

the Postal Supervisor

March 2015



Time to **Double Down**

*on Affordable,
Dependable
Mail Delivery*

page 5

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Branch officer articles (maximum 350 words), "Letters to NAPS" (maximum 200 words), "Ask NAPS" queries, reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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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Let's Focus on the Job at Hand

I always have found history incredibly fascinating. It tells us where we have been and, in a way, where we are going. There is an old Winston Churchill saying: Those who fail to learn from history are doomed to repeat it. When it comes to decision-making and leadership, history—especially military history—gives us a great deal of insight on how to lead, assess conditions on the ground and make well-informed decisions.



Louis Atkins
President

One of the great contrasts in military history was the conduct of the Vietnam War compared to Operation Desert Storm. In Vietnam, while the stated objective was to prevent the spread of communism throughout Southeast Asia, there was no defined end-point for the war. The conflict quickly degenerated into a quagmire.

In addition, political leaders in Washington, DC, did not give field-level commanders the autonomy required to engage and destroy targets of opportunity. Instead, targets only were engaged once the political leadership dwelled on their perceived value. By the time the green light was given by the White House, the window of opportunity had closed and lives were needlessly lost. This type of micromanagement, along with objectives that were not clearly defined, harmed our military's ability to complete its mission.

Fast forward almost two decades to 1991. The military itself had evolved, including efforts by leaders such as Gen. Creighton Abrams, to create an "all-professional" military. But, most importantly, the decision-making process had evolved as well.

Before President George H. W. Bush committed forces to battle, the objective was clearly stated: Expel Iraqi forces from Kuwait and defend our allies in the Middle East from any additional aggression from the Hussein regime. By limiting the scope of the mission, the United States was able to build a broad and diverse coalition of allies to help combat this threat.

In addition, this clearly defined objective provided

our military leadership in the field the flexibility to wage the war as they saw fit. Instead of the piecemeal military actions that defined Vietnam, the coalition engaged the Iraqi military with overwhelming force, beginning with the air campaign on Jan. 11, 1991.

When the ceasefire was signed on Feb. 28, 1991, the Iraqi military had been removed from Kuwait and our other allies had been secured. Unlike in Vietnam, where American combat assets were engaged in operations for more than a decade, combat in Desert Storm ended after 48 days, with all objectives met.

So, in terms of the Postal Service, what is the takeaway from this history lesson? Operation Desert Storm is a textbook example of how to lead from the top down. Executive leadership identifies the objective and clearly defines it to on-the-ground leadership, then provides the assets in the field with whatever resources are needed to meet the goal. At this stage, leaders in the field will mobilize those under their supervision and, with their knowledge of their particular station, get the job done.

Our membership consists of many of the best and the brightest of the Postal Service. As EAS employees, we have the perfect marriage of field experience and executive-level vision required to get the job done. Issues occur and objectives are not met when goals are muddled and the field does not receive the resources required.

Everyone associated with NAPS wants to see the Postal Service succeed and grow into a thriving engine for American commerce. However, we need the right support from leadership at the top to accomplish these goals. Let's not bog everything down with redundant and unnecessary processes and procedures; let's focus on the job at hand. Let's not force our managers and supervisors to do "more with less," but, instead, fill outstanding vacancies and close all the operational gaps. If we take this approach, success will occur.

The contrast between the Vietnam War and Operation Desert Storm is as clear as night and day. If we take a page out of history and follow the lessons of January 1991, we will get the job done, just like our fighting men and women did in the Middle East.

naps.la@naps.org

'Double Down' on Our Service to America

As I listened to President Obama's State of the Union address last evening, the phrase "double down" came to mind; I have heard it many times since the past presidential election. This phrase has been used as an affirming statement—that a stance or position is sound and worthy of continued backing.

The "double down" statement came to me after hearing the President's brief, but powerful, comments regarding cyber intrusions. The President stated, "No foreign nation, no hacker should be able to shut down our networks, steal our trade secrets or invade the privacy of American families, especially our kids. We are making sure our government integrates intelligence to combat cyber threats, just as we have done to combat terrorism."



Ivan D. Butts
Executive Vice President

As current and recently retired postal employees, we now know the reality of life after being subjected to cyber intrusion and all the uncer-

tainty it brings. Information potentially compromised in the cyber intrusion of the Postal Service may include personal, identifiable information about employees, including names, dates of birth, Social Security numbers, addresses, beginning and end dates of employment, emergency contacts and other information.

Fortunately, the transactional revenue systems in post offices, as well as on usps.com where customers pay for services with credit and debit cards, were not affected by this incident. This type of intrusion could have damaged our eight-year record as the most trusted federal agency.

McAfee, a computer security company, reports these types of network intrusions began in November 2009 with the compromise of at least five multinational oil and energy companies and were "coordinated, covert and targeted" cyber attacks. The primary characteristic and differentiator of these cybercriminals is they are persistent; like a dog with a bone, they just don't let go.

Chris Palmer, technology director for the Electronic Frontier Foundation, sums it up in this manner: "At the end of the day, there is nothing you can really do to deter attacks like these. The best you can hope for is to detect the infiltration activity fast enough to block it and prevent catastrophic data loss."

At a time when electronic diversion—attributed to dismantling the Postal Service—is proving to be an extremely valuable network, but susceptible to continual attacks by individuals, groups or countries seeking to damage America's infrastructure, this agency should be "doubling down" on being the most trusted federal agency.

The Postal Service should be "doubling down" for the sanctity of the service we provide to America. The agency should be "doubling down" on serving America with safe, affordable, dependable and secure mail delivery—overnight and beyond for six days a week—as we continue to expand what should be a *premium-priced* parcel service network on Sundays.

In solidarity ...

naps.ib@naps.org

NAPS 2015 State Conventions

Dates	State(s)	Location
April 10-11	ND/SD	Prairie Knights Casino, Ft. Yates, ND
April 29	CA/HI	Ala Moana Hotel, Honolulu
April 30-May 2	IL	Embassy Suites Chicago—O'Hare/Rosemont
May 7-9	MINK Area	Hilton Promenade, Branson, MO
May 14-16	WI	The Osthoff, Elkhart Lake
May 14-17	New England Area	Red Jacket Mountain View, North Conway, NH
May 16	Rocky Mountain Area	hotel TBA, Las Vegas
May 25-28	NY	East Wind Conference Center, Wading River
June 4-6	MI	Mackinac Resort, Mackinac Island
June 4-6	MN	Fair Hills Resort, Detroit Lakes
June 4-7	FL/GA	Sirata Beach Resort, St. Petersburg, FL
June 4-7	Capitol-Atlantic Area	Doubletree, Annapolis, MD
June 5-6	KY	Crown Plaza, Louisville
June 18-20	AL/LA/MS	hotel TBA, Montgomery, AL
June 18-21	PA	hotel and city TBA
June 28-30	NJ	Resorts Hotel and Casino, Atlantic City
July 8-12	TX	Wyndham Garden, Austin

Please report state convention dates to NAPS Headquarters as soon as they are known.

Non-Members Equal 'Non-Cents'

Every month, NAPS Headquarters generates, by branch, a report of EAS employees who are not yet NAPS members. This list does not include EAS postmasters, but all other field EAS employees. If you haven't already guessed, we call it the NAPS Non-Member Report.

Although we can't print the entire non-member list in *The Postal Supervisor* without breaking the budget, we can print a summary of the

report. NAPS' newly created Member vs. Non-Member Summary Report, at right, depicts nationally the total number of members and non-members and respective percentages by NAPS areas and regions.

