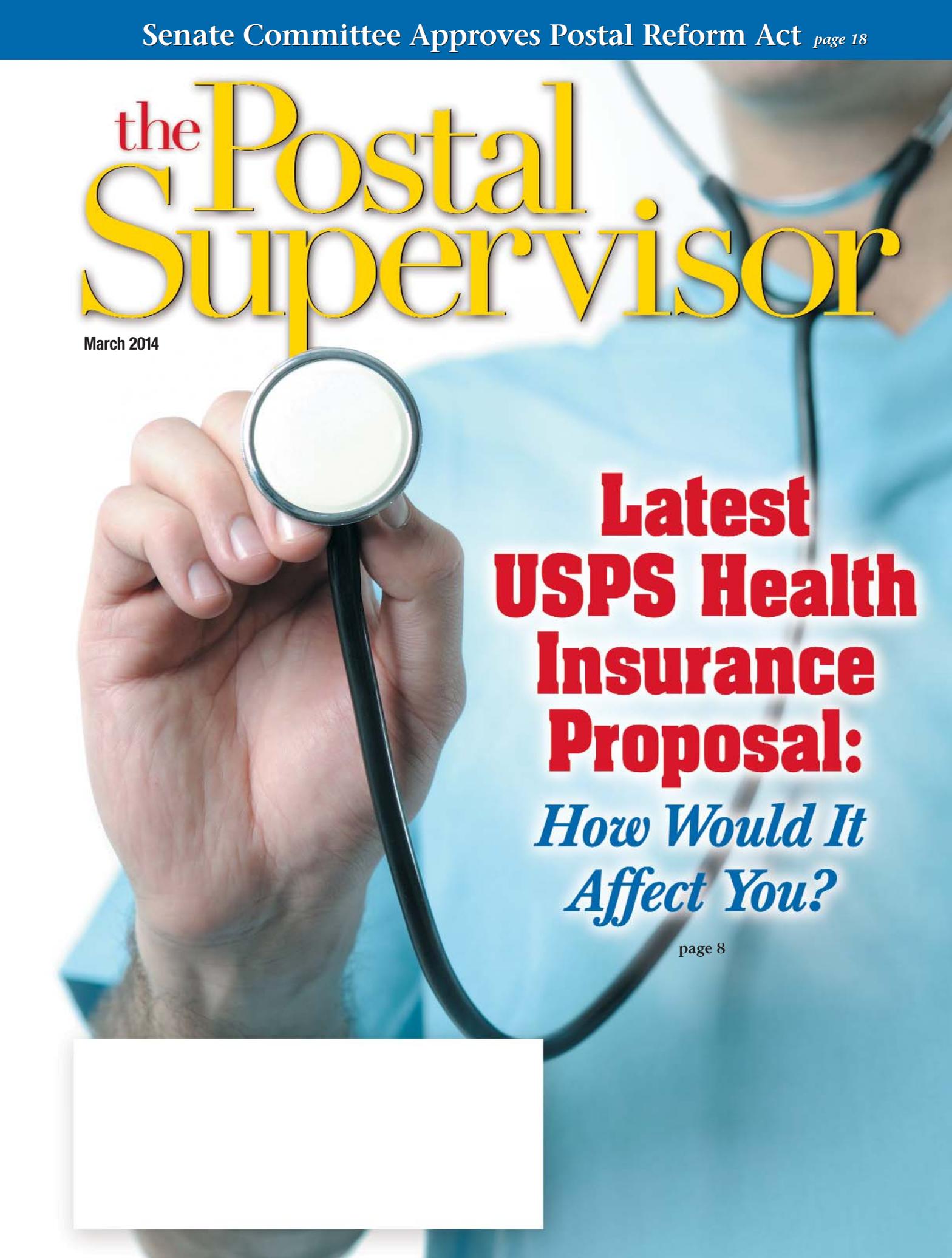


the Postal Supervisor

March 2014



**Latest
USPS Health
Insurance
Proposal:
*How Would It
Affect You?***

page 8





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MM15160
MM1231567

The Postal Supervisor (ISSN 0032-5384) is printed monthly by the National Association of Postal Supervisors (NAPS), 1727 King St., Suite 400, Alexandria, VA 22314-2753; 703-836-9660; fax, 703-836-9665; website, www.naps.org; general e-mail, napshq@naps.org.

Periodicals postage paid at Alexandria, VA, and additional mailing offices.

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries. Non-member subscription price: \$25 per year.



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.

Submissions—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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Committed to a Competitive Postal Service

In my previous article, I discussed how important it is to not only put EAS managers and supervisors in positions to succeed, but to also recognize them for their superior achievement in the workplace. Our members in the field often go above and beyond the call of duty, almost always having to do more with less. This lack of resources is a result of external and internal factors that have taken the Postal Service to the very brink of insolvency.



Louis Atkins
President

While some of these forces are beyond anyone's direct control, it goes without saying that, without the people, equipment or funds required to complete the tasks in front of us, it will be harder to fulfill the Postal Service's constitutional mandate of reliable universal service to the American people. Despite all the challenges before us, I never once have questioned the commitment of NAPS members in promoting a healthy

and competitive Postal Service.

The EAS work force played a vital role in the USPS' recent successes during the holiday season. While the media spotlight was on our competitors' poor performance, the Postal Service was praised for its ability to deliver to our customers. Without the commitment of the work force, none of that would have been possible. I think we all can agree this feat deserves recognition.

We all are aware our members have been locked into a four-year pay freeze—a side effect of not just the Postal Service's financial distress, but an indirect result from the cost-cutting measures happening across the entire federal government.

To this end, I am happy to report the nearly four-year wait is over. The Postal Service granted all non-bargaining employees a 1 percent pay increase, effective Jan. 25. In its statement, the Postal Service emphasized: "The pay agreement for 2011-2015 provides an increase in the EAS pay ranges; therefore, the

increase will go into the base salary of EAS employees and avoids any lump-sum payments." In addition, the salary increase is not part of the Pay-for-Performance process, but is provided outside the FY 2014 guidelines.

This agreement was reached after a long process of discussion and feedback among the Postal Service and the three management associations—a process that, while it went on for an extended period of time, must be considered positive and fruitful.

Even though this increase might seem long overdue and somewhat modest, considering our efforts on behalf of the Postal Service, one has to take a look at where we were and where we are now. Certainly we deserve more than a 1 percent increase. But that amount is more than what we received in the past three years.

Look at it in context of the Postal Service's recent agreement with Amazon—the largest Internet retailer on the planet. This pact could generate unprecedented revenue for the agency. Even without the Amazon agreement, the Postal Service continues to see a dramatic increase in package volume; the USPS wisely is positioning itself to be a leader in delivery.

The transition to this business model has not been easy. Many within our ranks have been forced to adapt by taking on new roles and responsibilities or even moving to new facilities. Yet, if things keep going in this direction, this will not be the last bit of good news for NAPS and the USPS. In order to be successful, we must maintain the high standards we have set for ourselves.

Our fellow citizens are relying on us, whether it is shipping books or movies or a birthday card; we truly are an essential part of business in America. As long as we cherish and honor the trust that has been put in us, there always will be a need for America's Postal Service.

naps.la@naps.org

Postal Reform Moves Forward

Postal reform took a step forward Jan. 29 with the initial markup meeting of the Senate Homeland Security and Governmental Affairs Committee in Washington, DC. One-third of the amendments offered by committee members were voted on in the first day. The remainder will be adjudicated, hopefully by the time you read this article. Most of the truly contentious amendments have yet to be dealt with; both sides of the committee are position-

ing themselves, as well as the stakeholders—including NAPS, the unions and the mailers.

I decided to write about the markup process because it is important for you to know that the two leaders of the Senate committee gave the strong impression they had to come up with a solution to the Postal Service's problems. This consensus is something I haven't seen in prior hearings. It was good to see that both Chair-

man Tom Carper and Ranking Member Tom Coburn seemed to mean what they said when they both pronounced that not everyone was going to agree on all aspects of the bill, but that the bill had to be looked at from the perspective that an 80-percent solution would be better than nothing at all.

In advance of the committee meeting, the Postal Service announced that the next phase of its restructuring was being placed on indefinite hold and EAS positions that were expected to be eliminated with plant closings now are being placed up for bidding. This may change the entire restructuring once again as positions that were supposed to be eliminated now need to be filled and opportunities for our members will become more accessible.

This all leads me to bring out an important point: In order for our voices to be heard, all our members must become more active in the political process. There are three ways you can do this. First, you can support our Supervisors' Political Action Committee

through a donation to SPAC by payroll deduction. You can sign up online on our website, www.naps.org.

Last year, our members broke the all-time record for SPAC contributions, raising more than \$174,000 in donations. These funds allow us to support candidates for office who support NAPS' views on how the Postal Service should look in coming years. Many of the members of Congress we have supported have had our backs by supporting our MSPB legislation, maintaining six-day delivery, maintaining local overnight delivery of First-Class Mail and keeping our infrastructure at current levels. Many of our friends have tough races later this year and we need to support those who support us.

Second, you can start to have a communications relationship with your member of Congress through our website, by telephone or in person. You can get involved with your member of Congress by attending town hall meetings scheduled in the near future; this is an election year for the entire House of Representatives and one-third of the Senate.

Third, get on the mailing list for your member of Congress so you will know what they are doing in your congressional district and state. If you Google your member of Congress, you can learn what committees they are on and what they are doing for you. Many NAPS members are on a first-name basis with their members of Congress. That makes a difference when postal legislation comes to a vote and you have access to your elected officials. Your input can and will make a difference.

Keep accessing the NAPS website for continual updates on the progress of postal reform. Be "in the know" and share the information you gain with fellow supervisors and NAPS members. We will be looking forward to greeting delegates to this year's Legislative Training Seminar where we all will prepare to "press the flesh" lobbying our representatives and senators on Capitol Hill.

naps.jk@naps.org



Jay Killackey
Executive Vice President



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.

Membership—More than Just Dues

It's March and as tradition would have it, it's time for March Madness basketball, the NAPS Legislative Training Seminar and my annual *Postal Supervisor* article that contains a mesmerizing membership marketing message to encourage members to increase NAPS membership. In all honesty, it's the

motivating action of our members that will increase membership, but a mesmerizing marketing message can't hurt.

Membership is more than just dues. NAPS membership represents benefits, strength in numbers, financial strength and opportunities. When factored together, they embody the NAPS organization.

Why would someone with whom you work who is eligible for membership not be a NAPS mem-

ber? There are many reasons or excuses they may offer. The first—and probably most standard—reason is really simple: No one ever asked them to join NAPS!

Some other excuses we have heard over the years include: "I don't need anyone to represent me because I am never going to be in trouble," "NAPS isn't a union so they can't help me" and "I can't afford to pay NAPS dues because I didn't get a raise"—to name just a few. You most likely have heard other reasons. There really aren't any good reasons for not joining NAPS. But there are plenty of good ones for joining that you can share with eligible non-members.

