

Successful SPAC Effort

During the 2016 National Convention, NAPS delegates contributed \$31,234.27 to SPAC.



Friendship Is a Key Benefit

Southern Region Vice President Tim Ford was unable to attend the national convention. President Louis Atkins read the following message to convention delegates:

My name is Tim Ford from Branch 353 and I ask for a point of personal privilege. In 1983, when I was promoted to EAS, I was told of all the benefits of NAPS membership. But the key benefit explained to me was all the friends you could make over the years.

I have never been so aware of that statement until this week. On Aug. 2, I had a medical procedure performed that resulted in complications, which put me in the hospital on Aug. 10. I was released yesterday and now am home recuperating for the next couple weeks.

After attending 16 national conventions, I never have stopped to add up how many of you and your families I have come to know. It is true that developing friendships is a key benefit of NAPS. The outpouring of concerns and prayers from all of you has completely overwhelmed me and my family; it has been the key to my quick recovery. I assure you I never will forget this.

I encourage every one of you to conduct our business, but take the time to make new friends. They will be there for you one day when you least expect it.

With Leslie's help, I am recovering nicely and will see all of you very soon. Good luck for the remainder of the convention and thank you, thank you, thank you.



Adopted Resolutions

Constitution & Bylaws Committee

7 (as amended)

RESOLVED, That Article IV, Section 5 (b), of the NAPS *Constitution* be changed to read:

“(b) The area vice president requests the dissolution of a branch that has not had an elected or appointed officer for one year or more and when, after contacting the members of said branch, the area vice president has not been able to persuade the membership to elect officers or merge with another branch. The members of said branch will then be made (1) members of the nearest local branch within their respective state or (2) members of their respective state/bi-state branch as members-at-large.”

11

RESOLVED, That Article IX, Section 2, of the NAPS *Bylaws*, reflects the following language:

“The DDF only is to be used for active and associate members, including individuals who were members in good standing at the time of retirement. To be eligible for representation through the DDF, an active member must meet the following criteria:

“(a) the active member must have signed an application for NAPS membership sixty (60) days from the effective date of promotion from the craft, or

“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and

“(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and

Guidelines for Branch Presidents’ in the NAPS *Officer Training Manual*.”

14 (as amended)

RESOLVED, That a new Section 3 be added to Article XIV to read:

“Section 3. Local branches shall hold at least two (2) membership meetings per calendar year and state branches shall hold at least one (1) meeting per calendar year.”

Resolutions Committee

30 (as amended)

RESOLVED, That a root-cause investigation be conducted before issuing discipline, using a standardized discipline chain that has been created by the USPS.

31

RESOLVED, That an investigative interview be conducted only at the end of the formal investigation and that the supervisor/manager be given access to material gathered during the investigation, and be it further

RESOLVED, That EAS supervisors/managers be afforded due process, and be it further

RESOLVED, That the results of the investigation or action are issued to the supervisor/manager within four weeks of the investigative interview; otherwise, it will be deemed untimely and removed from the employee’s OPE.

32 (as amended)

RESOLVED, That the hours NAPS representatives are gone from their home offices, including driving time, be charged to the finance number/operation assignments requesting the II/FF.

33

RESOLVED, That EAS employees be treated as professionals with skills and knowledge which they give on a daily basis to ensure the success of their units and for the good of the service, and be it further

RESOLVED, That Postmaster General Megan Brennan issue a letter to reiterate that all EAS employees be treated with dignity and respect.

34

RESOLVED, That NAPS establishes a "Whistleblower Hotline" that will allow supervisors to anonymously report violations and/or their concerns, and be it further

RESOLVED, That each employee be assigned a unique number until their names are required by the OIG.

35 (as amended)

RESOLVED, That NAPS requests that the Postal Service recognizes bullying as a form of unprofessional management behavior, and be it further

RESOLVED, That NAPS requests the Postal Service put a process in place that includes an official PS form to report bullying and a committee to process and investigate these reports, and be it further

RESOLVED, That a system be put in place for any person bullying non-bargaining employees to ensure an environment free of this type of treatment/harassment.

37

RESOLVED, That the *ELM* 650 time limits to request an appeal, records or mediation be changed to 30 days and that *ELM* Section 650 be revised to reflect the new time limit.