The overall national average of

non-members is approximately 26.7 percent, leaving opportunities for branches to use their non-member list to increase membership. The Member vs. Non-Member Summary Report will appear quarterly in the magazine.

A non-member list has monetary and intrinsic value to NAPS Headquarters, branches and members. Essentially, it becomes "non-cents" to leave a person on the non-member list. Technically, monetary value is gained when the list is used to sign a non-member; NAPS Headquarters and the respective branch will see their treasuries increase with new membership dues. In addition, the sponsor of a non-member receives a \$25 NAPS check for signing the new member. Reducing the number of non-members on the list makes financial sense.

The intrinsic value of the non-member list can be derived by the benefits current members are receiving and non-members could receive if they become members of NAPS. Intrinsic value of membership includes:

- Representation of members' pay, benefit and workplace issues through the consultative process and our work on Capitol Hill.
- A subscription to NAPS' monthly magazine, *The Postal Supervisor*.
- Access to a team of national, state and local officers.
- A network of 285-plus local and state NAPS



Brian Wagner
Secretary/Treasurer

National Association of Postal Supervisors Member/Non-Member Summary Report

As of Dec. 31, 2014

NAPS Areas	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
New England	1527	369	1896	80.54%	19.46%
New York	2237	584	2821	79.30%	20.70%
Mideast	2139	648	2787	76.75%	23.25%
Capitol-Atlantic	2456	825	3281	74.86%	25.14%
Pioneer	1325	461	1786	74.19%	25.81%
Michiana	1119	426	1545	72.43%	27.57%
Illini	989	459	1448	68.30%	31.70%
North Central	848	498	1346	63.00%	37.00%
MINK	1047	584	1631	64.19%	35.81%
Southeast	2226	659	2885	77.16%	22.84%
Central Gulf	698	320	1018	68.57%	31.43%
Cotton Belt	823	444	1267	64.96%	35.04%
Texas	1658	607	2265	73.20%	26.80%
Northwest	978	410	1388	70.46%	29.54%
Rocky Mountain	1446	515	1961	73.74%	26.26%
Pacific	2614	974	3588	72.85%	27.15%
National Totals	24130	8783	32913	73.31%	26.69%

NAPS Regions	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
Northeast	5738	1545	7283	78.79%	21.21%
Eastern	3946	1342	5288	74.62%	25.38%
Central	4003	1967	5970	67.05%	32.95%
Southern	5405	2030	7435	72.70%	27.30%
Western	5038	1899	6937	72.63%	27.37%
National Totals	24130	8783	32913	73.31%	26.69%

Note: Northeast and Eastern Region totals and percentages are calculated to adjust for NJ Branches factored into the Northeast Region totals, except for Branches 71 & 74.

branches.

- Access to the "Members Only" section of the NAPS website.
- A legislative network with funding from our Supervisors' Political Action Committee (SPAC).
- \$3,500 in NAPS' Disciplinary Defense Fund (DDF) for adverse actions.
- Opportunities to attend NAPS training and conventions.
- NAPS scholarships for members' children and grandchildren.
- Reasonable membership dues.
- Ability to lead NAPS as a branch, state or national officer.

Some non-members may be non-committal in joining NAPS because they are unaware of the benefits and value of membership. I encourage members to use this information to be aggressive in asking non-members, in a non-aggressive way, of course, to join NAPS.

Realistically, with all the monetary and intrinsic benefits NAPS membership offers, it isn't nonsense to think that NAPS' non-member list may someday become non-existent.

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The Postal Supervisor **2015 Production Schedule**

Issue	Copy Deadline*	Mails
APR	FEB 18	MAR 10
MAY	MAR 18	APR 9
JUNE	APR 22	MAY 12
JULY	MAY 22	JUNE 11
AUG	JUNE 15	JULY 6
SEPT	JULY 13	AUG 7
OCT	AUG 20	SEPT 15
NOV	SEPT 30	OCT 21
DEC	OCT 28	NOV 18
JAN 16	NOV 24	DEC 14

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

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

Balance Sheet—Nov. 30, 2014

Assets:

Cash and Investments	\$14,326,114.32
Dues Withholding Receivable	246,284.74
Prepaid Expenses and Other Assets	329,468.78
Total Current Assets	14,901,867.84
Building and Equipment, Net of Accumulated Depreciation	3,657,582.00
Total Assets	\$18,559,449.84

Liabilities and Fund Balances:

Accounts Payable	\$ 46,274.60
Accrued Expenses	164,713.08
Deferred Revenues	10,516.77
Dues to be Remitted to Branches	474,037.97
Total Liabilities	695,542.42
General and Designated Fund Balances	17,863,907.42
Total Liabilities and Fund Balances	\$18,559,449.84

Statement of Revenues and Expenses

(For the period Sept. 1, 2014, through Nov. 30, 2014)

Revenues:

Dues and Assessments	\$ 1,592,070.95
Less: Dues Remitted to Branches	1,029,128.00
Net Dues and Assessment Revenue	562,942.95
Investment Income	142,454.62
Royalties	5,000.00
NAPS Property, Inc. Net Income Before Depreciation	\$175,758.00
Less Depreciation	(63,723.84)
NAPS Property, Inc. Net Income	112,034.16
National Convention Registrations Less Refunds	14,600.41
Training Registration Income	15,015.00
Other	7,239.05
Total Revenues	859,286.19

Expenses:

National Headquarters	306,914.52
Executive Board	187,326.44
<i>The Postal Supervisor</i>	83,019.11
Legal and/or Fact Finding	3,136.24
Legislative Counsel	28,417.68
Legislative Expenses	580.00
Education and Training	10,854.46
Disciplinary Defense	44,465.52
Training Registration Expense	12,640.00
Total Expenses	677,353.97

Revenues In Excess of Expenses \$ 181,932.22

Plant Closings and Consolidations, Violence in the Workplace Allegations Among Items Discussed

President Louis Atkins, Executive Vice President Ivan D. Butts and Secretary/Treasurer Brian Wagner were present for the Jan. 14 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; and Bruce Nicholson and Phong Quang, Labor Relations specialists.

Agenda Item #1

NAPS requested an updated briefing and any new information regarding the 82 plant facilities targeted for closing or consolidation; specifically, if there are plans to adjust the number of closings.

No new information is available at this time. The latest information is what USPS COO Megan Brennan presented to the NAPS Executive Board at its fall 2014 board meeting. NAPS will be briefed if there are any future changes.

Agenda Item #2

NAPS has received concerns from members at Call Centers that EAS employees have not been informed of their NPA EOY ratings. NAPS requested documentation on the final PFP ratings and payout for EAS groups in Call Centers nationwide.

Evaluators were to discuss with EAS employees their ratings the week of Jan. 5-9, 2015. Effective Jan. 12, 2015, all final PES ratings were available on the USPS Blue Page for EAS employees to view their respective final PFP ratings.

Call Center employees are USPS Headquarters employees subject to USPS Headquarters pay rules and processes. USPS Headquarters employees have individual core goals and eRecourse. During the past NAPS pay consultation, field EAS employees no longer have individual core goals or an eRecourse process.

Agenda Item #3

NAPS asked if the FY 2015 NPA scorecard is currently available for EAS employees to access on the NPA website. Also, have current Corporate and Unit goals been posted?