First, benefits. Being a NAPS member makes you part of a team of national, state and local officers representing approximately 26,000 members who belong to one of about 300 branches, being represented at all hours of the day. In addition, NAPS has consultative rights under *Title 39 U.S.C. §1004*, which requires the USPS to consult with NAPS whenever the USPS wants to make changes that will affect our members' rights, salaries, benefits and workplace.

Just as important, members benefit from NAPS' legislative network and Supervisors' Political Action Committee (SPAC) fund. This network and fund are used to lobby Congress to effect legislation that will benefit our members.

Did I mention NAPS has a Disciplinary Defense Fund (DDF) that pays up to \$3,500 in expenses to represent members in times of adverse action or debt collection? Well, we do. Members can learn more about the DDF and all the other benefits of membership through NAPS' comprehensive communications network that not only consists of a national magazine called *The Postal Supervisor*, but also through our first-class—no pun intended—website at www.naps.org. NAPS also has expanded its communications network to include a biweekly online newsletter called *NAPSHQ2U* and social media, including Facebook and Twitter.

Not only does NAPS have reasonable dues fees with the average member paying about \$10 per pay period, NAPS also provides \$10,000 in annual scholarships for eligible children and grandchildren of its members. I haven't even mentioned the \$25 NAPS gift card a member receives for signing up a new member or the current NAPS membership drive we have in effect. Just read my article in the August 2013 issue of *The Postal Supervisor* for details. Benefits are not just available at the national level; many local and state branches provide specific benefits to their respective members, as well.

Second, as NAPS membership grows, so does our strength in members. NAPS represents approximately 70 percent of all eligible EAS employees. With 26,000 members, including 2,700 postmasters, NAPS provides a strong voice on Capitol Hill, not to mention a strong economic impact in the congressional districts in which our members live. In addition, a branch's voting strength at national conventions becomes stronger when it increases the number of active and associate members in the branch. Basically, for every 10 members, a branch receives one vote at the national convention. With these votes, a branch can help direct who will represent the organization at the national level and how those elected officers should conduct the business of the organization through convention resolutions.

What can you do to help strengthen your branch membership? Hold regular branch meetings, mail out meeting minutes, represent the members when they

Continued on page 11



Brian Wagner
Secretary/Treasurer

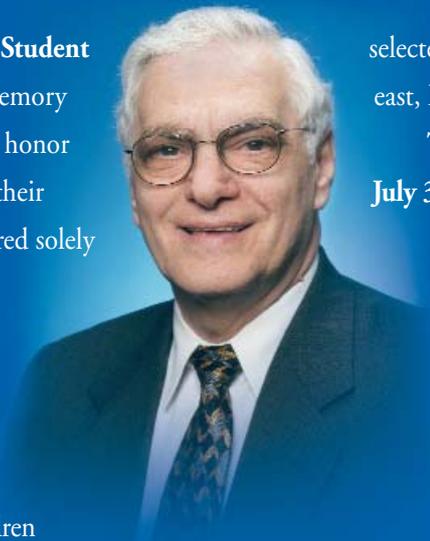
National Association of Postal Supervisors Vince Palladino Memorial Student Scholarships

2014 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, 2014, at the address provided below.

Scholarship winners will be announced at the NAPS 2014 National Convention in San Diego in August. In addition, the scholarship winners will be listed in the 2014 convention 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 2014. 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, 2014**

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

Efforts of Non-Bargaining Employees Recognized

Following is the text of a letter from USPS Vice President of Labor Relations Doug Tulino to NAPS President Louis Atkins regarding the recent pay increase, reinstatement of the employee awards program and adjective ratings for PFP:

“The Postal Service has faced unprecedented financial challenges over the last few years. During these difficult times, our organization has continued to provide outstanding service to the American public.

“Our supervisory, managerial, postmaster and all non-bargaining employees have contributed to the Postal Service’s success during these difficult times. In recognition of their efforts, non-bargaining employees will receive a 1 percent salary increase to be implemented effective Jan. 25, 2014. In addition, as provided in the Postal Service’s pay decisions for 2011-2015, Pay-for-Performance (PFP) ratings will apply to salary determinations in FY 2014.

“Effective Jan. 25, 2014, the July 11, 2011, suspension of the employee awards program for non-bargaining employees will be lifted for FY 2014. This will provide managers the opportunity to recognize employees for exceptional performance in FY 2014.

“Lastly, we consulted with you on the issue of adjective descriptions for the PFP Program. The Postal Service will eliminate the four category descriptions included in the PFP Matrix outlined in the 2011-2015 pay decision. The terms, Non-Contributor, Contributor, High Contributor and Exceptional Contributor will no longer be used in the Performance Evaluations System, but the

Postal Service will continue to use four performance levels for reduction-in-force (RIF) purposes. The effects of this change will be implemented to ensure compliance with applicable veterans’ preference laws and regulations.”

Proposed Changes to Health Insurance Further Explained

In the January “NAPS of Note,” a series of Qs & As were provided to clarify the Postal Service’s proposals for revamping its health insurance benefits. In response, NAPS had questions for Postal Service Headquarters about its proposals. Following are the questions and Postal Service Headquarters’ responses.

Q: What are the other alternatives if the USPS does not get its proposal approved? Will the USPS stay in the FEHBP as it currently is?

A: The Postal Service believes our proposal regarding retiree health benefits (RHB) is the best alternative for our employees because it will dramatically reduce our unfunded liability for retiree health benefits and allow us to fulfill our commitment to provide retiree health care for our employees. The Postal Service’s proposal does not involve withdrawal from the FEHBP.

Q: What is the current contribution amount for annuitants; how will this proposal potentially impact these amounts?

A: Currently, federal and postal annuitants contribute 30 percent toward the cost of FEHBP retiree health insurance premiums. This contribution level is not controlled by the Postal Service; it is set by law and would continue to be under the Postal Service’s proposal.

Q: How is the active employee contribution expected to change in

the segregated plans?

A: The Postal Service’s proposal concerning RHB does not include changes regarding respective employer and employee contributions toward FEHBP health insurance premiums for active (non-retired) employees. Those contribution amounts will continue to be subject to collective bargaining and management consultation under the Postal Service’s proposal.

Q: Will these separate postal plans have reduced benefits?

A: The Postal Service’s proposal does not include any benefit reductions and will not affect quality of service. The Postal Service’s proposal integrates segregated postal plans with Medicare, thus making Medicare the primary insurer and the FEHBP plan the secondary insurer for enrolled annuitants.

Q: If postal annuitants who are Medicare age are required to enroll in Medicare parts A, B and D, how will the additional premiums for parts B and D be cost-effective for members, most of whom are living on fixed incomes? This proposed plan forces postal annuitants to add two premiums to their monthly bills, in addition to their FEHBP premiums.

A: First, the Postal Service’s proposal does not include two additional premiums for Medicare-eligible annuitants; integration with Medicare parts A and D will be completely free of cost to participants under the Postal Service’s proposal. For a current annuitant enrolled in one of the segregated postal plans who is not currently enrolled in Medicare parts A and B, there will be an additional cost associated with purchasing Part B coverage.

The proposal stipulates that the 10 percent-per-year penalty that

NAPS 2014 State Conventions

applies to late enrollment in Medicare Part B be waived. For almost all new Part B participants, their contributions for Part B will be \$104.90 monthly (\$104.90 is the monthly contribution for Part B for a participant whose modified adjusted gross income is \$85,000 or less, \$170,000, if married filing jointly). However, some of this contribution will be recovered through the lower premium contributions the participant will pay depending on the plan in which they are enrolled.

Moreover, annuitants will recover more of the cost through the improved coverage they now will enjoy from the combination of Medicare and their FEHBP plan. If you are a Medicare-eligible annuitant who is required to enroll in Medicare as a result of this proposal, your co-pays and other out-of-pocket expenses generally will be eliminated. Your benefits will be coordinated with Medicare so that Medicare is the primary payer of your health care claims and your FEHBP plan will pay your remaining out-of-pocket expenses, up to your particular plan's allowance, if Medicare coverage were not available.

Q: Will the Medicare Part D coverage be comparable to the current prescription coverage under the FEHBP plans?

A: The Postal Service's proposal will not negatively affect prescription drug coverage within the segregated postal plans. In fact, it most likely will improve it. The Postal Service has proposed that OPM mandate the provision of prescription

drug benefits for Medicare-eligible postal annuitants in the segregated plans through Employer Group Waiver Plans (EGWP).

EGWPs come at no additional cost or reduction in benefits for participants. Rather, they use a combination of subsidies and bulk pharmaceutical purchasing discounts to generate savings that are passed on in the form of lower premiums. Capturing those savings through integration with Medicare Part D will eliminate almost half our unfunded liability for retiree health benefits and improve prescription drug coverage, particularly for catastrophic drug expenses.

Q: If OPM is going to mandate the provision of prescription drug benefits for Medicare-eligible postal annuitants through Medicare Part D, will the current prescription benefits under the FEHBP plans be taken away?

A: No. As stated previously, integration with Medicare Part D will come at no additional cost or reduction of benefits for participants. The savings from Part D are behind-the-scenes, so to speak, and will be passed on in the form of lower premiums.

Q: When a postal annuitant policyholder has a family FEHBP policy and he or she becomes eligible for Medicare at age 65, how does this impact the spouse/dependents who currently are covered under the family FEHBP plan, but are not Medicare eligible? Currently, Medicare policies are individual policies and a spouse would not be eligible to keep an FEHBP policy by themselves. Will the spouse/dependents lose their FEHBP benefits and be forced into the exchanges?

A: The Postal Service's proposal does not include elimination of coverage for any individual who is a

Dates	State(s)	Location
April 26	ND/SD	Hampton Inn Deadwood at Four Aces Casino, Deadwood, SD
May 1-3	Northwest Area (AK, ID, MT, OR, WA)	Grove Hotel, Boise, ID
May 1-4	CA	Doubletree, Los Angeles Westside
May 2-3	IL	hotel TBA, Chicago
May 14-18	Capitol-Atlantic (DC, MD, NC, SC, VA)	Wyndham Virginia Beach Oceanfront, Virginia Beach
May 15-17	MINK Area (MN, IA, NE, KS)	Overland Park Marriott, Overland Park, KS
May 15-17	WI	Osthoff Resort, Elkhart Lake
May 15-18	New England Area (CT, MA, ME, NH, RI, VT)	Red Jacket Mountain View Resort, North Conway, NH
May 16-17	CO/WY	Colorado Springs Marriott, Colorado Springs
May 26-29	NY	Villa Roma, Calicoon
June 6-7	MN	Fair Hills Resort, Detroit Lakes
June 11-13	GA	Merry Acres Inn, Albany
June 18-22	TX	Houston Hilton Post Oak, Houston
June 19-22	FL	hotel TBA, Cocoa Beach
June 20-21	MI	Valley Plaza Inn, Midland
June 20-22	PA	Holiday Inn Grantville/Hershey, Grantville
June 22-24	NJ	Golden Nugget, Atlantic City

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

spouse or dependent of a postal retiree and who is thereby eligible for FEHBP coverage. If you are an annuitant over age 65 and Medicare-eligible, your spouse and/or dependents will continue to receive coverage under the Self-and-Family option from your FEHBP plan. If your spouse (or dependent) becomes eligible for Medicare, he or she will have to enroll in Medicare parts A and B if he or she wishes to remain covered under your health insurance.