38

RESOLVED, In order to eliminate this confusion, the wording of the proposed discipline be changed to protect EAS employees' rights, and be it further

RESOLVED, That the wording be changed as follows: Strike the words after "Proposed" and before "7- or 14-Day Suspension," and add the word "paper" after "Suspension." It then would read: "Proposed 7- or 14-Day Suspension (paper)." This would ensure there is no doubt about the type of discipline being issued.

39 (as amended)

RESOLVED, That NAPS Headquarters creates and uses a standard appeal form that contains:

1. Name
2. EIN
3. Title
4. Contact phone numbers and personal e-mail
5. Mailing address
6. Work station
7. District
8. Work phone
9. Date of incident
10. Subject of appeal
11. Date of step one
12. Issue of discussion (attach documents)
13. Policies used (attach documents)
14. EAS employee's full, detailed statement of disputed facts and contentions (attach documents)



15. Manager's full, detailed statement of disputed facts and contentions (attach documents)

16. Remedy sought by NAPS

17. Disposition (circle one): settled/denied/withdrawn/other (specify)

18. Signature of manager or designee, date and phone number

19. Signature of NAPS official, date and phone number

20. Signature of EAS employee, date and phone number

40

RESOLVED, That the Postal Service revamp the Retail Customer Experience program to ensure it is done to help encourage and improve job performance to ensure customer satisfaction—not be punitive.

41

RESOLVED, That the USPS abolish the current Ready Post ordering process, and be it further

RESOLVED, That the Ready Post ordering process be modified to allow a local retail unit to order Ready Post stock as it deems necessary.

42 (as amended)

RESOLVED, That all revenue associated with prepaid acceptance scans be credited to the receiving/processing office, and be it further

RESOLVED, That all prepaid acceptance scans generated from IMD scans be credited to RSS/POS/EDW revenue for the office that makes the scan, and be it further

RESOLVED, That RSS/POS revenue be applied to all prepaid acceptance scans from whatever input source for the office that makes the scan.

43

RESOLVED, That the Postal Service restore overnight delivery standards, stop the consolidations and closures of mail processing plants, open shuttered post offices and hire enough people to provide the service our customers deserve.

44 (vehicle for 45 and 47; as amended)

RESOLVED, That NAPS Headquarters consults with the USPS to establish a policy on vacation planning for EAS employees, and be it further

RESOLVED, That previously established vacation sign-up procedures should not be unilaterally changed before or after the leave year commences, that vacation weeks should not be arbitrarily blocked out and that the previously signed-up vacation period of a newly reassigned or promoted non-bargaining unit employee should be honored, and be it further

RESOLVED, That EAS employees be permitted to select vacation periods from Jan. 1 through Dec. 31, and be it further

RESOLVED, That installation heads and administrative support managers should meet and discuss proposed vacation sign-up changes with non-bargaining unit employees before implementation and with the assistance and advice of local NAPS leadership, and be it further

RESOLVED, That the previously signed-up vacation period of a non-bargaining unit employee should not be canceled or rescheduled by management without discussion and explanation with the affected employee, and be it finally

RESOLVED, That NAPS national officers and local branch leadership urge NAPS members to initiate and seek approval of *PS Form 3971*, "Request for or Notification of Absence," as soon as

possible after they sign up for vacation, bearing in mind that such 3971 advance leave requests should be approved/disapproved by their managers within three business days where possible.

46 (as amended)

RESOLVED, That NAPS consults with the Postal Service to change the language in the *ELM* to reflect that the employee's supervisor *will grant* a full day of personal absence without charging it to official leave.

48

RESOLVED, That the Postal Service be required to remove obsolete and redundant reports for the good of the service.

49 (as amended)

RESOLVED, That NAPS Headquarters consults with USPS Headquarters to integrate all complement management programs together, eliminating the redundant work and have all departments use the same database at all times.

50 (as amended)

RESOLVED, That NAPS Headquarters consults with USPS Headquarters to eliminate the way current various methods are being used to determine productivity and manage to actual vs. earned.

51

RESOLVED, That each time a new program or task is assigned to Customer Service operations, the USPS will provide NAPS with an outline of how much time is required to effectively perform each new program or task, and be it further

RESOLVED, That each time a new program

or task is assigned to Customer Service operations, the USPS will provide NAPS with an outline of how each new program or task is to be integrated into the existing workload and how each new program or task is to be prioritized with current duties.