USPS Headquarters has confirmed that scorecards for FY 2015 are available on the NPA website. An EAS employee must drill down to their respective unit to view their respective FY 2015 scorecard.

NAPS requested a written, step-by-step process showing how EAS employees may access their respective scorecards on the USPS NAPS website section. NAPS wants to share this information with its members.

If this information is available, it will be provided to NAPS.

The following agenda items were approved convention resolutions at the 2014 NAPS National Convention in San Diego this past August.

Agenda Item #4

Resolution #64: NAPS requested to be consulted by the agency before any changes are proposed to the WTIL program. Also, before any changes, a complete program evalua-

tion should be conducted and findings documented to justify a change in transaction times.

The Postal Service will continue to consult NAPS regarding matters within the meaning of the consultation process delineated in Title 39, USC § 1004. The Postal Service does not plan to establish a separate or exceptional process for any specific topic.

Agenda Item #5

Resolution #85: NAPS requested the Postal Service take no disciplinary action or accept any union grievance settlement that specifically prohibits EAS employees from supervision in a unit, district or area. Moreover, NAPS asked that management conducts a comprehensive investigation into union grievances that include or suggest allegations of violence in the workplace, preferably in coordination with NAPS officials, to grant due process to potentially impacted EAS employees.

This issue involves arbitrator settlements. "The Joint Statement on Violence and Behavior in the Workplace" was signed not only by USPS Headquarters, but also the postal unions and management associations, including NAPS. Arbitrator Snow ruled in a 1996 arbitration case that the Joint Statement was a binding contract agreed to by all parties. As such, the USPS and its employees, along with all the unions and management associations, can be held responsible for violating the Joint Statement.

All parties have a right to seek relief through grievances or administrative action if one or more of the other parties

violate the Joint Statement; there are consequences for violating the Joint Statement. As stated in the Joint Statement, one of the consequences is that an employee may be removed from their position.

NAPS is concerned the Joint Statement is a one-sided document for the sole benefit of the unions to use against EAS employees in grievances. NAPS believes the Joint Statement is not being used for its original intent to hold all parties accountable for their unacceptable actions and behavior in the workplace; this includes the unions.

Agenda Item #6

Resolution #86: NAPS requested that the ReadyPost process be modified to allow a local Retail unit to order stock or cancel automatic stock orders for obvious shortages after a required audit.

ReadyPost supplies are automatically distributed to Point of Service (POS) offices through the Solutions for Enterprise Asset Management (SEAM) system. The system uses actual sales and audit ("count") data transmitted daily through the POS One system to create replenishment orders. In order to maintain accurate inventory levels and eliminate overstock or shortages, it is imperative that all spot audits and cycle count requests are completed.

POS offices also are allowed to have manual orders placed under certain circumstances, such as:

- *Special order requests: Special orders available to offices for customers requesting the purchase of ReadyPost packaging products in bulk.*

- *Special events and promotions: Program Office approval given on individual event/promotion request.*

NAPS' request to add a function to cancel automatic stock orders for obvious shortages is a contradiction and unnecessary process if retail units are

Continued on page 13

NAPS 2015 Legislative Training Seminar

This is a reference for the order of events; all times are tentative and may change between now and the conference.

Sunday, March 8

9 a.m. – 6 p.m.
Registration

9 a.m. – noon
NAPS Secretary/Treasurer Training (registration in meeting room)

2 – 3 p.m.
Non-Denominational Worship Service

3 – 4 p.m.
First-Timers' Orientation

4:30 – 6 p.m.
Town Hall with the Resident Officers

6:30 – 8:30 p.m.
State Legislative Chairs Dinner

Monday, March 9

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

8 a.m.
Opening Session and Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 10

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings with NAPS legislative team

Wednesday, March 11

8 a.m. – 4 p.m.
Debriefings with NAPS legislative team continue

1:15 p.m.
Wreath-Laying at Tomb of the Unknown Soldier, Arlington National Cemetery

Scooter Rentals at LTS

Any delegates planning on attending the Legislative Training Seminar in Arlington, VA, March 8-11, who may need a scooter rental or medical supplies, following are sources for both:

- Scoot Around, (888) 441-7575
- ScooterPlus Rentals/Lenox Medical Supply (202) 387-1960
- Grubbs Care Pharmacy, (202) 543-4400
- Zask International Medical Supply, (703) 354-1266
- Citycare Medical Supplies, (202) 667-8287
- New Hampshire Pharmacy (202) 726-3100

FOR OUR TOMORROW WE TAKE ACTION TODAY



2015 Legislative Training Seminar

March 8-11

A new Congress brings new opportunities and challenges for NAPS and the Postal Service.

NAPS delegates attending the 2015 Legislative Training Seminar (LTS) will learn how to take action by educating members of Congress about the nation's postal system and pushing for reforms that will foster a vibrant Postal Service ready to meet the challenges of tomorrow.

The 114th Congress will have a different look.

New leaders, new postal oversight committees, new agendas. LTS delegates, whether first-timers or veteran advocates, will receive an intensive orientation on the new Congress and emerging postal legislation. Then they'll head to Capitol Hill to educate Congress about what postal reform means through innovation and service quality, strengthened by financial stability.

Commonsense reforms lie at the heart of NAPS' legislative agenda.

Innovate to Survive: As First-Class Mail volume continues to decline, LTS delegates will educate

Congress why it needs to permit the Postal Service to adapt by growing new lines of business, including banking, enhanced mail products and government services.

Preserve Service Quality: Building tomorrow's postal system requires the preservation of speed and reliability, the hallmarks of service quality and business success. LTS delegates will educate Congress on the need for the Postal Service to remain a speedy messenger and courier, reliant on a robust processing and transportation network that preserves customer loyalty and assures a stronger bottom line.

Strength Through Financial Stability: Continued Postal Service financial losses are chiefly the result of excessive congressional mandates that continue to drain the USPS of the capital necessary to upgrade its fleet, modernize its network and expand its product lines. LTS delegates will urge Congress to temper those mandates and return to the Postal Service its pension overpayments, making the Postal Service financially stronger.

For Our Tomorrow, We Take Action Today

FOR OUR TOMORROW
WE TAKE ACTION
TODAY



March 8-11, 2015

**Marriott Crystal Gateway Hotel
1700 Jefferson Davis Highway
Arlington, VA 22202**

2015 Legislative Training Seminar Registration Form
Download the form at www.naps.org

Hotel room block expires on Feb. 12, 2015/NAPS LTS delegate registration closes on Feb. 23, 2015.

LTS Registration Fee—\$125

\$125 if registration form and fee are RECEIVED on or before Feb. 13, 2015. After Feb. 13, the LTS fee is \$225. No registration will be considered valid if received without payment. Make check or money orders payable to: **NAPS. No registrations will be accepted after Feb. 23. There is no on-site LTS registration.**

Online Payment—\$125

The LTS fee may be paid online at www.naps.org. The online fee is \$125 if paid on or before Feb. 13. After Feb. 13, the online fee is \$225. **NOTE:** The online fee payment is not considered a LTS registration. It is a payment portal only. If paying the LTS fee online, you **MUST** complete a LTS Registration Form and mail it, along with a copy of your LTS online payment receipt, to NAPS Headquarters. No online fee payments will be accepted after Feb. 23, 2015.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1.

Mailing Instructions

Please complete and mail this entire page (one for each registrant), along with the registration fee (check/money order/online receipt), to NAPS LTS, 1727 King St., Suite 400, Alexandria, VA 22314-2753. No registration will be considered valid if received without payment.