Q: The proposal states that these plans will be “fully integrated” with Medicare. Does that mean they will be structured like a Medicare supplemental policy and follow Medicare’s guidelines—that is, if Medicare denies, so does the FEHBP plan? This would result in a reduction of benefits. Currently, the FEHBP policy does not follow Medicare guidelines and will consider covering charges at 100 percent of allowance with a copy of the Medicare denial.

A: The Postal Service’s proposal does not include any reduction in benefits for postal annuitants in segregated plans who are enrolled in Medicare. Annuitants in segregated plans will have their benefits coordinated with Medicare so that Medicare is the primary payer of their health care claims; the FEHBP plan will pay their remaining out-of-pocket expenses up to their particular plan’s allowance, if Medicare coverage were not available.

Q: For the sake of these questions, let’s assume that Blue Cross/Blue Shield (BCBS) is the current FEHBP Plan. Also, some assumptions of definitions may not be accurate.

A: The response to these questions will not change, whether you focus on BCBS or not. The Postal Ser-

The Postal Supervisor 2014 Production Schedule

Issue	Copy Deadline*	Mails
MAY	APR 7	MAY 1
JUNE	APR 29	MAY 19
JULY	MAY 26	JUNE 16
AUG	JUNE 25	JULY 16
SEPT	JULY 21	AUG 12
OCT	SEPT 2	SEPT 25
NOV	OCT 6	OCT 27
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.

vice has identified 16 potential plans that have 5,000 or more USPS enrollees that would be segregated for legislative direction and integration with Medicare, one of which is BCBS. The answers to the following questions are the same for any of these segregated plans. All future annuitants will be required to enroll in one of the segregated plans (and, consequently, Medicare parts A and B) on retirement if they wish to continue to receive health benefits from the Postal Service. Our data indicates that most postal employees (around 92 percent) already are enrolled in plans that would be “segregated.” Thus, these employees would not have to switch insurance plans at retirement.

Q: Is it true that, regarding prescriptions, delays can occur after Medicare becomes the primary plan because many prescription medications require prior approval?

A: We do not anticipate that this proposal will have any effect on the processing time for prescription medication coverage. First, many prescription drugs already require prior approval from existing FEHBP plans. Second, and more importantly, integration with Medicare

Part D will come in the form of an EGWP, which comes at no additional cost or reduction in benefits for the participant. EGWPs use a combination of subsidies and bulk pharmaceutical purchasing discounts to generate savings that are passed on in the form of lower premiums; they do not require a separate prior approval process than already would be contained in a normal pharmacy benefits plan as part of FEHBP insurance.

Q: Would Medicare Part D co-pays be higher?

A: No. Again, integration with Part D would be in the form of an EGWP, in which behind-the-scenes discounts are passed on to participants in the form of lower premiums. In other words, drug co-pays and co-insurance amounts will not change; some annuitants will be eligible for special subsidies, including lower or zero co-pays. There also will be better coverage available for catastrophic drug expenses (where a participant’s out-of-pocket costs exceed \$4,700 in a calendar year), which is another feature of Medicare Part D that provides better protection for our annuitants and spouses over age 65.

Q: What happens when the primary holder of the insurance turns 65 and enrolls in Medicare parts A and B, but they have children or a spouse/significant other under 65?

A: The Postal Service’s proposal does not include elimination of coverage for any individual who is a spouse or dependent of a postal retiree and who is thereby eligible for FEHBP coverage. If you are an annuitant over age 65 and Medicare-eligible, your spouse and/or dependents will continue to receive coverage under the Self-and-Family option from your FEHBP plan. Once your spouse (or dependent) becomes eligi-

ble for Medicare, he or she will have to enroll in Medicare parts A and B if he or she wishes to remain covered under your health insurance.

Q: What about adoptive children—what rate applies?

A: Adoptive children will be able to continue coverage as normal under the Self-and-Family Option. As far as the premium rate, we do not have information to share at this time about the estimated premiums for particular plans under this proposal. However, we fully anticipate that complete integration of the segregated plans with Medicare (full participation in Medicare parts A and B and the adoption of the EGWP plan for prescription drugs through Medicare Part D) will produce an estimated 10 percent reduction, on average, in required premiums with no changes in benefits.

Q: In this scenario, are children under age 26 still covered by the plan?

A: Yes, they can be covered

under the Self-and-Family Option.

Q: At what rate and by whom does the child/spouse receive protection?

A: This question is unclear. Dependent children and spouses may continue to be covered by the Self-and-Family Option of whichever segregated plan the USPS annuitant is enrolled. Once a spouse becomes eligible for Medicare, he or she will have to enroll in Medicare parts A and B if he or she wishes to remain covered.

Q: It is presumed that, after 65, Medicare pays 80 percent and BCBS will pay 20 percent for covered charges. What happens if a service or procedure is not covered by Medicare? Will BCBS (or a segregated plan) cover the expense as though it is the primary?

A: We cannot confirm that the ratio of Medicare to BCBS payments is correct. In any event, benefits will be coordinated with Medicare so that Medicare is the primary payer of

health care claims. The FEHBP plan will pay the remaining out-of-pocket expenses up to your particular plan's allowance, if Medicare coverage were not available. In other words, the FEHBP plan will cover medical expenses in the absence of Medicare coverage as if it were the primary insurer.

Q: After an employee turns 65 and signs up for parts A and B, does BCBS (or a segregated plan) become a secondary policy or a supplemental policy?

A: As stated previously, benefits will be coordinated with Medicare so that Medicare is the primary payer of health care claims. The FEHBP plan will pay the remaining out-of-pocket expenses up to your particular plan's allowance, if Medicare coverage were not available. In other words, the FEHBP plan will cover medical expenses in the absence of Medicare coverage as if it were the primary insurer.

Membership—More than Just Dues

Continued from page 6

call, mentor future officers and attend training and conventions to acquire information and knowledge to share with all your members.

Third, membership represents financial strength. Yes, as membership increases, so does a branch's treasury. Through proper money management, such as budgeting, auditing, reviewing expenses and collecting dues, a branch becomes financially strong to have the funds available to provide opportunities to all its members. What are some of these opportunities?

That brings me to my fourth reason: opportunities. When a branch

is financially strong, it can provide opportunities for members to attend training and conventions. Branches can implement their own branch scholarship programs and provide for social events to recognize members during the holidays or at retirement. But opportunities are more than just monetary.

As a NAPS member, you have the opportunity to be legislatively active and lobby Congress to effect change that affects your postal career and retirement. Members have the opportunity to become elected leaders of NAPS at the local, state or national levels to also help effect change on how NAPS should conduct business today and in the

future. There is the opportunity to become involved in national and state conventions by volunteering to be on a committee to use your knowledge and experiences to again effect positive changes in the NAPS organization.

The ideas in this article barely touch on what NAPS can and does provide its members. You, as a member, can probably think of many more. With all that NAPS membership has to offer, there really is no excuse for a non-member not to become a member. So, I think I will just excuse myself now, so you may take this mesmerizing message to "Motivate Membership."

naps.bw@naps.org

Use of Non-Career Employees as Supervisors, NMO Pilot Program Among Items Discussed

President Louis Atkins and Executive Vice President Jay Killackey were present for the Jan. 14 consultative meeting with the Postal Service. Secretary/Treasurer Brian Wagner and MINK Area Vice President and Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were John Cavallo, Labor Relations Public Policy Administration; Bruce Nicholson, Labor Relations specialist; Jenny Utterback, Organizational Effectiveness; Linda Malone, manager, Processing Operations; Nefty Pluguez, USPS APWU Contract representative; and Rod Bernier, Complement Staffing and Field Policy.

Agenda Item #1

NAPS is receiving increasing reports from the field about the use of non-career employees (PSEs and CCAs) as 204(b) supervisors on a continuing basis. Its members are concerned about the use of non-career employees as supervisors and managers of career employees because CCAs and PSEs have minimal knowledge of postal operations and are not trained to complete all the functions of an operational supervisor.

There is the issue that non-career employees serving in management assignments cannot be compensated at the level of the position because higher-level pay for non-career employees cannot be entered into TACS. But the larger issue is that critical management positions should be covered by qualified, competent and trained managers and supervisors who can help the Postal Service realize its

goals and objectives for FY 2014.

EAS T-time should be used in situations when EAS employees want to work, rather than non-careers, as 204(b)s. NAPS also would like to see EAS vacancies posted when an office is not going to be impacted. What is Postal Service Headquarters' position on the continued use of non-career employees in management assignments? If non-career PSEs and CCAs are covering vacant EAS positions, why aren't those positions requiring coverage being posted for career employees to apply?

USPS Headquarters does not condone the use of non-career employees as 204(b)s, but if supervisory coverage is needed and there is no other career bargaining employee wanting to work as a 204(b), local management may not have any other option but to use non-career employees. There are no USPS regulations that prohibit non-career employees working as 204(b)s; neither is local management barred from using T-time to cover additional supervisory hours.

NAPS has brought up the issue before about supervisors working too many hours at the same time local management won't use T-time; there is a conflict. There is no supervisor T-time desired list and the USPS won't mandate one be created. Due to the circumstances in an office, it is a local decision to use non-career employees as 204(b)s.

In regard to vacant EAS assignments, local NAPS officers should talk with local management about getting EAS vacancies posted and filled and getting district and area offices to agree. Local dialogue and reasoning are needed to determine if local EAS postings are needed to fill supervisor needs and eliminate the need to have

non-careers working in EAS vacant positions.

Agenda Item #2

NAPS would like an update on the current restructuring in P&D. This includes facilities on the closure list, the number of EAS employees still impacted and the current status of postings.

General RIF notices were sent Jan. 14, 2014, to approximately 1,600 EAS employees. Specific RIF notices will be mailed Feb. 12. The final RIF separation date is April 18. The USPS objective is to get people placed before the RIF deadline. As for the public facility closure list, it has not changed. The list is on USPS.com. There is no final list of closures because the USPS is still doing network analysis. The USPS is being sensitive to those facilities that may be closed in the near future so as not to post EAS positions that later would be eliminated and place EAS employees in "harm's way." The USPS is doing general EAS postings open to all EAS, except in some limited areas due to an area of competition having impacted EAS employees.

Agenda Item #3

NAPS would like a briefing on the rationale of testing a pilot program to outsource processing and transportation of Non-Machineable Outsides (NMOs) outside the NDC network.