52 (as amended)

RESOLVED, That the eCC tool be modified to assign complaints to the ZIP code of where a problem occurred, and be it further

RESOLVED, That the eCC tool be modified to populate postal contact information in the supervisor response screen of the eCC tool. The contact phone number and mailing address of both the delivery unit of the complaint and the phone number and mailing address of where the problem occurred should be shown.

53 (vehicle for 54; as amended)

RESOLVED, That EAS employees should have first consideration for EAS details and ad-hoc positions before bargaining-unit employees, and be it further

RESOLVED, That EAS detail/ad-hoc postings should stipulate "EAS consideration," and be it further

RESOLVED, That NAPS Headquarters declares a formal position regarding details.

55

RESOLVED, That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

RESOLVED, That a new, higher-level compensation procedure be created that will serve to acknowledge and compensate EAS employees immediately when they are required to perform higher-level duties in shift durations.



56

RESOLVED, That NAPS re-negotiates the formulas for supervisory workload credits to include seven-day operational needs and ensure supervisors are available to oversee *all days of operations* for the good of the service.

57

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include the impact of the increased workload on supervisors, Customer Service, since SWCs was last updated, and be it further

RESOLVED, That NAPS negotiates a more accurate SWCs worksheet/evaluation that includes the additional 40 to 80 tasks that supervisors, Customer Service, complete daily—not including making sure that carriers and clerks complete their work, and be it further

RESOLVED, That NAPS negotiates a SWCs worksheet/evaluation that supervisors, Customer Service, work only eight hours a day, and be it finally

RESOLVED, That NAPS negotiates a supervisor position for Amazon hubs.

58

RESOLVED, That NAPS enters into consultations with the USPS to change the current supervisor staffing workload model for mail processing facilities, and be it further

RESOLVED, That this supervisor staffing workload evaluation process encompasses all duties, employees, machinery and responsibilities of SDO positions.

59

RESOLVED, That the USPS cease using craft employees to oversee Sunday delivery operations

and correctly assign these duties to EAS supervisors, and be it further

RESOLVED, That the NAPS National SWCs Committee be directed to formulate a SWCs model that takes into consideration the following elements:

- Hours of operation
- Days of operation
- Complexity of operations
- All evaluated workloads
- Authorized earned complement where all employees are counted

• Workloads associated with any test delivery program that exceed one year must be included in a staffing model

• The inclusion of relief supervisors in a staffing model, and be it further

RESOLVED, That NAPS enters into consultations with the USPS to immediately update the SWCs process.

60

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a sixth day in a service week at 150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further

RESOLVED, That the Postal Service compensates all special-exempt and non-exempt EAS employees who work a seventh day in a service week at 200 percent of their calculated base hourly rate for all hours worked on a seventh day.

61 (vehicle for 62; as amended)

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include the impact of Support Operations RIF workload shifts,

and be it further

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include the impact of SOX workload increases, and be it further

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include the impact of SSDA employees, the work required for employees working fewer than four hours on window operations and for supervisor requirements for employees involved in Bulk Mail acceptance and verification, and be it further

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include a range of considerations in impacts of reducing complements and functional ways of reducing WAS complements where appropriate, and be it further

RESOLVED, That NAPS demands the Postal Service uses earned complement calculations consistent with handbooks and national agreements in determining SWCs input, and be it further

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include workload credits for rural PTFs, RCAs and TRCs, and be it further

RESOLVED, That NAPS negotiates a new SWCs worksheet/evaluation to include workload credit for appropriate sixth day coverage as opposed to ignoring it or assuming 204-B coverage, which is not in earned complement formulas, and be it further

RESOLVED, That NAPS uses whatever means necessary to re-establish relief supervisor positions in all postal installations, and be it further

RESOLVED, That NAPS negotiates for offices with four or more supervisors to earn "rotating" supervisor(s) to cover days off, and be it finally

RESOLVED, That NAPS negotiates a change

to the post office and station range to the following values and that NAPS works with the USPS in order for offices with four or more supervisors to earn a "rotating" supervisor to cover days off:

Current Matrix		New Matrix	
# Supvs	Post Office & Station Range	# Supvs	Post Office & Station Range
0	0 - 18.49	0	1 - 18.49
1	18.50 - 50.49	1	18.50 - 45.49
2	50.50 - 85.49	2	45.50 - 75.49
3	85.50 - 123.49	3	75.50 - 115.49
4	123.50 - 163.49	4	115.50 - 155.49
5	163.50 - 203.49	5	155.50 - 195.49
6	203.50 - 243.49	6	195.50 - 235.49
7	243.50 - 283.49	7	235.50 - 275.49
8	283.50 - 323.49	8	275.50 - 315.49
1 additional for each additional 40 SWCs		1 additional for each additional 40 SWCs	

63 (as amended)

RESOLVED, That NAPS requests the Postal Service create supervisory positions to cover LOCs, which are mandated to be covered seven days a week, 10 to 12 hours daily, and be it further

RESOLVED, That NAPS requests LOCs be closed until the Postal Service creates these new positions.

64

RESOLVED, That the USPS consults with local NAPS representatives before vacant EAS positions are held for more than 75 days.

65 (as amended)

RESOLVED, That NAPS requests the USPS



provide a monthly accounting of each EAS position it fills from outside the ranks of the USPS and the specific reason it was deemed necessary, and be it further

RESOLVED, That NAPS Headquarters prepares and posts a position paper on hiring from outside for EAS employees.

66

RESOLVED, That any member in good standing who has paid their appropriate dues and wishes to observe an Executive Board meeting be allowed to attend as an observer, and be it further

RESOLVED, That only one member per area be allowed to attend, and be it further

RESOLVED, That multiple requests from an area will be decided by that area's vice president, and be it finally

RESOLVED, That a member may only attend when they put the request in writing and get a receipt of acknowledgement. This receipt must accompany that requesting attendee; admittance only would be allowed before the meeting starts—not once it is in session.

70

RESOLVED, That NAPS Headquarters includes a Credentials & Registration Committee report page in the national convention book.

73 (vehicle for 108)

RESOLVED, That, from this day forward, the President and Executive Board carry out all directives issued by the delegates of the convention that have been passed as resolutions and report the progress and completion of these tasks to the members.

76

RESOLVED, That EAS-18 postmasters be allowed to conduct an applicant's final hiring interview before they are assigned to their offices, and be it further

RESOLVED, That EAS-20-and-above postmasters or their designees be allowed to conduct the final hiring interview of applicants before placement in their offices.

77 (vehicle for 78, 79, 96 and 99; as amended)

RESOLVED, That NAPS sets up meetings with association lawyers to discuss the pay disparity and develop a proposal for returning to step increases, and be it further

RESOLVED, That step increases be in the same manner as before 1994 and each step be increased in conjunction with percentages and COLA increases as the craft since 1994, and be it further

RESOLVED, That, if no agreement can be reached, NAPS follows procedures outlined in *Title 39*, Chapter 10, Section 1004(f)(1) and (f)(2), and be it finally

RESOLVED, That any discussions between NAPS and the USPS concerning merit or pay for performance increases be conducted in addition to step increases, COLAs and overtime.

81 (vehicle for 80)

RESOLVED, That NAPS Headquarters works with USPS Headquarters and/or the OIG to create a locality pay strategic plan for EAS employees and seeks legislative action for implementation.

83 (vehicle for 82, 84 and 85)

RESOLVED, That no EAS supervisor shall earn less than 5 percent more than the top of

the pay scale of any craft employee they supervise, and be it further

RESOLVED, That no manager or postmaster shall earn less than 5 percent more than the top of the pay scale of any employee they supervise.

86 (as amended)

RESOLVED, That communication is initiated with USPS Headquarters to change the exempt status of EAS-18 postmasters who are responsible for RMPOs to non-exempt in order to receive pay, compensation or personal leave whenever the postmaster has to work Saturdays.

87

RESOLVED, That *ELM* 434.144 be changed by striking “except Postmaster and officers in charge” to now read:

434.144 Eligible for FLSA-Exempt EAS Additional Pay

“FLSA special-exempt employees EAS-18 positions and below are eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on temporary assignment, such as an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour, as well as for the authorized work over 7.5 hours. Regular FLSA-exempt employees in EAS-23-and-below positions are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining unit employees in mail processing or delivery functions.”