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 5. No substitutions will be honored after March 5. On-site LTS substitutions will not be permitted.

Hotel Room Rates and Reservations

Delegates and guests attending the 2015 Legislative Training Seminar must make their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230, or toll-free, at 877-212-5752. Reference the group's name, **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org, click on "LTS Home" at the right side of the page, and then click on "Hotel Reservations."

The LTS single/double room rate is \$249, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 12, 2015. 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 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.

Please DO NOT clip out. Complete and mail this entire page to NAPS Headquarters, along with your LTS payment or online payment receipt, to the address shown under "Mailing Instructions."

Use only ONE FORM per registrant. If you need to make a substitution before March 5, please call NAPS Headquarters at 703-836-9660.

Full Name

PO Box/Home Street Address

City

State

ZIP+4

For congressional visit purposes, please identify the appropriate city and state for your name badge, if different than the above.

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

Personal e-mail address (non-postal e-mail only)

Registrant is:

☐ Delegate ☐ Auxiliary ☐ Guest

☐ First-time attending LTS? (Check if yes)

DO NOT WRITE IN THIS SPACE

Amount \$

Payment Type

Check/Money Order #

Date Received

In Memoriam

NAPS is sad to report the death of James "Jim" Putnam, former Executive Board member, on Jan. 26. He was a member of Charlotte, NC, Branch 183. Jim served as



Southeast Area vice president and Southern Region vice president from 1986-1990 and also as Branch 183 president. Jim also was NAPS vice president of field services and Executive Board chair. He retired in 1990 after 40 years with the

Postal Service. NAPS Headquarters extends its deepest sympathies to his wife Shirley and the Putnam family.



Branch 73, New Orleans, recently held its Retirement/Installation banquet. From left: Tomika Duplessis, president; Ernest Parfait, vice president; Bertha Brumfield, secretary; Kyle Laurendine, treasurer; and Paulette Gabriel, parliamentarian.



Holiday fellowship with Branch 376, from left: Steve Mendez, Arizona State vice president; Paul Gantt, Branch 376 president; Ivan D. Butts, NAPS executive vice president; and John Aceves, Rocky Mountain Area vice president.



Branch 170, Shreveport, LA, held its installation Jan. 10. From left: Tim Ford, Southern Region vice president; Roy Beaudoin, president; Yolanda Grayson, vice president; Chinnela Horace (standing in for treasurer Brenda Chambliss); Gordonna Smith, secretary; and Cornel Rowel Sr., Central Gulf Area vice president.

Branch 209, Baton Rouge, LA, held its retirement/installation banquet. From left: Cornel Rowel Sr., Central Gulf Area vice president; Cinderella Clark, secretary/treasurer; Gayle Felix, vice president; Larry Hamilton, president; Sandra Minor, state legislative chair; and Louis Atkins, NAPS president.



Executive Vice President Ivan D. Butts visited Branch 146, Miami.





Branch 124, Fort Worth, TX, held its installation service, front row, from left: Manuel Trevino, Gigi Griffin-Ernest and Ann Mitchell. Back row, from left: Texas Area Vice President Bob Bradford, Gregory Newell, Joe Burke, Karen Cooper and Executive Vice President Ivan D. Butts.



Mozell Belger, Branch 183, Charlotte, NC, and Deputy PMG Ron Stroman



Members of Branch 526, James E. Park Jr. Northern Virginia District, met with Rep. Donald Beyer (D-VA) (fifth from left) at the Eastern Region Cabinet Meeting in mid-January.

Executive Administrative Schedule (EAS)

Annual Salary

Effective Jan. 10, 2015
(Day 1, Week 1, PP 03-2015)

RSC E

Grade	Minimum	Maximum
1	\$23,894	\$31,376
2	\$24,676	\$32,405
3	\$25,487	\$33,470
4	\$26,517	\$34,822
5	\$27,399	\$35,981
6	\$28,389	\$37,280
7	\$29,550	\$38,806
8	\$30,736	\$40,361
9	\$31,936	\$41,937
10	\$33,114	\$43,486
11	\$35,065	\$54,157
12	\$36,747	\$56,756
13	\$38,461	\$59,404
14	\$40,469	\$62,506
15	\$42,685	\$65,927
16	\$44,307	\$73,732
17	\$46,274	\$77,001
18	\$48,305	\$80,383
19	\$50,593	\$84,193
20	\$53,338	\$88,760
21	\$55,930	\$93,072
22	\$59,299	\$100,871
23	\$62,532	\$106,367
24	\$65,628	\$111,631
25	\$68,890	\$117,185
26	\$72,327	\$123,029

Jan. 14 Consultative

Continued from page 9

properly conducting spot audits and cycle counts.

Agenda Item #7

Resolution #96: NAPS requested that, within 10 days from selection, the required *Form 50* paperwork be submitted to local services for processing with an effective date of the pay period following the date of selection.

NAPS submitted resolutions for the November and December 2014 consul-

tative meetings regarding establishing time limits for placing non-bargaining employees selected for new jobs. The Postal Service is not willing to prescribe deadline dates because circumstances vary. There could be operating circumstances under which it could take less or more time to complete the process. As NAPS knows, Handbook EL-312, Section 744.1, addresses the placement concern regarding implementation of selections:

744.1 Effective Dates

The gaining and losing organizations must coordinate effective dates to

ensure appropriate coverage.

The principle that decision-making authorities should coordinate effective dates to ensure business interests are covered is relevant in responding to the instant item from NAPS. If NAPS perceives locally that a vacancy selection decision appears to be delayed unduly, NAPS in the field should contact management through local Human Resources (the district, then, if necessary, area manager of Human Resources) to discuss its concerns.

Bruce Moyer

NAPS Legislative Counsel

For the past four years, some of the most contentious, partisan bickering on Capitol Hill has occurred within the House Committee on Oversight and Government Reform. It's the panel that oversees and makes laws affecting the Postal Service and federal



when recalcitrant executive branch officials decline to appear before the committee.

Cummings warned Chaffetz about going into

"Issa mode," while another panel member, Rep. Lacy Clay (D-MO), said Chaffetz and other committee chairmen were "Issa-tizing" the House. Chaffetz prevailed in holding on to the subpoena authority on a party-line vote of the panel's members.

Policy disputes certainly are likely to arise within the committee during

the coming months over legislative proposals that will be harmful to federal employees, including bills that would reduce federal pay, benefits and job protections. The paycheck battles will likely occur during the budget reconciliation process later this spring. Clashes over workplace protections will arise in the midst of discussions purportedly aimed at getting rid of poor performers in the federal workplace. Prospects for postal legislation remain uncertain.

In the meantime, the following noteworthy bills have been introduced in the House of Representatives and are endorsed by NAPS:

Postal Service Standard Preservation. In response to the USPS' decision to consolidate more processing facilities, thereby slowing mail delivery, a bipartisan group of House members has co-sponsored H. Res. 54, which expresses the sense of the House that the USPS should take all appropriate measures to restore service standards that were effective July 1, 2012. That is the date on which Phase 1 of the two-phase "network rationalization" effort began. Reps. Dave McKinley (R-WV) and Paul

Tonko (D-NY) are the primary sponsors of H. Res. 54.