NMOs is a pilot program. The USPS provided NAPS with a presentation explaining how the pilot is to work. The objective for the USPS is to leverage the network of a third-party logistics company. The concept is to hand off NMO parcels to a logistics provider who can deliver to one of the 17,000 USPS offices

for final delivery of the USPS last mile.

The USPS is analyzing the cost through a six-month pilot that started in December 2013 and goes through April 2014. The USPS will analyze whether it is more cost-effective to handle NMOs internally or have a third-party logistics company process these parcels. Currently, NMO parcels are manually processed by the USPS. The pilot will give NMOs to a logistics provider who will process them with automated equipment.

The USPS also is analyzing whether it is more cost-effective to have the USPS handle the "middle mile" of NMOs or hand them off to a third-party logistics company. If the pilot is deemed profitable, the USPS envisions NMOs being received over the retail counter, then sent to the third-party logistics provider for processing to be delivered to one of the 17,000 post offices for the last-mile delivery. If the USPS elects to implement the pilot NMO program permanently, it will bid out the work. There is no guarantee that UPS automatically will get the bid.

NAPS followed up with these questions regarding NMOs:

- How does the USPS plan to save money when it will take identified NMOs to the plant and then to the NDC to receive two handles at the NDC, first segregating the NMO and then moving it to an outbound dock?

That is what is being evaluated during the NMO pilot program.

NAPS stated that, with one more handling, the NMO could stay in the USPS distribution and transportation system.

- How will the NDC identify NMOs for UPS? Will it be done by looking at the double barcode (UPS and USPS) and segregating them that way?

The USPS can actually process some NMOs if their dimensions allow them to be processed in its systems. Therefore, not all double-barcoded mail will ultimately go to UPS.

- How can this NMO work if some go to UPS and some do not?

This is an issue that will be studied during the NMO pilot.

- How will the NMO program impact transportation and result in savings?

If the USPS is sending five trailers to a destination, it may be able to eliminate one of the trips.

NAPS responded it does not think funneling NMOs to UPS will save on transportation. NAPS also is concerned about how much will be paid to UPS and that the remaining revenue will not be profitable to the USPS. Because UPS is a for-profit company, NAPS does not anticipate any revenue remaining after paying UPS. How can this NMO program be profitable?

The purpose of the NMO pilot is to determine if there will be savings. Once the pilot is completed and if it works, the USPS will place a request for proposal for logistics companies to bid for the work.

NAPS stated it is not optimistic about the NMO pilot and will be watching it and the benefits closely.

Agenda Item #4

NAPS would like to be provided information on achieving goals and targets from the scorecard for PQ1/2014 to share with its members.

The NPA administrators stated Quarter 1 NPA information is not available at this time. In addition, as NAPS was previously informed, the USPS Board of Governors still has to review the specific corporate targets. USPS NPA administrators estimate that Quarter 1 NPA figures should be available early in February.

Agenda Item #5

At the processing facility in Manasota, FL, there currently are 18 EAS vacancies; it does not appear the facility is slated for closure. The plant is being staffed with anyone who wants to go there, with personnel being paid per diem and put up in hotels, which

is costing an extra \$5,000 per month per vacancy; this is not cost-effective. NAPS is requesting the USPS post these 18 vacant EAS positions to eliminate the additional cost to the USPS and provide stability in management.

This particular facility still is on the list for possible closure. If the USPS filled those positions today, it could be putting these EAS employees in harm's way. The USPS is trying to protect these EAS employees as their office is under review for an AMP. Unfortunately, the USPS has no time frame as to if the office will actually be closed because much of the USPS' action on plant closings is contingent on legislation.

Agenda Item #6

NAPS received correspondence from the USPS advising that EAS employees who received a rating of 3 or below for FY 2013 would receive an adjective rating of "contributor." Members are going to the PES and not seeing their ratings. How and when will this contributor rating be implemented?

The USPS is working on how the adjective rating will be implemented, but a final process has not been finalized. The USPS anticipates that, after higher-level PES reviews end on Jan. 24, 2014, EAS employees should be able to review their final ratings on Feb. 18, 2014, which would include the adjective rating.

Agenda Item #7

NAPS has had an issue brought to its attention where a USPS Headquarters employee working in the Facilities Service Office in the Western Area has been advised by her manager she will not have any personal leave requests approved. She has an accepted FMLA condition that provides for her to receive treatment. Requests for personal leave have averaged about four days per month, with fewer than four hours used.

Continued on page 27



Elect Jay Killackey NAPS President in 2014

Dear NAPS Members,

When you receive this magazine, we will be less than five months away from determining who will lead our organization as president for the next two years.

When I first stepped onto the national scene in 2005 to serve as a resident officer, I was not a well-known candidate. However, enough of you took a chance by voting for me, a chance that has allowed me to serve you and NAPS for four terms as a resident officer.

After seven years, you have much more experience with me, what I stand for, and the results that I have helped to achieve serving this organization. I have a proven record of success in service as both your secretary/treasurer and executive vice president, and I now ask for your vote to continue to get results as our next national president.

I made my decision to run for president in early 2012. My decision was based on several factors. Louis shared with me and many other NAPS members during his first term as president in 2010-2012 that he was going to retire from NAPS in San Diego in 2014. Second, based on Louis' announced intentions, I thought that I would be ready to serve this organization as president in 2014.

After the 2012 Reno convention I had a conversation with Louis where I let him know that I would be seeking the position of president in 2014. Much to my surprise, Louis responded, for the first time, that he too would be running for re-election in 2014. While it was never my intention to have a contentious race against a sitting president, I did not believe that I should change my plans to run after Louis' plans for retirement were known publicly in NAPS circles.

Now as NAPS members, you will have to make a difficult choice, a choice that will ultimately send a current resident officer home as only one of us can hold the office of president. I am forsaking taking the easy road I could have staying in my current job. My greatest concern is not for my future; instead it is the future direction of this organization.

The past three years have been very difficult for the Postal Service and even more difficult for members of NAPS. We need a president who can come up with ideas that really

benefit our members. It certainly is easy to complain about what the Postal Service is trying to do to us and the jobs we love, but how far does simply complaining get us? Instead of just complaining like we have for the past several years, we need to come up with and execute alternative solutions and new ideas. That's what I have done and will continue to do for NAPS members. I find solutions to problems and implement them for the benefit of NAPS and our members.

Last year I successfully proposed that, starting in 2014, we use NAPS national funds to subsidize registration fees for the LTS and national conventions. Speaking of our LTS, I led the effort that got us out of the horrible contract our current president signed with the Omni-Shoreham - a result of poor decision making, weak negotiating skills and a lack of strategic vision. With great assistance from our new vendor, ConferenceDirect, we were able to move our LTS program back to the Marriott where we are today.

When was the last time you had problems with SWC? It's been awhile. That's because I led a group that developed and negotiated a new SWC formula that benefitted NAPS members in Customer Services. I recently established another group of NAPS members we call the Scanning Committee. We bring scanning issues to the attention of postal leadership and now have an open line of communication with postal leaders about problems and solutions for the issues you deal with every day in Customer Services.

Whether we are fighting or collaborating with the Postal Service, NAPS needs a president who will not just make empty promises, but will deliver results.

My efforts on legislation have helped to stave off five-day delivery, plant closures and the loss of overnight delivery. My efforts for SPAC in 2013 set an all-time record for contributions. My candidacy offers you a clear choice - continue to head on the wrong track, as we have for the past three years, or make a change to take us in the right direction. Please join with me in starting a new chapter for NAPS by electing me as your next national president.

Jay Killackey, Candidate for National President
Paid for by Friends of Jay Killackey

The Four 'Rs' in Representation

John Aceves

Rocky Mountain Area Vice President

Lately, it seems the word, “representation,” has taken on additional meanings. As NAPS’ representatives, we are in a capacity to represent our members in times of concern—whether it is a simple disagreement, actions under *ELM* Section 650 or debt collections. So, I have broken down my version of the four “Rs” in representation. I know, there are only two “Rs” in the word, but stay with me on this one.

The first “R” stands for representation. *Webster’s* definition of the word as a noun is the “act of delineating.” A short definition from the *Encarta* dictionary is the “fact or right of being represented by somebody.” This is right in line with *ELM* 650, Section 651.2. This is what NAPS does and what we take on as NAPS advocates.

ELM 650, Section 651.0, Representation: “Subject to prohibitions regarding Executive and Administrative Schedule (EAS)/Craft representation, employees have free choice of representation. Representatives designated by employees, if postal employees and if otherwise in a duty status, are granted a reasonable amount of official time to respond to notices of proposed disciplinary action, to prepare for and represent the employee at a hearing held in accordance with 652.24, and/or to represent an employee who has appealed a letter of warning or emergency placement in a non-duty status in accordance with 652.4. Employees covered under these provisions may request representation during investigative questioning if the

employee has a reasonable belief disciplinary action may ensue.”

In my version, the second “R” stands for the “reasonable belief,” as in the previous paragraph. In today’s Postal Service environment, if one is called in for a fact-finding, well, one can rest assured that “reasonable belief” will come into play. So, whether it be a fact-finding, OIG or Inspection Service conducting an investigation, don’t attend by yourself. Request that your “representative of



choice” be present.

The third “R” in representation stands for “enforcement.” It is amazing that, with all the rules, policies and standards the Postal Service has written and

with all the agreements made through the *Title 39* consultative process between the USPS and NAPS Headquarters, as representatives, we must inform, correct, enforce and train some senior managers to stay in compliance. Some senior managers plainly have total disregard for the compliance issues. As I’ve said before, if we (the USPS) are going to write them, we at least should follow them.

The fourth “R” in representation stands for “respect.” This needs to be a two-way street. Unfortunately, at times, we need to remind some of those on the other side of the street.

Until next time, stay healthy and build membership.

napstheace@msn.com

Eastern Region Cabinet Meeting Recap

Ivan Butts

Eastern Region Vice President

I recently held the 18th Eastern Region Cabinet meeting in the Baltimore, MD, area. We were hosted by Troy Griffin, DC/MD state president; Maxine Campbell, Branch 42 president; and her members. The host team did an outstanding job receiving the 150 delegate in attendance. Thank you for all your hard work.

The group was engaged by the highest levels of postal and NAPS leadership in a manner that demonstrated the strength we, as EAS employees, have

to continue to show to move not only the Postal Service, but our association as well, forward for years to come.

I was grateful to have Ronald Stroman, deputy PMG, come and discuss current legislative issues being pursued



by the Postal Service and his role in moving those issues forward on the Hill. Stroman was very engaging with the group—not just with his frank conversation, but also by being amenable to stay and speak with members.

