarian missions and protected America.

We always travel with our passports and hope to find time to visit towns south of San Diego: Tijuana and Rosarito, Mexico. With so much to see and do in San Diego, hopefully, time won't run out.

San Diego truly is a "do-something" vacation city. I hope everyone who attends the convention will enjoy it as much as we plan on enjoying it!

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Reports from the NAPS Telecon Files

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few strategies in place, rather than just one, to move on this issue.

Moyer said NAPS needs to look at the calendar to see if the USPS is trying to set the table for postal reform in a lame-duck session or get five-day delivery with a deal on a moratorium. The Postal Board of Governors is putting pressure on PMG Patrick Donahoe to cut costs in response to the lack of congressional action. NAPS needs to be flexible.

Other comments from board

members included that it was not realistic for the USPS to expect automated equipment to run 20 hours a day without expecting breakdowns, increased jams and additional maintenance. Also, with the proposed decrease in the number of postal plants, there is concern there will be no contingency plans for when natural disasters strike, knocking out postal plant operations in affected areas.

It was mentioned that the same plants on the list for consolidation or closing last year are on the new list. This is unfortunate, especially

when people landed EAS positions in these plants and now are going to lose jobs they just received. It does not make sense that the USPS is doing this all over again.

It was asked how many EAS employees are going to be impacted due to the proposed 82 plant closings. NAPS Headquarters will be meeting with USPS Headquarters to get questions answered as to how the proposed consolidations will impact EAS employees.

The teleconference ended at approximately 5:15 p.m.

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