Parental Leave. The Federal Employees Paid Parental Leave Act (H.R. 532), introduced by Rep. Carolyn Maloney (D-NY), would give male and female federal and postal workers six weeks of paid leave after the birth, adoption or foster placement of a child. The unavailability of paid parental leave causes the federal government to lag behind other nations and the private sector, Maloney says.

As part of the Obama administration's push to improve work-family balance, the President issued an executive order in January allowing federal employees to use up to six weeks of paid sick leave, including advance leave, to care for a new child or an ill family member. Under the Family and Medical Leave Act, federal employees can take up to 12 weeks off to care for a new child, but that leave is unpaid. Maloney's bill, on the other hand, would not require federal employees to dip into their accrued sick or annual leave.

Advance Sick Leave for Veterans-Turned-Civil-Servants. The House Oversight and Government Reform Committee on Jan. 27 approved a measure to give new, federally employed veterans more advance leave. The Wounded Warriors Federal Leave Act of 2015 (H.R. 313), introduced by Rep. Stephen Lynch (D-MA), would provide federal employees who are also disabled veterans with 104 hours of advance leave during their first year in the federal work force so they may seek medical treatment for their service-connected disabilities without being forced to take unpaid leave or forego their appointments altogether. An identical measure (S. 242) has been introduced in the Senate by Sen. Jon Tester (D-MT).

brumoyer@verizon.net

Turning the Corner or Circling the Block?

work force, along with other government operations.

The committee's chairman, Rep. Darrell Issa (R-CA), clashed continually with the top committee Democrat, Rep. Elijah Cummings (D-MD). He generated headlines that focused more on himself and partisan acrimony than on bipartisanship and legislative results.

Now, Issa no longer holds the committee's gavel, due to party-imposed term limits. Rep. Jason Chaffetz (R-UT), the affable 47-year old who has taken over the chairmanship, has visibly sought to turn the corner on the Issa era, even banishing a portrait of Issa from the committee hearing room. Chaffetz and Cummings have attempted to build a relationship based on good will and personal trust.

But the Chaffetz-Cummings honeymoon likely will be short-lived. At Chaffetz' first hearing as chair, called to approve the committee's rules for the 114th Congress, a dispute arose over Chaffetz' plan to continue empowering the chairman to issue subpoenas without a committee vote or consultation with the minority party. Subpoenas, Chaffetz said, are necessary

National Association of Postal Supervisors

Vince Palladino Memorial

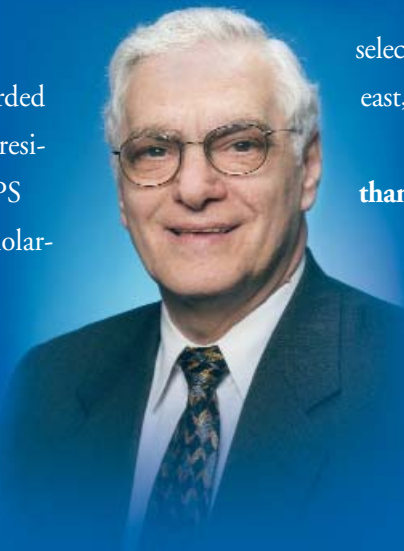
Student Scholarships

2015 Official Application Form

The **Vince Palladino Memorial Student Scholarships** are awarded in memory of the late NAPS president and honor his 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 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



selected from each of the NAPS regional areas (Northeast, Eastern, Central, Southern and Western).

This application must be received no later than July 31, 2015, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the November 2015 issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in September 2015. Scholarships may be used to pay expenses in the student's current or following semester.

Student's name (please PRINT legibly)

Major course of study

Name of accredited two- or four-year college or university attended or will be attending

City and state of the college or university

NAPS member's name

NAPS member's branch number

Student's relationship to NAPS member (son, granddaughter, etc.)

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2015**

Please mail completed application to **NAPS Scholarships, Attn: Brian J. Wagner, Secretary/Treasurer, 1727 King St., Suite 400, Alexandria, VA 22314-2753**. Thank you.

SPAC Pins Redesigned for 2015

The new year offers new SPAC designations
with corresponding pins:



President's Ultimate Oval

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

*\$750 level includes LTS SPAC reception
for donor plus one guest*



Secretaries Roundtable

\$500 level includes LTS SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

Support SPAC to
support the lawmakers who
fight for what matters most
to NAPS members.

2015 SPAC Contributors



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

Harmon, Rosemary	KY	Branch 920
Thompson, Craig	MD	Branch 42
Butts, Ivan D.	PA	Branch 355

Chairman's Club (\$250)

Garland, Angela	DE	Branch 909
Randall, C. Michele	MD	Branch 531
Puccio, James	NY	Branch 100

Supporter (\$100)

Nash, Leon	AL	Branch 45
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Winters, Michael	IL	Branch 255
Morse Jr., Sam	LA	Branch 73
Keating, Ted	MA	Branch 498
Paz, John	MA	Branch 43
Russell, John	MA	Branch 43
Russo, Dominic	MA	Branch 43
Griffin, Troy	MD	Branch 42
Shawn, Steve	MD	Branch 403
Weilep, Laurie	MN	Branch 16
Johnson, Craig	MO	Branch 36
Douglas, Karen	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Gawron, Dennis	NY	Branch 27
Warden, James	NY	Branch 100
Kopcash, Timothy	OH	Branch 133
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Brown, Thomas	PA	Branch 554
Carey, Michael	UT	Branch 139
Fratto, Jeff	UT	Branch 139
Gerber, Melissa	UT	Branch 139
Archer, Eddie	VA	Branch 98
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98

Mott III, George	VA	Branch 132
Reedy, James	WA	Branch 61
McComas, Christina	WV	Branch 212

Continuous Contributor Club (CCC) Earned in January

Carson, John	AL	Branch 901
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Simpson, Pamela	AZ	Branch 246
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Kerns, John	CO	Branch 141
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Roll, Gary	CO	Branch 65
Summerfield, John	CO	Branch 65
Woods, Terrence	CO	Branch 65
Collen, Helen	CT	Branch 3
Douglas, Lisa	CT	Branch 5
Viola Jr., Joseph	CT	Branch 3
Conkey-Blaylock, Chiquita	DE	Branch 909
Garland, Angela	DE	Branch 909
Bock Jr., Robert	FL	Branch 321

Cox, Jacqueline	FL	Branch 93
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Franco, Cheryl Ann	FL	Branch 296
Gonzalez, Ernesto	FL	Branch 406
Gudahl, Susan	FL	Branch 321
Herzog, Rosemarie	FL	Branch 154
Monroe, Pamela	FL	Branch 420
Ruckart, Kenneth	FL	Branch 386
Schulz, Mark	FL	Branch 577
Stevens-Simmons, Roberta	FL	Branch 406
Moore, Kevin	GA	Branch 281
Simpson, Mya	GA	Branch 595
Smyly, Jose	GA	Branch 82
Alos, Kanani	HI	Branch 214
Lum, Chuck	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Dickman, Ira	IA	Branch 172
Anguiano, Efren	IL	Branch 34
Baines-Albert, Pamela	IL	Branch 493
Brady, Derrick	IL	Branch 17
Cook, Carol	IL	Branch 14
Dittmann, David	IL	Branch 489
Evaristo, Oscar	IL	Branch 14
Hilliard, Ricky	IL	Branch 489
Howard, Anthony	IL	Branch 255
Matuszak, Kevin	IL	Branch 489
McIntosh, Jamila	IL	Branch 14
Mendoza, Esther	IL	Branch 14
Mondie, Debra	IL	Branch 493
Moreno, Luz	IL	Branch 489
Nolan, Terrance	IL	Branch 220
Wesley, Nancy	IL	Branch 493
Winters, Michael	IL	Branch 255
Derby, Karen	IN	Branch 169
Hardin, Donald	IN	Branch 55
Hilliard, Diane	IN	Branch 8
Malone, Tammy	IN	Branch 8
Massie, Larry	IN	Branch 576
Norton, Paul	IN	Branch 8
Patterson, Freddie	IN	Branch 169
Widdall, Samuel	IN	Branch 171
Alexander, Stephanie	KS	Branch 52
Ewing, Larry	KS	Branch 52
Macias, Juan	KS	Branch 205
McCartney, Kelly	KS	Branch 919
McIntyre, William	KS	Branch 458
Neece, Dawn	KS	Branch 205
Waddell, Corey	KS	Branch 52
Hale, Jenise	KY	Branch 1
Smiley, David	KY	Branch 390
Yelverton, Michelle	KY	Branch 1