Doug Tulino, vice president of Labor Relations, also attended and briefed the group on the retiree health benefits changes for which the Postal Service is attempting to garner

support. The initiative will move retirees to Medicare as the primary carrier upon retirement from the Postal Service with one of 16 selected FEHBP participating plans as the secondary provider. This surely will be a hot topic in months to come; we were fortunate to also have representatives from Blue Cross/Blue Shield offer

insight from a provider's perspective. The group also was honored to have Dr. Joshua Colin, Eastern AO area vice president, and Kristin Seaver, Cap Metro AO area vice president, come and give presentations from the area's perspective. In addition, we had four district managers—Darryl Martin, Baltimore; Kelvin Williams, Capital; Chu

Falling Star, Philadelphia; and Mark Anderson, South Jersey—spend the day with us and participate in a robust round-table discussion.

I am truly appreciative of the time these senior and lead executives took to come and speak with NAPS members in attendance. Their presence further enforced a key point to the EAS employees in attendance: Engaged leaders demonstrating the ability to communicate the corporate vision to the various styles of people who are expected to contribute toward reaching that vision are leaders who can achieve the highest heights of productivity and performance.

The three NAPS resident officers attended and fully participated in the events of the 2014 ERCM. Secretary/Treasurer Brian Wagner provided a resourceful presentation on branch membership and finances. Executive Vice President Jay Killackey gave the group a presentation on legislative issues facing NAPS as we prepare for the 2014 LTS. President Louis Atkins also spoke to the group's concerns on current issues and initiatives being considered at NAPS Headquarters. I thank Louis, Jay, Brian and the NAPS area vice presidents for their participation in a very robust NAPS round-table discussion.

The ERCM events over the Martin Luther King Jr. holiday weekend demonstrated that when leaders share corporate values, members can stay motivated and make the necessary contributions toward the vision. Leadership that embodies clear vision, motivating energy and personal commitment is engaged and has the best opportunity of success.

Special thanks to Elliot Friedman and the Auxiliary, led by Laurie Butts, for their invaluable assistance in helping the Eastern Region reach new levels of contribution through the 2014 SPAC attack campaign.

In solidarity ...

ibdfreedbyhim@comcast.net

NAPS Training Calendar

Illini Area Training (IL)

May 1, 2014

(In conjunction with the Illinois State Convention)

Conducted by: Illini Area VP Luz R. Moreno

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

Room Rate: \$115

Registration fee: TBA

Training Topics: *ELM 650, Officer Training Manual*, others TBA

Instructor: Nancy Wesley

Northwest Area Training

(AK/ID/MT/OR/WA)

May 2-3, 2014

(In conjunction with the Northwest Area Convention)

Conducted by: Northwest Area VP Cindy McCracken

Location: The Grove Hotel, 245 S. Capitol Blvd., Boise, ID 83702; (208) 333-8000

Room Rate: \$89

Registration Fee: TBA

Training Topics: TBA

Instructor: Northwest Area VP Cindy McCracken; guest speaker TBA

New England Area Training Seminar (CT/MA/ME/NH/RI/VT)

May 15-18, 2014

(In conjunction with the New England Area Convention)

Conducted by: New England Area VP Cy Dumas

Location: Red Jacket Mountain View Resort, 2251 White Mountain Hwy., North Conway, NH 03860; (603) 356-5411

Room Rate and Registration Fee: \$600, single; \$800, double (includes meals)

Training Topics: TBA

Instructors: TBA

For information: Contact Cy Dumas, cyrilpdumas@aol.com; (508) 816-7517, cell

CO/WY Training

May 16-17, 2014

(In conjunction with the CO/WY State Convention)

Conducted by: Rocky Mountain Area VP John Aceves

Location: Colorado Springs Marriott, 5580 Tech Center Dr., Colorado Springs, CO 80919; (800) 832-2151

Room Rate: \$87 plus tax—ask for NAPS rate (must stay Friday night)

Registration fee: \$125 (send check, payable to NAPS Area 907 Annual Training, to John Kerns, PO Box 15496, Colorado Springs, CO 80935-5496; fee is \$150 after April 25)

Training Topics: *ELM 650*, debt collection, involuntary reassignment

Instructor: Rocky Mountain Area VP John Aceves



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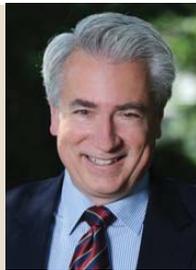
**COMMITTEE TO ELECT
IVAN D. BUTTS**

PO Box 667992
Charlotte, NC 28266-7992

EMAIL ADDRESS –
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Bruce Moyer

NAPS Legislative Counsel



NAPS members will play a critical role in educating members of Congress and their staffs on the pressing need for congressional passage of postal reform legislation when they're in Washington,

LTS Comes at a Pivotal Moment

DC, for the Legislative Training Seminar (LTS), March 9-12. More than 500 NAPS leaders from across the country will be on Capitol Hill to meet with House and Senate offices.

NAPS will attempt to build on the progress Senate lawmakers on the postal oversight committee made in early February when they approved a postal reform bill that will modernize postal finances and operations, as well as extend important appeal rights to some EAS managerial personnel.

On Feb. 6, by a 9-1 vote, the Senate Homeland Security and Governmental Affairs Committee approved a substitute version of S. 1486, the Postal Reform Act, offered by Sen. Tom Carper (D-DE) and Sen. Tom Coburn (R-OK). The Senate likely will consider the legislation at some point early this spring.

The committee's approval of a postal reform bill represents a substantial step forward for the Postal Service, the American public and NAPS members in providing stability and certainty. Constructive congressional action is needed now. Otherwise, the Postal Service will continue to take steps that reduce infrastructure and delivery standards that, in

turn, will undermine service quality and the USPS brand in the long run.

The Senate legislation represents marked improvement over a House-committee-approved postal reform bill introduced by Rep. Darrell Issa (R-CA), which House leaders have delayed in bringing to the House floor for approval since this past July.

What the Senate Bill Will Do

The Senate postal reform bill will provide greater financial stability to the Postal Service through a series of measures designed to increase revenues and achieve savings.

It will reset the USPS retiree health prefunding schedule to a more affordable 40-year arrangement. It will provide the Postal Service with greater rate flexibility to collect more postage, as well as refund the Postal Service monies it has overpaid to CSRS and FERS. It also will authorize the Postal Service to establish a health plan exclusively for postal employees and retirees. The integration of health plan benefits with Medicare coverage under this plan will provide the potential for large savings.

The Senate measure also will require the Postal Service to maintain current delivery service standards for the next two years and prohibit the agency from closing or consolidating mail processing facilities during the same period. It will allow the Postal Service to move to five-day delivery only when total mail volume drops for four consecutive quarters below 140 billion pieces, a development projected to not occur for at least five years. (Mail volume now stands at a quarterly rate of 158 billion pieces.)

There are additional provisions.

One, which is of concern to NAPS and other postal employee groups, authorizes the Postal Service to renegotiate retirement benefits for newly hired employees when the Senate bill comes to the floor.

MSPB Appeal Rights for Non-Supervisory Managerial Employees

NAPS made progress in securing a provision in the approved bill that extends Merit Systems Protection Board appeal rights to non-supervisory managerial employees. The provision, added by Sen. Mark Pryor (D-AR), grants appeal rights over adverse personnel actions to approximately 7,500 EAS employees who currently may only appeal such actions through an internal USPS process. (Adverse actions include removals, suspensions of more than 14 days, reductions in grade or pay and furloughs of 30 days or less.)

Postal supervisory employees and postmasters already have MSPB appeal rights over adverse actions through a 1987 law, but a 1990 federal court decision excluded non-supervisory personnel from coverage. Last year, NAPS began working with Pryor and Rep. Gerry Connolly (D-VA) on legislation (S. 686 and H.R. 1431) that would fill the MSPB coverage gap and assure due-process rights to all managerial employees, including those in professional, technical and administrative positions.

An additional provision, added by Sen. Mark Begich (AK-D) and supported by NAPS, clarifies the consultative process between postal management organizations and the Postal Service, as well as the differential in rates of pay between employees in the clerk and carrier grades and supervisory and managerial personnel.

brumoyer@verizon.net

In the Heart of San Diego- Mission Valley

Town and Country Resort

Exudes Charm, Personality

Compiled by Nancy Boisvert

San Diego 2014 Publicity Committee Chair

You'll find your comfort to be the first priority of the Town and Country Resort Hotel in San Diego, host of our 64th NAPS National Convention, Aug. 25 to 29. From the welcoming comfort and amenities in your room to the pleasing views and onsite facilities, the resort will be working to make your experience so delightful you'll want to return again and again. Indeed, this already will be a return trip for many of you who attended the 1990 NAPS National Convention



in San Diego.

We all know housing is one of the biggest expenses for convention delegates and branches. So I thought we'd review a little about guest room types, rates and where they're located in relation to our

convention activities (*see property map on page 21*). I'm told most of our convention activities will take place in the Atlas Ballroom and the Grand Exhibit Hall.

Hopefully, this will provide you with helpful information before going to the "Hotel Reservations" section of the application form on page 23 to make your



housing reservation. I strongly suggest you do so quickly because rooms soon will be harder to book. The NAPS room block already is more than one-third sold out.

A word of advice here: Plan to book your room at the Town and Country, instead of at an outlying property. The fee for a mail-in or online convention registration received by NAPS Headquarters by July 25 is only \$130—that's \$55 less than for the Reno National Convention two years ago! But to get that rate, NAPS and Auxiliary members *must* book their rooms at the Town and Country. For NAPS and Auxiliary members, visitors and guests who may stay elsewhere, the registration fee jumps to \$220. *Ouch!*

Another thing to consider is



parking. Discounted parking, with free in-and-out privileges for hotel guests, is \$5 a day. If, however, you aren't staying at the Town and Country and wish to drive in each day, you'll pay a hotel parking fee of \$5 an hour, not to exceed \$25 a day.

The Town and Country, which has been owned and operated by the same family for 50 years, has a very different feel than the Peppermill in Reno.



Instead of all the delegates and convention activities being housed in one building, the Town and Country comprises a 43-acre campus-like setting featuring several older, but well-maintained, buildings and gardens. There are 1,000 guest rooms, 225,000 square feet of private meeting space—the most of any facility in San Diego—four ballroom complexes, three pools, three restaurants and three lounges. *Imagine how hard it would be to house all those resort functions in one building!*

We'll talk more about our meeting space and other amenities in future articles, but, now, back to housing. Beginning in 2012, the resort has been undergoing a major refreshing of all its guest rooms. Accommodations for NAPS and Auxiliary members will be in one of many garden rooms (20 percent of our contracted space), Regency Tower/Courtyard rooms (40 percent) or Royal Palm Tower rooms (40 percent).

Standard rooms are available in all those categories at our fantastic room rate of just \$119, plus tax! That said, a number of other room types and suites are available at higher rates; please inquire when you make

your housing reservation.

The traditional, classic charm of the resort's guest room accommodations may be described as pleasing and comfortable. Amenities include complimentary in-room, high-speed Internet; coffee-makers; TV with cable movie channels; in-room, pay-per-view movies; hair dryers; irons; ironing boards; in-room climate controls; and voice mail. NAPS members also will enjoy a

rate of \$5 a day to access the onsite health club.

In addition to ADA-compliant guest rooms, the Town and Country offers accessible entrances throughout the hotel, as well as ample wheelchair ramps. Numerous ADA parking spaces are located around the hotel and convention center. Discrete lifts will make it easier for special-needs guests to enjoy the outdoor pools. *(Look for handicap-accessible recommendations for wheelchairs, scooters and other mobility devices in the April 2014 issue of The Postal Supervisor.)*

The following are hotel descriptions of the room types offered at the resort. When making your reservation, be sure to confirm that you are a NAPS or Auxiliary member and that your negotiated NAPS room rate is \$119, plus tax. Some of the accommodations described here may be available to you, but at a higher rate.

Traditional Rooms

Quite the respite from today's urban lifestyle, the traditional, two-story cottage rooms offer adjacent patios in an outdoor garden setting. Averaging 250 square feet, these rooms are located on the east side of

March 14 Deadline for entering Best Website Competition; *page 22*

April 4 Receipt of officers' reports from EB members

May 9 Deadline for entering NAPS Newsletter Contest; *page 22*

June 20 Receipt by NAPS Headquarters of all resolutions from states with conventions concluding on or before June 13, 2014; see February issue, page 24

June 27 Cut-off date, at midnight, for branch room blocks; see February 2014 issue, page 20

July 11 Receipt by NAPS Headquarters of all final resolutions; see February 2014 issue, page 24

July 25 After this date, the late registration fee for NAPS and Auxiliary delegates, visitors and guests is \$220

July 27 Cut-off date, at midnight, for room reservations, if available at all

Aug. 8 After this date, no registrations will be accepted by mail or online; delegates must register onsite for \$300.

the property. The cottage rooms offer two delightful décor options: a cozy palette of regal blue and soothing floral or a warm, inviting white with South-of-the-Border terracotta tiling.

Deluxe Rooms

These room accommodations offer both tower and deluxe garden lodging. The deluxe rooms are finished with stunning craftsmen wood furnishings.

Rooms in the recently renovated

nine-story Regency Tower offer a charming, cozy feel. They feature light blue accents against a backdrop of light regal silk wall covering. The Regency Tower is located on the east side of the resort. Many of the rooms feature balconies overlooking pools and gardens, while others boast views of the beautiful Mission Valley.

Courtyard hotel rooms include one- or two-story buildings featuring tranquil garden areas with gazebos and brick walkways. These rooms typically average 275 square feet.

Premium Rooms

Premium accommodations include certain rooms in the Royal Palm Tower, premium garden area or poolside. Each room in this housing category is at least 365 square feet and boasts large private balconies and spacious dressing areas. Most of these rooms have pool, fountain, garden or courtyard views.

Royal Palm Tower also is the location of individually magnificent, two- and three-room suites. The resort's five Penthouse suites grace the top floor.

Suites

Spacious and beautifully decorated, every suite at the resort offers guests outstanding comfort. They feature dining rooms and one or two bedrooms. Two of the suite models feature outdoor patios.

Every day at the Town and Country is another day to experience the beautiful surroundings San Diego has to offer: lush greenery, infinite ocean, brilliant blue sky and warm sunshine. I've said it before because it's true: The possibilities are endless in San Diego—even when it comes to your comfortable room at the Town and Country!

Convention Update

Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention in San Diego this August.

A branch wishing to enter the competition must e-mail only its website address to r.martin85@comcast.net by **Friday, March 14**, for forwarding to the competition judges. Entries will be judged by a team of professional website designers. Winners will be announced at the convention.

The contingent of judges will pay at least two unannounced visits to each website entry between March 17 and June 12. Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judges may make.

NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention in Reno. The entry deadline is **Friday, May 9**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been pub-

lished after August 2012.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not e-mail—entries to NAPS Newsletter Contest, c/o Martin Communications, Inc., 619 S. Surf Rd., Ocean City, MD 21842, to be received no later than Friday, May 9. Receipt of all entries will be acknowledged.

The entries will be judged by a communications professional not associated with NAPS. Winners will be announced at the convention.

San Diego National Convention

Aug. 25-29, 2014—Town and Country Resort & Hotel

Please submit only one form per registrant. Subsequent name substitutions to previously submitted forms are not permitted. In such cases, a refund must be requested (*see below*) and a new registration form must be submitted, along with payment at the prevailing registration fee.

Please **PRINT** legibly and largely. Do not clip out; mail the entire page.

Branch No. ()
Daytime Phone (including area code) _____

Familiar Name/Nickname (This name will appear in large type on your badge.) _____

First and Last Names (This name will appear in small type on your badge.) _____

PO Box/Street Address (Where receipt is to be mailed) _____

City _____ State _____ ZIP+4 _____

E-Mail Address (non-USPS address) _____

Registrant is (check ONE BOX only) a/an:

NAPS delegate Auxiliary delegate Visitor/Guest

Check here if you will be attending your first NAPS national convention.

Registration Fee and Mailing Instructions

Mail-in and online registration fees:

- For NAPS and Auxiliary delegates with credentials—**\$130**
- For NAPS/Auxiliary delegates staying in hotels other than the Town and Country—**\$220**
- For visitors/guests—**\$220**

Registrations must be received, not post-marked, by **July 25, 2014**, to receive the early registration fee. After July 25, the late registration fee for NAPS and Auxiliary delegates, visitors and guests is \$250 (mail or online). No registrations will be accepted by mail or online after Aug. 8, 2014; after that date, delegates must register onsite for \$300.

Please mail this entire page, along with a check or money order (no cash accepted), payable to NAPS Convention 2014 to: **NAPS, 1727 King St., Suite 400, Alexandria, VA 22314-2753.**

Refund Policy

There is no penalty for refund requests received at NAPS Headquarters by July 25, 2014. There is a \$50 cancellation fee for refund requests received between July 26 and Aug. 8; no refunds for cancellations received after Aug. 8. The registration receipt must be mailed with the refund request.

DO NOT WRITE IN THIS BOX

Amount \$

Date

Branch check Personal check
 Money order

Check/Money Order number

Receipt number

Hotel Reservations

All attendees must make their own reservations. Call **1-800-772-8527**, toll-free, or 619-291-7131, ext. 3810, to reserve a room at the Town and Country Resort & Hotel. Be sure to mention **NAPS2014** when making your reservation.

To register online—only after reading through this important housing information—go to the NAPS website, www.naps.org. Click on “Events” at the top of the home page and then on “2014 National Convention.” Lastly, click on “Hotel Reservations.”

A first-night’s deposit (room rate, plus tax) is required to confirm a reservation. Typically, the deposit is charged 21 days prior to the arrival date.

Check-in time is 3 p.m.; check-out, 11 a.m. Rates are extended five days prior to and five days following the convention dates on a space-available basis.

The hotel has a 48-hour cancellation policy prior to arrival date before 6 p.m. to avoid penalty. An early checkout fee is at the discretion of the Front Desk.

Room Types/Rates

The convention single-quad room rate is **\$119, plus tax**. Available accommodations at that rate include Garden Rooms, Regency Tower/Courtyard Rooms and Royal Palm Tower Rooms. Visit the hotel website at www.towncountry.com to review room types before making your reservation. Room type preferences and special requests (handicapped, low floor, near an elevator, etc.) will be taken, but cannot be guaranteed. Discounted parking, with in and out privileges, for hotel guests is \$5 per day. Non-hotel guests will be charged \$5 per hour, not to exceed \$25 per day.

Reservations Cut-Off Date

The cut-off date for hotel reservations is **midnight, July 27, 2014**. Room rates and availability beyond that date are not guaranteed.

Branch Blocks

Please note there are special requirements for branches wishing to block rooms, including an earlier cut-off date and a deposit of first-night’s room and tax for each room held in a block. See the notice posted on the NAPS website under “Events” and then the “2014 National Convention” tab.

2014 SPAC Contributors



2014 Ultimate Donors to Date

Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355

SPAC Pins Earned in January

Ultimate (\$1,000+)

Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355

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

Wagner, Brian	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Griffin, Troy	MD	Branch 42

Supporter (\$100-\$249.99)

Baumgartner, Henry	AZ	Branch 246
Acevedo-Dominguez, Sylvia	CA	Branch 373
Burkhard, Mary	CA	Branch 244
Patterson, Charles	CA	Branch 127
Moss, Donalda	DC	Branch 135
Garland, Angela	DE	Branch 909
Cribbs, Kimberly	FL	Branch 478
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Morse Jr., Sam	LA	Branch 73
Duffy, John	MA	Branch 43
Bridges, Linda	MD	Branch 42
Jones, Anthony	MD	Branch 531
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Wileman, Dotty	MD	Branch 923
Weilep, Laurie	MN	Branch 16
Johnson, Craig	MO	Branch 36
Hill, Mildred	MS	Branch 199
Douglas, Karen	NC	Branch 183
Robinson, Theresa	NC	Branch 299
Gawron, Dennis	NY	Branch 27
Warden, James	NY	Branch 100
Halm, Frank	RI	Branch 105
Fratto, Jeff	UT	Branch 139
Gerber, Melissa	UT	Branch 139
Cox, Lloyd	VA	Branch 526

Continuous Contributor Club

Foreman, Jacqueline	AK	Branch 435
Brathwaite, Rafael	AL	Branch 45
Carson, John	AL	Branch 901
Nash, Leon	AL	Branch 45
Studdard, Dwight	AL	Branch 45
Hernandez, George	AZ	Branch 246
Lentz, Sandra	AZ	Branch 246
Pfaff Jr., Ross	AZ	Branch 246
Simpson, Pamela	AZ	Branch 246
Acevedo-Dominguez, Sylvia	CA	Branch 373
Burkhard, Mary	CA	Branch 244
Cherry, Hayes	CA	Branch 466
Danzy, Marsha	CA	Branch 197
Donnelly, Linda	CA	Branch 497
Edwards, Michael	CA	Branch 373
Evans, Bridget	CA	Branch 159
Johnson, Deborah	CA	Branch 88
Moore, Edward	CA	Branch 244
Patterson, Charles	CA	Branch 127
Rascati, Wayne	CA	Branch 244
Salus, Ernest	CA	Branch 159
Sutton, Catherine	CA	Branch 373
Walton, Marilyn	CA	Branch 77
Wong, John	CA	Branch 497
Wycoff, Susan	CA	Branch 77
Cool Jr., Harold	CO	Branch 141
Kerns, John	CO	Branch 141
Roll, Gary	CO	Branch 65
Troupe Jr., Terrance	CO	Branch 561
Woods, Terrence	CO	Branch 65
Collen, Helen	CT	Branch 47
Conkey-Blaylock, Chiquita	DE	Branch 909
Garland, Angela	DE	Branch 909
Grady, Deborah	DE	Branch 909
Arborn, Alfred	FL	Branch 406
Batastini, Kenneth	FL	Branch 478
Bock Jr., Robert	FL	Branch 406
Cox, Jacqueline	FL	Branch 93
Cribbs, Kimberly	FL	Branch 478
Exposito, Frank	FL	Branch 321
Gilbert, Belinda	FL	Branch 425
Herzog, Rosemarie	FL	Branch 154
Monroe, Pamela	FL	Branch 420

Schulz, Mark	FL	Branch 420
Moore, Kevin	GA	Branch 281
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
Imasuen, Lillian	IL	Branch 220
Matuszak, Kevin	IL	Branch 489
McClellan, Evelyn	IL	Branch 369
McIntosh, Jamila	IL	Branch 14
Mendoza, Esther	IL	Branch 14
Moreno, Luz	IL	Branch 489
Nolan, Terrance	IL	Branch 220
O'Flaherty, John	IL	Branch 493
Wesley, Nancy	IL	Branch 493
Winters, Michael	IL	Branch 255
Coleman-Scruggs, Toni	IN	Branch 171
Derby, Karen	IN	Branch 169
Frazier, Rickey	IN	Branch 8
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
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, Sandra	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Williams, Brenda	LA	Branch 209
Foley, Paul	MA	Branch 120

SPAC Scoreboard

All statistics reflect money collected between Jan. 1-31, 2014.