Hartman, Stephanie	LA	Branch 73
Harvey, Joycelyn	LA	Branch 209
LaStrapes, Ebony	LA	Branch 209
Laurendine, Kyle	LA	Branch 73
Minor, Saundra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Rowel Sr., Cornel	LA	Branch 73
Williams, Brenda	LA	Branch 209
Cauley, Richard	MA	Branch 102
Curley, James	MA	Branch 419
Foley, Paul	MA	Branch 120
Hacker, Patricia	MA	Branch 6
Killackey, James	MA	Branch 43
Ledoux, Arthur	MA	Branch 6
Lewin, Kim	MA	Branch 118
Misserville, James	MA	Branch 498
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Ringie, Kevin	MA	Branch 102
Russell, John	MA	Branch 43
Russo, Dominic	MA	Branch 43
Walter, Richard	MA	Branch 120
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Marcia	MD	Branch 42
Kennedy, Gregory	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Randall, C. Michele	MD	Branch 531
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
Lombardi, Donna	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario, Tamara	ME	Branch 96
Sadler, Amanda	ME	Branch 96
Anderson, Shareen	MI	Branch 508
Bodary, Joseph	MI	Branch 268
Bradley, Anthony	MI	Branch 142
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Byrum, Jimmy	MI	Branch 508
Demo, Shari	MI	Branch 140
Felice, Jennifer	MI	Branch 152
Glenn, Sandra	MI	Branch 140
Hommerson Jr., David	MI	Branch 130
Hunsanger, Laurianne	MI	Branch 508
Hurless-Byrum, Ruth	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Roundtree, Wanda	MI	Branch 140

Trayer, Kevin	MI	Branch 142
Van Norman, Gerald	MI	Branch 130
Baker, Neil	MN	Branch 104
Beck, Zebual	MN	Branch 104
Burger, Lucille	MN	Branch 104
Clausen, Catherine	MN	Branch 16
Harvey, Kristen	MN	Branch 16
Mooney, Dan	MN	Branch 16
Nelson, Matthew	MN	Branch 104
Vance, Julianne	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Weilep, Laurie	MN	Branch 16
Bollinger, Kathreen	MO	Branch 36
Bye, Angie	MO	Branch 119
Bye, Kevin	MO	Branch 119
Johnson, Craig	MO	Branch 36
Macklin Jr., William	MO	Branch 131
Marley, Carol	MO	Branch 131
Petersen, Lisa	Mo	Branch 36
Shumate, Melisande	MO	Branch 131
Robinson, Theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Leingang, Michael	ND	Branch 937
Fuller, Tamyra	NE	Branch 64
Goedeken, Carrie	NE	Branch 10

Newman, Edward	NE	Branch 10
Michaud, Russell	NH	Branch 932
Barrett, George	NJ	Branch 74
Bosler, Tammy	NJ	Branch 287
Carmody, Russell	NJ	Branch 74
Dennis Jr., Edward	NJ	Branch 53
Grasso, Salvatore	NJ	Branch 568
Johnson, Richard	NJ	Branch 287
Kofsky, Jonathan	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Pawlowski, Frank	NJ	Branch 224
Walker, Veronica	NJ	Branch 237
Walton, Irma	NJ	Branch 75
Alberti, Joe	NM	Branch 295
Goldstein, Charlie	NV	Branch 463
McMahill, Jason	NV	Branch 463
Burke, Maureen	NY	Branch 336
Burke, Terriann	NY	Branch 11
Duffy, James	NY	Branch 85
Englerth, Scott	NY	Branch 11
Klein, Michael	NY	Branch 336
Krempa, Keith	NY	Branch 27
Middleton, Isaac	NY	Branch 68
Schirching, Christy	NY	Branch 27
Slayton, Scott	NY	Branch 11

SPAC

Contribution Form

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

\$1,000—President's Ultimate Oval

\$750—VP Elite

\$500—Secretaries Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2015

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____ Date _____

Name _____

Home Address/PO Box _____

City _____ State _____ ZIP+4 _____

Employee ID Number (EIN) or

Civil Service Annuitant (CSA) Number _____

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

☐ Check or money order made payable to SPAC; *do not send cash*

☐ Credit card (*circle one*): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

All statistics reflect money collected between
Jan. 1 and Jan. 31, 2015

National Aggregate:

\$31,346

National Per Capita:

\$1.24

Region Aggregate:

1. Eastern	\$13,798
2. Northeast	\$8,203
3. Western	\$3,345
4. Central	\$3,330
5. Southern	\$2,671

Region Per Capita:

1 Eastern	\$2.60
2 Northeast	\$1.68
3 Central	\$0.78
4 Western	\$0.64
5 Southern	\$0.47

Area Aggregate:

1. New England	\$6,733
2. Capitol-Atlantic	\$6,468
3. Mideast	\$4,454
4. Pioneer	\$3,176
5. Rocky Mountain	\$1,745
6. New York	\$1,170
7. Illini	\$1,128
8. Pacific	\$965
9. Michiana	\$883
10. Southeast	\$871
11. Texas	\$755
12. MINK	\$675
13. North Central	\$644
14. Northwest	\$635
15. Central Gulf	\$595
16. Cotton Belt	\$450

Area Per Capita:

1. New England	\$4.05
2. Capitol-Atlantic	\$2.56
3. Pioneer	\$2.32
4. Mideast	\$1.98
5. Rocky Mountain	\$1.16
6. Illini	\$1.02
7. Central Gulf	\$0.82
8. Michiana	\$0.75
9. North Central	\$0.73
10. Northwest	\$0.64
11. MINK	\$0.62
12. Cotton Belt	\$0.52
13. New York	\$0.50
14. Texas	\$0.44
15. Southeast	\$0.37
16. Pacific	\$0.35

State Aggregate:

1. Massachusetts	\$6,146
2. Pennsylvania	\$3,649
3. Maryland	\$3,175
4. Virginia	\$2,208
5. Ohio	\$1,707

State Per Capita:

1. Massachusetts	\$7.50
2. Utah	\$6.97
3. Maryland	\$5.41
4. Kentucky	\$4.59
5. Delaware	\$4.36

Continuous Contributor Club

Members by Region:

1. Central	80
2. Southern	66
3. Eastern	57
4. Northeast	52
5. Western	48

Aggregate by Region:

1. Central	\$2,469
2. Southern	\$2,153
3. Eastern	\$2,046
4. Western	\$2,030
5. Northeast	\$1,937

Warden, James	NY	Branch 100
Yuen, John	NY	Branch 100
Allen, Peggy	OH	Branch 46
Burton, Mary	OH	Branch 46
Hawkins, Kenneth	OH	Branch 46
Kimbrough, Marcia	OH	Branch 46
Laster, Jacshica	OH	Branch 46
Lewis, Gillian	OH	Branch 2
Miegl, Cynthia	OH	Branch 2
Nicholson, Rachel	OH	Branch 29
Paige, Lillie	OH	Branch 46
Sargent, Richard	OH	Branch 33
Smith, Darrilyn	OH	Branch 29
Smith, Ronald	OH	Branch 46
Sudberry, Norris	OH	Branch 46
Zamudio, Juan	OH	Branch 29
Fearrington, Melvin	OK	Branch 80
Lahmann, Joseph	OR	Branch 276
Skjelstad, Aric	OR	Branch 276
Yut, Lynn	OR	Branch 66
Bodnar, Kathleen	PA	Branch 20
Brown, Thomas	PA	Branch 554
Ferguson, Donald	PA	Branch 48
Hinton, Donald	PA	Branch 20
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Smith, Robert	PA	Branch 35
Rodriguez, Jose	PR	Branch 216
Delsesto, John	RI	Branch 105
Delsesto, Regina	RI	Branch 105
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Eese, Patricia	SC	Branch 225
Butterfield, Linda	SD	Branch 946
Blakely, Kathy	TN	Branch 41
Bowen, Randy	TN	Branch 97
Brooks, Lamarcus	TN	Branch 41
Catron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Tilo, Kalepo	TN	Branch 32
Washer, Patricia	TN	Branch 32
Whalen, Michael	TN	Branch 97
Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86

Protect Your Interests—Stay Active in NAPS

By Gary Roll

I recently went to my state board meeting in my capacity as legislative chair. The president and secretary asked me to come so we could make sure everyone was getting ready for the Legislative Training Seminar. I spoke with the branch representatives present; preparations for LTS were on their way.

But that is not what I took away from the meeting. There was talk from active members about how difficult it was to get the job done; they don't have the people. And, most importantly, they don't have the time or people to free up new supervisors to complete their training. Also, changing delivery standards and plant closings have put new pressures on our supervisors and managers.

What can retirees do to help? We need to remember who these super-

visors and managers are: They are the people we mentored, the people we trained as 204(b)s and the people we urged to be promoted. We still can help them; all of us need to stay active in our branches after retirement.

You can serve on committees and take some of the burden off the officers. You also can serve as an officer and get more heavily involved. Especially in these difficult times, help running a branch is appreciated.

Probably about now you are saying you retired to get away from all this; if you wanted to keep struggling with management and the unions, you would have stayed on the job and been paid for it. These are important considerations; we all need to enjoy our retirement. But hundreds of retirees find enjoyment and fulfillment helping NAPS.

There is a battle going on right now to determine whether or not the Postal Service survives as a govern-

ment service agency committed to quick, inexpensive, universal mail service. Will the Postal Service survive as an employer that provides good jobs and benefits to hundreds of thousands of people?

There are people in Congress who think the Postal Service should go bankrupt, cancel its labor agreements and pay minimum wage to most of its employees. They believe our benefits are too generous and should be cut back. Once they cut back the working employees, they will cut back the retirees; our retirement and health care benefits are in danger.

It is in your best interest to protect your benefits. NAPS is working to improve the Postal Service and protect the interests of working employees and retirees. For these reasons, you need to stay active in NAPS after you retire.

groll36566@aol.com

Breault, Denis	TX	Branch 265
Brown, Priscilla	TX	Branch 9
Carroll, Alessandra	TX	Branch 86
Clark Jr., Bobby	TX	Branch 124
Conley, Robert	TX	Branch 9
Cooper, Karen	TX	Branch 124
Davis, Willie	TX	Branch 559
Elizondo Jr., Jaime	TX	Branch 122
Foster, Debra	TX	Branch 9
High, Gwendolyn	TX	Branch 86
Hill, Earnest	TX	Branch 122
Howard, Marsha	TX	Branch 9
Humphrey, Anita	TX	Branch 49
Jones, Charleen	TX	Branch 122
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
Lyons, Lisa	TX	Branch 428
McGuire Jr., Robert	TX	Branch 229

McKelvey, Courtney	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Nettles, Mark	TX	Branch 9
Nevarez, Joann	TX	Branch 136
Richardson, Elizabeth	TX	Branch 86
Scott, Michael	TX	Branch 589
Slaughter, Donna	TX	Branch 229
Thornton, Landon	TX	Branch 233
Washington, A.J.	TX	Branch 589
Gerber, Melissa	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Hale, Donna	VA	Branch 526
Hartsel Jr., Robert	VA	Branch 22

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Your Website to Vent and Network

By **Dioenis D. Perez**

The website, naps.org, was developed back in the 1990s under the late, great NAPS President Vince Palladino. Having known Vince for a few years before his untimely death, I have met many of his close friends and associates throughout the years. I have a general sense of how he might have felt concerning the website he sanctioned for members' use. Currently, we have 3,700 registered users and 21,300 non-registered users; these numbers would've disappointed him.

Palladino was a smart and in-touch leader; NAPS was his life 24/7. Nobody would dispute this. He knew every leader in the Postal Service personally. If they didn't like him at first, he had a way to win them over and become friends.

I recall a time when I did not



agree with a related pay issue the USPS rolled out; what a shock. I was discussing *Title 39* on the NAPS website with other members. Vinny was an active participant on the website daily. He replied to me on the website, telling me to call him; I didn't.

Then, he called me at work; it was a brief conversation. Then, at my next branch meeting, he showed up personally to discuss *Title 39* with my entire branch to educate all of us on this subject. I was impressed, to say the least; he was hands-on.

As a leader, he knew everything about every job an EAS member had to perform; he made it his business to know everything concerning EAS responsibilities. When was the last time we had a leader like this?

His leadership style was unique because he participated and reached out and discussed issues with any

member online; he didn't care about the chain of command or local issues. He didn't worry about who liked him or didn't. If he didn't have the time to help you, he made sure someone contacted you the next day and resolved your problem. He addressed everyone!

Vinny authorized this website for the sole purpose of members seeking help, venting, sharing information and networking with their peers and receiving direct answers from any NAPS official online.

Judging by the current participation levels of our elected leaders on naps.org, Vinny would be greatly disappointed in them, as many of you are. No excuse; a leader is either a leader who addresses all the members or they are not a leader!

With dignity and respect, always.
pmob2020@aol.com

Dioenis D. Perez is a NAPS New York Area member.

The Consequences of 'No Consequences'

By **Mary Burkhard**

Consequence is a "result" or "conclusion." Most actions and acts of nature have consequences. When people do something wrong, such as rob a post office, the consequence probably will be prison time. If an organization is focused and diligently works for the welfare of its members, the consequence probably will be that members' lives are improved.



When something occurs in nature, such as a hurricane, destruction is a consequence.

The "consequences" this article references have to do with the ones created to motivate human behavior, such as rules, regulations, codes of conduct and ethics and local and federal laws.

Does having no consequences to your actions sound like a childhood dream come true? Does it sound like a lot of fun and no stress?