● **National Aggregate:** \$23,829 ● **National Per Capita:** \$0.91

State Aggregate:

1. Pennsylvania\$4,141
2. Ohio\$2,473
3. Maryland.....\$1,375
4. Utah\$1,348
5. Virginia.....\$1,219

State Per Capita:

1. Utah\$8.53
2. West Virginia\$8.47
3. Pennsylvania\$3.64
4. Delaware.....\$2.93
5. Ohio\$2.56

Area Aggregate:

1. Mideast\$4,729
2. Pioneer.....\$4,258
3. Capitol-Atlantic.....\$3,426
4. Rocky Mountain ...\$1,968
5. New England.....\$1,206
6. Illini\$1,162
7. Michiana\$1,074
8. Southeast.....\$1,034
9. Pacific\$855
10. New York\$830
11. North Central\$709
12. Texas.....\$700
13. MINK\$636
14. Northwest\$445
15. Central Gulf\$433
16. Cotton Belt\$365

Area Per Capita:

1. Pioneer.....\$2.97
2. Mideast\$2.06
3. Capitol-Atlantic.....\$1.34
4. Rocky Mountain\$1.27
5. Illini\$1.04
6. Michiana\$0.91
7. North Central.....\$0.76
8. New England\$0.68
9. Central Gulf\$0.59
10. MINK\$0.55
11. Northwest\$0.43
12. Southeast.....\$0.43
13. Cotton Belt\$0.40
14. Texas.....\$0.39
15. New York.....\$0.33
16. Pacific\$0.30

Region Aggregate:

1. Eastern.....\$12,176
2. Central\$3,581
3. Western.....\$3,268
4. Southern\$2,532
5. Northeast\$2,272

Region Per Capita:

1. Eastern.....\$2.26
2. Central\$0.81
3. Western.....\$0.60
4. Northeast\$0.44
5. Southern\$0.43

Continuous Contributor Club

Contributions by Region:

1. Central\$2,418
2. Southern\$2,107
3. Eastern.....\$1,886
4. Western.....\$1,765
5. Northeast\$1,469

Members by Region:

1. Central77
2. Eastern.....59
3. Southern51
4. Western.....40
5. Northeast30

Hacker, Patricia	MA	Branch 6
Ledoux, Arthur	MA	Branch 6
Moreno, Richard	MA	Branch 498
Russell, John	MA	Branch 43
Walter, Richard	MA	Branch 120
Berger, Ricky	MD	Branch 531
Brownfield, Patricia	MD	Branch 531
Griffin, Troy	MD	Branch 42
Jones, Anthony	MD	Branch 531
Mason Jr., Garland	MD	Branch 592
Randall, C. Michele	MD	Branch 531
Bartlett, Bruce	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario, Tamara	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
Cronberg, Athena	MI	Branch 130
Demo, Shari	MI	Branch 140
Felice, Jennifer	MI	Branch 152
Glenn, Sandra	MI	Branch 140
Hommerson Jr., David	MI	Branch 361
Hurless-Byrum, Ruth	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	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
Deliduka, George	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
Crisafulli, Jeffrey	MO	Branch 36
Johnson, Craig	MO	Branch 36
Petersen, Lisa	MO	Branch 36
Hill, Mildred	MS	Branch 199
Robinson, Theresa	NC	Branch 299
Blanck Lovelace, Deborah	ND	Branch 937
Leingang, Michael	ND	Branch 937
Potocki, Louise	ND	Branch 937

Fuller, Tamyra	NE	Branch 64
Goedeken, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
Michaud, Russell	NH	Branch 932
Schunemann, Diane	NH	Branch 932
Barrett, George	NJ	Branch 74
Carmody, Russell	NJ	Branch 74
Dennis Jr., Edward	NJ	Branch 53
Grasso, Salvatore	NJ	Branch 568
Kofsky, Jonathan	NJ	Branch 568
Pawlowski, Frank	NJ	Branch 224
Walton, Irma	NJ	Branch 75
Alberti, Joe	NM	Branch 295
Clarke, Anthony	NV	Branch 249
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
Middleton, Isaac	NY	Branch 68
Quinn, Debra	NY	Branch 336
Slayton, Scott	NY	Branch 11
Warden, James	NY	Branch 100
Allen, Peggy	OH	Branch 46
Burrill, Barbara	OH	Branch 46
Burton, Mary	OH	Branch 46
Hawkins, Kenneth	OH	Branch 46
Humphrey, Anita	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
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
Bodnar, Kathleen	PA	Branch 20
Brown, Thomas	PA	Branch 554
Butts, Ivan	PA	Branch 355
Ferguson, Donald	PA	Branch 48
Hinton, Donald	PA	Branch 20
Kolecki, Michele	PA	Branch 355
Lehman, Jason	PA	Branch 554
Safreed, Michael	PA	Branch 554
Smith, Robert	PA	Branch 35

Rodriguez, Jose	PR	Branch 216
Halm, Frank	RI	Branch 105
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Reese, Patricia	SC	Branch 225
Swiggins, Emmaretta	SC	Branch 225
Butterfield, Linda	SD	Branch 946
Blakely, Kathy	TN	Branch 41
Brooks, Lamarcus	TN	Branch 41
Carlton, Randel	TN	Branch 97
Catron, Patricia	TN	Branch 555
Green, Shri	TN	Branch 41
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Washer, Patricia	TN	Branch 32
Whalen, Michael	TN	Branch 97
Austin, Jessie	TX	Branch 122
Barcenez, Mary	TX	Branch 103
Barnes, Marilyn	TX	Branch 86
Breault, Denis	TX	Branch 265
Carroll, Alessandra	TX	Branch 86
Clark Jr., Bobby	TX	Branch 124
Conley, Robert	TX	Branch 9
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122
Howard, Marsha	TX	Branch 9
Lomba, John	TX	Branch 103
McKelvey, Courtney	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Nevarez, Joann	TX	Branch 136
Richardson, Elizabeth	TX	Branch 86

Scott, Michael	TX	Branch 589
Thornton, Landon	TX	Branch 233
Gerber, Melissa	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Brown, Lorraine	VA	Branch 98
Butler, Phillip	VA	Branch 98
Clark, Canzida	VA	Branch 526
Cox, Lloyd	VA	Branch 526
Green Jr., Richard	VA	Branch 98
Harris, Anthony	VA	Branch 526
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
Ponder, Trevisia	VA	Branch 526
Rosario Jr., Arnold	VA	Branch 526
Salmon, James	VA	Branch 98
Grayson, Yolanda	WA	Branch 61
Gruetzmacher, Bjoern	WA	Branch 61
Howe, Steven	WA	Branch 61
McCracken, Cindy	WA	Branch 61
Wilson, Richard	WA	Branch 61
Abrams, Darlene	WI	Branch 72
Canada, Pamela	WI	Branch 72
Helleckson, Randy	WI	Branch 213
Joers, Julie	WI	Branch 72
Knepfel, Kim	WI	Branch 549
Baldwin, Craig	WV	Branch 212
McComas, Christina	WV	Branch 212

Jan. 14 Consultative

Continued from page 13

She has been forced to use full days of leave for her FMLA-related care; the Facilities Service Office where she is employed has not allowed her to use partial-days' leave for her medical treatment.

NAPS is aware of the provisions in *Title 39* that do not allow for individual issues from the field to be subjects at a consultative meeting, but, from a policy perspective, should a postal official be allowed to advise an employee they unilaterally will not approve requests for personal leave and then require using full-day leave

to accommodate a medical appointment that only requires two hours away from the workplace?

The USPS provided NAPS with the ELM references as to how personal leave is handled: 519.7, Non-bargaining Unit Personal Absence; 519.72, Policy; 519.731, Full-Day Absences; 519.732, Partial-Day Absences; and 519.752, Administration.

Basically, personal leave approval and disapproval are local issues. If a manager does not approve an EAS employee's personal leave request, the manager should state the reason. An employee has the right to question the disapproval, but the issue ends at the local level. In accordance

with the ELM, approving personal leave is at the manager's discretion.

Agenda follow-up

As a follow-up to a previous consultative agenda item, the USPS provided an update on the USPS initiative to review district staffing. The USPS has elected to select two districts per postal area to review and analyze; it has not selected the respective districts yet. However, when selected, the USPS will provide NAPS with the names of those districts in the event NAPS would receive calls from members asking about the review.

Civility in the Workplace for a Happier, More Productive Team



Submitted by the USPS Employee Assistance Program

Good manners matter. We all know this, yet we often see bad manners everywhere, including the workplace. When a workplace demonstrates respect, tolerance for differences and positive regard for co-workers, goals usually are reached and the work force is enthusiastic and energized.

Sadly, more often we see daily examples of how our world is full of disrespectful, rude and uncivil behavior. This can include gossip, poor manners, rude comments and profanity, which, many times, can escalate into verbal aggression, yelling or worse. When this type of behavior carries over into the workplace, people become frustrated and irritable. It can

make going to work feel overwhelming and frustrating.

However, if you have a work environment that is civil and respectful, then work becomes a positive and enjoyable place. The good news is you can work to create a civil workplace where people feel respected, encouraged and enjoy working. As leaders, we have an important role to play in creating a culture of civility in our workplace.

The Benefits of Creating a Civil Workplace

Being respectful in the workplace isn't just a good thing to do; there are definite benefits to having a civil atmosphere among co-workers. More often, jobs typically will be done well because people work together more

easily. Co-workers are willing to help each other and people show mutual respect. In fact, most places that have a respectful unit will meet their goals more often.

There is less absenteeism and employees are more productive. Co-workers will rally around each other when there is a problem and support one another. People will look forward to going to work and enjoy their work unit. Before we look at how to create such a civil workplace, let's look at the three different types of work units.

Civil: The first is a civil and respectful unit. This is a good place to work; people are willing to work together to reach goals. People are willing and able to work out differences in a positive way and show respect. This is the type of unit to strive for because it usually will be a successful place. People, in general, like going to work in such a unit.

Neutral: The majority of work units are simply neutral. They are neither overtly positive nor negative. People just don't seem to connect to one another, however. There will be some bickering, frustration and negativity, but it is often hidden and not out in the open. People rarely work out problems and, instead, just avoid dealing with them. These units are all right and average. The problems are not obvious just by looking at it, but who wants to remain average?

Uncivil: The last type of work unit is just plain rude and uncivil; people show blatant disrespect. This type of unit often has small groups that dislike other groups. People may openly yell, disagree or bicker. Often, there is a lot of gossip and complaining. Productivity typically is low and there are measurable problems with absenteeism and conflict. People feel isolated and don't trust one another; this often is an unhappy place to be day in and day out.

To find a way to change this

undesirable behavior in a work unit, you first must learn to spot it. Some signs that a workplace is infected with incivility include:

- High numbers of grievances
- People isolating from each other
- Bickering on a regular basis
- Gossip
- High numbers of people calling in sick
- Customer complaints

Some of the factors that can contribute to incivility include:

- Lack of positive examples
- Avoidance of issues
- Lack of connection between co-workers/management
- People demonstrating inflexibility with each other
- People out for themselves
- Intolerance of differences
- Built-up resentment over past issues

Creating a Civil Workplace

You can change an uncivil workplace once you become aware of it and make a decision to influence it in a positive way. As a leader, it starts with you. Remember: You have a great influence on people, even if you don't always see it. The first step is to notice the things going right, but to also pay attention to the things that are not positive. Once you can clearly see the issues, you can begin to change things.

First, you must ensure that you are demonstrating civility yourself. Bring your manners to work every day! Act in a way where you show respect to yourself, demonstrate respect for others and take advantage of every opportunity to be proactive in encouraging civility and respect. Expect the same from everyone in your work group and immediately address disrespectful actions. Don't sink to someone else's standards. Just because others behave badly is not a reason for you to follow suit. Always

keep your poise and do the right thing, even if you're doing it alone. It matters and will be noticed.

Here are some other tips:

Watch your language. Avoid foul language at all times. Set the expectation that others do the same. Address it respectfully, but assertively, each time it happens.

Say "please" and "thank you." If good manners have fallen out of fashion at your workplace, try to be the role model for manners. Sit back and watch as others follow your lead.

Avoid gossip. Ways to handle this include asking people to stop doing it and openly asking people to not discuss others when they are not present. Set the example by not talking about anyone not involved in the conversation and not repeating negative things you may hear about others. If you hear others talking in a negative way about someone, ask them to stop. Only spread positive things you hear when it is appropriate to do so.

Exercise restraint and self-control at all times. Understand your triggers. If you know what makes you angry, you then can learn to monitor and manage your own behavior. Be aware of your words and actions and how they affect the people around you.

Create a work culture inclusive of others. Recognize and respect individual differences.

Be respectful, even when you disagree.

Address conflicts in private.

Practice active listening skills. This includes not interrupting the other person, paraphrasing back what you heard them say, using "I" statements and seeking to come up with some common ground.

Find ways to acknowledge others and make them feel important. This may include planning periodic group celebrations, meals or other activities for your work unit. Cele-

brate birthdays and ask people to share positive events in their lives, such as anniversaries and graduations. Publicly acknowledge these positive life events in some way.

Make sure you engage not only in civil verbal communication, but also that your e-mails are civil. Many people have created a bad impression due to sending an impulsive e-mail;

make sure you think before you hit “send.”

Be on time for your meetings.

Apologize when you are wrong.

Hold people accountable for behavior that does not foster a positive work environment.

Ways to include others to help shape your workplace is to include things such as placing different peo-

ple in charge of certain events.

Assign someone to create a bulletin board of special events on which people can post anniversaries, personal celebrations and other positive things. Another way to help a workplace struggling with civility is by organizing a group volunteer project, such as helping out a community group, giving to a family that is struggling or even larger projects. Your goal is to bring your team together and create a cooperative and positive workplace that treats everyone with respect.

These ideas apply to work and personal relationships. Do what you can to set the tone for your work group, family and friends on a regular basis; one person can change things in a positive way for others. As you move through your day, be aware of the respect and consideration you pay those with whom you come into contact. In our personal and professional life, we are given the opportunity to treat those with whom we interact with dignity and value. And, in turn, we begin to feel that value as well. By identifying what is good in others and reminding them what value they bring professionally or personally, you are creating a reality that supports a successful life for them and you.

Give the EAP a Call!

If you would like support or guidance in improving the atmosphere in your workplace, consider giving the EAP a call. The maximum benefit of the EAP service is gained through a proactive approach that addresses issues and concerns before they become problematic. The EAP can provide counseling, coaching or consultations to assist you—not only in creating civility in your workplace, but in creating a peaceful civil personal life, as well. Give us a call at 800-327-4968 (TTY: 877-492-7341).

The Associate Member

Beware the Ides of March

Bob Bradford

Most of us think the “Ides of March” came about with the assassination of Julius Caesar in William Shakespeare’s play of the same title. In Roman times, the Ides of March was notable as a deadline for settling debts. With this date in mind, we are going to be in Washington, DC, for the Legislative Training Seminar at a great time. While in DC, we visit our congressional representatives and inform them it is time for them to pay back the Postal Service.

Congress has used the USPS as a cash cow long enough. It started with Presidents Reagan and H.W. Bush, when they changed the law that created the Postal Service so they could take approximately \$18 billion from the agency. Next, they added rules and requirements for the Postal Service that threw business to their supporters, UPS and FedEx. Then, they delayed and, most of the time, did not pay the Postal Service for free or reduced mailing costs for numerous charities, such as mailings for the blind.

Worse is their neglecting to pay for their own franking privileges. Then, when we still managed to dig out from these messes, they passed a law that forced us to prefund our health and retirement benefits for future employees, some not even born yet. No private or government business has this restrictive requirement.

Every year, we pussy-foot around and go to them with our hat in our hands, asking for their help in correcting this injustice that “they” put on us. It is time for us to say, “Something needs to be done!” If not, all management and union organizations should unite and flood the mail, newspapers, radio and television with ads informing the public how the Postal Service and the public have been robbed. We should list all the representatives and senators who voted for these bills and the presidents who signed them, and even show their party affiliations.

This might not work, but I would rather go down in flames fighting than experience a slow death by inaction.

texasbob2010@yahoo.com

I Didn't Raise My Hand ... for This!

Dioenis D. Perez

Over the past few years, we have undergone RIFs and NAPS membership has decreased from approximately 30,000 to 20,000 members. Thanks to the RIFs and modified SWCs formula, we now are short-staffed in many locations and areas, while upper-echelon Postal Headquarters positions continually are filled and seldom are duties merged such as in field EAS positions. Logic would dictate that with fewer EAS employees, we would have fewer reports and redundancies to perform every day—not!

I've received e-mails describing the EAS work atmosphere in various



mail plants across the country that paint a picture of an SDO, MDO trying to control an overwhelming atmosphere due to the 25-1 craft

EAS ratio, while working six days and back-to-back tours routinely, just to keep the proverbial lid on things, while bicycling the workroom floor in order to observe employees' performance.

In the AOs, you have Level-18 PMs/managers working alone in offices with craft employees from open to close, all because their SWCs fell short by a couple points. However, the workload for that PM/manager hasn't been reduced—it's been increased, every year!

Oftentimes at work, everyone

contemplates the decisions they have made, especially when they raised their hands for an EAS position. Particularly when, every day, your work always is under the microscope and over-analyzed or second-guessed by someone else. Who hasn't walked a mile in your shoes in years? Yet, you can't help but wonder, was this position a promotion or a demotion?

You understand that all businesses change eventually, including ours, in order to try and become more solvent. However, when these changes cause you the following issues every day, something is wrong and that's why you often say: "I didn't raise my hand ... for this!"

- Rarely have lunch

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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
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

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.

Card number _____

Security code (Three- or four-digit number on front or back of the card) _____

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

Membership: Regular Associate Auxiliary

Name _____ Branch # _____ Contribution Amount _____

Home Address/PO Box _____

City _____ State _____ ZIP+4 _____

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

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

Describe gift _____ Value _____

Open Your Eyes to Learning

Elly Soukey

North Central Area Vice President

As a longtime NAPS Auxiliary member, I thought I knew everything about the Supervisors' Political Action Committee (SPAC). But, last week at a work dinner, I was shocked to learn something about political action I never had even considered.

I always considered myself well informed and up-to-date on what is going on. After all, I read *The Postal Supervisor*, sometimes cover to cover. I also keep updated via e-mail with the *NAPSHQ2U*. I attend local meetings, LTS and national conventions. What else do I need to do to be a good member?

At every NAPS and Auxiliary gathering, it seems someone is talk-



ing about SPAC. Conventions are places to raise funds and raise awareness of SPAC. I feel like I have sold so many 50/50 tickets over the past 18 years of being an Auxiliary member that, if they were laid end to end, they could have circled the Earth at least once. A Minnesota NAPS member might argue they could have circled it at least twice. *The Postal Supervisor* regularly lists the names and branches of individuals who donate generously to SPAC. I have just about memorized the two-page document on the website listing the "Do's and Don'ts" for making donations.

Countless times I have heard it said: "There are members who don't care enough to donate to SPAC." Even worse, there are eligible people who don't care enough to join NAPS.

Membership and participation in NAPS and the Auxiliary is waning. So, what was I shocked to learn at a work dinner? As a longtime travel agent, I thought I was ineligible to join the American Society of Travel Agents (ASTA) because I am an independent. I was aghast to find out I was "one of those people" everyone at ASTA was complaining about.

I was just sitting on the sidelines, listening to what the organization was doing, accepting the decisions and actions of other people, just like so many non-NAPS members do. I had to admit that, even though I had been invited to meetings, I was too busy to attend; I was sure it was not for me! There also is ASTAPAC, the travel agents' version of SPAC. How could this be?

In the future, I need to remember to educate myself. Give your support both by your presence and participation. We all have something new to learn!

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Thoughts from the NAPS Branches

Continued from page 31

- Lack of dignity and respect
- Abusive telecons
- Working shorthanded every day
- Outdated pay scale
- RIFs
- A three-year pay freeze
- NPA scores unfairly reduced
- Unwarranted excessive discipline
- Tour and non-scheduled days being changed

With dignity and respect, always.

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

Thrift Savings Plan

Fund	G	F	C	S	I
January 2014	0.21%	1.58%	3.45%	1.91%	(4.03%)
Past 12 Months*	1.98%	0.44%	21.58%	26.88%	12.21%

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
January 2014	(0.42%)	(1.57%)	(2.04%)	(2.35%)	(2.71%)
Past 12 Months*	5.36%	11.06%	13.66%	15.59%	17.34%

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