Don't forget: Being able to do whatever you want to do, without meaningful accountability or penalty, also would apply to everyone else. Imagine a world in which there were no sure consequences to breaking traffic laws, tax laws, codes of conduct and federal and civil law. This is where the nightmare of "no consequences" begins and ends—with confusion, distrust, broken relationships, destroyed organizations and non-productive, chaos-ridden countries.

At our 2014 NAPS National Convention this past August, a good por-

NAPS Training Calendar

tion of the first day was given to keynote speaker Greg Grey, founder and president of Renaissance Unlimited, Inc., a professional and personal leadership firm. He provided inspirational messaging regarding the necessity of having character, ethics and, more importantly, the essential need for meaningful consequences to encourage people to do what we want them to do.

The lack of clarity regarding consequences is one of the main reasons for non-compliance. Making sure there are penalties helps human beings because we all can be tempted and challenged and make bad decisions. Consequences known to all and evenly applied also raise morale, creating a more productive and satisfied work force.

This past month at the NAPS Eastern Region Cabinet Meeting, we received more than four hours of training from Monty Lobb. He is a lawyer and professor of business and government at Ohio Christian University and an expert on helping repair broken professional relationships and restoring dysfunctional organizational cultures. One of the key elements of his training was discussing the need for individual consequences.

If the core of our character is not strong, then we can't weather challenges without knowing there would be consequences. Lobb explained: "Some people have an operative conscience and others rationalize their behavior; there should always be consequences to bad activity. People should apologize and ask your forgiveness, but that does not make it okay or go away or not have consequences."

"No consequences" result in wasted energy, time, money, frustration, lack of involvement, isolation, distrust, organizational chaos, lack of focus and wasted resources. People

Northeast Region Training (NY/PR/VI/DE/NJ/PA) March 27-28, 2015

SOLD OUT

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jim Warden and Mideast Area VP Hans Aglidian

Location: Marriott San Juan Resort & Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; 787-722-7000, ext. 44

Hotel Rate: \$230, single/double

Registration Fee: \$125, includes lunch on Friday

Training Topics: Plant consolidations, future staffing procedures, DDF and other subjects

Instructors/Guest Speakers: Brian Wagner, Ivan Butts, Jim Warden; USPS: Doug Tulino, John Cavallo, Rick Uluski, Ann Mailloux and Lisa Ojeda; Scialla Associates

Central Gulf Area Training (AL/LA/MS) April 10-11, 2015

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: The Hilton Garden Inn, 2015 Old Minden Rd., Bossier City, LA 71111; (318) 562-2407

Hotel Rate: \$83/double, with government ID

Registration Fee: \$25; make checks payable to NAPS Headquarters

Training Topics: ELM 650, appeals of LOW, LOW in lieu of; adverse action and debt collection

Instructor: Southern Region VP Tim Ford

Texas Area Training April 17-18, 2015

Conducted by: Texas Area VP Bob Bradford

Location: DoubleTree by Hilton Hotel San Antonio Downtown, 502 W. Cesar E. Chavez, San Antonio, TX 78207; (210) 224-7155

Hotel Rate: \$115 plus tax

Registration Fee: \$30, includes lunch

Training Topics: Officer duties, adverse actions, mediation and retirement

Instructors: Southern Region VP Tim Ford and Bob Bradford

Illini Area Training (IL) April 30, 2015

(In conjunction with the Illinois State Convention)

Conducted by: Illini Area VP Luz Moreno

Location: Embassy Suites Chicago—O'Hare/Rosemont, 5500 N. River Rd., Rosemont, IL 60018; (847) 678-4000

Room Rate: \$129/suite

Registration Fee: No charge for Illini Area NAPS and Auxiliary members; \$50 for non-Illini members. Make checks payable to NAPS Headquarters and give to Illini Area VP Luz Moreno; (773) 726-4357.

Training Topics: ELM 650, individual development planning, branch finances

Guest Speakers: Dr. Nancy Wesley, Miguel Rios and Secretary/Treasurer Brian Wagner

are not perfect, which is why there need to be consequences to behaviors that break rules, laws, codes, policies and regulations. Misconduct deprives people of dignity, respect and trust in leadership.

Lobb said, "If you say you are going to do something, then *do it!* If there are no consequences to violations of the code of conduct, then everyone does what they want to do. This breaks the culture of an organization and if one gets away with something, then all will."

Consequences are necessary and positive contributors to making rela-

tionships and organizations better; they are instrumental to their survival. People have to want to change and want to do the right thing; the best way to help them is to have consequences. We would not want to be in an organization or relationship without them!

Mary Burkhard is a NAPS Pacific Area member.

The Postal Supervisor *encourages members to submit contributions for this column. Please see the submission information on page 3.*

Memories of a Great Lady

By **Sharon Mathews**

President

Past National Auxiliary President Nancy Boisvert died Jan. 9, surrounded by her loving family. She is survived by her husband Michael, daughter and son-in-law Amy and Christopher Ahumada, daughter Jennifer Boisvert and sister and brother-in-law Lola and Keith Van Gasken and family. Condolences may be mailed to Michael Boisvert, 1941 Cardigan Way, San Diego CA 92111-6717.

Nancy was an active advocate for the Auxiliary and NAPS. She served as National Auxiliary president, 1998-2000; executive vice president, 1996-1998; and parliamentarian during National Auxiliary conventions. Nancy currently was president of the Mo Twomey Branch 159 Auxiliary. She also served the California State Branch 905 Auxiliary as president,



vice president and secretary.

Annual trips to NAPS Legislative Training Seminars in Washington, DC, earned her the nickname, "The Brownie Lady." She made her famous brownies for those she visited on Capitol Hill. Nancy advocated for keeping members of Congress informed of issues affecting NAPS members and their families and the Postal Service.

Nancy had been very excited that last year's national convention was again going to be held in San Diego; she attended the 1990 National Convention in San Diego. She offered her help and expertise in many ways to the Auxiliary and NAPS to ensure all delegates and their families enjoyed a great time and knew about the varied attractions in San Diego. Nancy also conducted the 2014 memorial service, remembering deceased members since the 2012 convention.



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.

Even though Nancy had endured multiple health issues throughout the years, she always had a positive attitude, showed empathy for others and never let it dampen her spirit or her willingness to offer her help.

She is remembered for her friendliness, genuine love for her friends, ready smile, love of sewing and tailoring skills, diplomacy, wise counsel, mentoring of Auxiliary members and officers on the local, state and national levels and offers to help the Auxiliary and NAPS in any way she could.

Nancy will be dearly missed, but remembered by all.

sharonmathews4504@comcast.net

2015 SPAC Contributors

Continued from page 21

Holley, Deborah	VA	Branch 526
Hubbard, Jim	VA	Branch 22
Jacobs, Charles	VA	Branch 132
Jones, Patricia	VA	Branch 98
Mott Iii, George	VA	Branch 132
Salmon, James	VA	Branch 98
Baldwin, Dexter	WA	Branch 31
Chambliss, Brenda	WA	Branch 61
Gillett, Michael	WA	Branch 31
Gruetzmacher, Bjoern	WA	Branch 61
Haslett, James	WA	Branch 31
Howe, Steven	WA	Branch 61
McCracken, Cindy	WA	Branch 61

Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Wilson, Richard	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Burdick, James	WI	Branch 213
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Sederholm Marti, Susan	WI	Branch 72
Sprewer, Victoria	WI	Branch 72
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212
Newhouse, Raina	WV	Branch 212