88 (vehicle for 105; as amended)

RESOLVED, That NAPS uses all legal means available to end participation in the PFP process and return compensation methods for non-bargaining unit employees to the method indicated by law, and be it further

RESOLVED, That all increases paid to USPS executives during this time be paid to all non-bargaining unit employees working *and* retired, either by the same deferred method USPS executives received or included in their existing salaries, and be it further

RESOLVED, That the NAPS President and Executive Board hire a law firm with expertise in federal code interpretation that can research and report findings and/or progress to NAPS rank-and-file members concerning this issue.

89 (vehicle for 106)

RESOLVED, That NAPS pursues all legal means to reacquire and reinstate all fringe benefit programs as authorized by law, and be it further

RESOLVED, That NAPS pursues all legal means to retroactively compensate all non-bargaining unit employees for any monies, rights or privileges lost due to non-payment of applicable fringe benefit programs that exist or existed for all non-bargaining unit employees, working and retired, to be included in salaries or paid as bonuses for the fringe-benefits program in force at the time of the violation of the law, and be it further

RESOLVED, That NAPS Headquarters reports on the progress of any action, even daily, to all members working *and* retired in pursuit of this issue, and be it finally

RESOLVED, There will be no payoff, reduction or negotiation of the monies owed to any



non-bargaining unit employee; all shall be made whole.

90

RESOLVED, That NAPS Headquarters consults with the USPS to eliminate unscheduled FMLA from the "Available for Duty" category on the NPA scorecard.

95

RESOLVED, That NAPS consults with the USPS to ensure the elimination of NPA for all EAS employees, and be it further

RESOLVED, That NAPS consults with the USPS to establish a fair and equitable system to compensate EAS employees.

97

RESOLVED, That NAPS initiates immediate action, be it legal or consultative, to reinstate overtime pay for all EAS exempt employees.

98 (as amended)

RESOLVED, That NAPS initiates immediate action to support H.R. 711, or any other legislation, that could result in reducing the impact of the WEP on Postal Service retirees.

104 (vehicle for 103)

RESOLVED, That the current rules that govern the actions of the Ethics Committee be amended to include the following language: "Members bringing issues before the Ethics Committee shall have the right to present their issues directly before the Ethics Committee, either in person or via telephone, at the discretion of the member filing the issue, and be it further

RESOLVED, That, should the Ethics Committee not rule in favor of the member's appeal

and requested resolution, the member will have the option to bring their complaint to the full Executive Board, either in person or via telephone, at the discretion of the member, and be it further

RESOLVED, That the Executive Board will gather and review all information provided by the member and render a decision in the entire appeal. The decision of the full Executive Board will be final.

109

RESOLVED, That when a post office demonstrates for a period of 90 days that it qualifies for an office increase through the factors used in the postmaster workload service credits system, the office immediately be upgraded.

2014-2016 NAPS Executive Board



Front row, from left: **Cy Dumas**, New England Area; **Luz Moreno**, Illini Area; **Chuck Mulidore**, Eastern Region; **Craig Johnson**, Central Region; **Tommy Roma**, Northeast Region; **Brian Wagner**, Secretary/Treasurer; **Louis Atkins**, President; **Ivan D. Butts**, Executive Vice President; **Marilyn Walton**, Western Region; **Shri Green**, Cotton Belt Area; **Cindy McCracken**, Northwest Area; **Larry Ewing**, MINK Area; and **Hayes Cherry**, Pacific Area.

Back row, from left: **John Aceves**, Rocky Mountain Area; **Cornel Rowel Sr.**, Central Gulf Area; **Tim Needham**, Pioneer Area; **Bob Quinlan**, Southeast Area; **Jimmy Warden**, New York Area; **Richard L. Green Jr.**, Capitol-Atlantic Area; **Dan Mooney**, North Central Area; **Bob Bradford**, Texas Area; **Kevin Trayer**, Michigan Area; and **Hans Aglidian**, Mideast Area.

Not pictured: **Tim Ford**, Southern Region.

2016-2018 NAPS Executive Board



Front row, from left: **Jaime Elizondo**, Texas Area; **Luz Moreno**, Illini Area; **Richard L. Green Jr.**, Eastern Region; **Craig Johnson**, Central Region; **Tommy Roma**, Northeast Region; **Chuck Muldore**, Secretary/Treasurer; **Brian Wagner**, President; **Ivan D. Butts**, Executive Vice President; **Marilyn Walton**, Western Region; **Shri Green**, Cotton Belt Area; **Cindy McCracken**, Northwest Area; **Myrna Pashinski**, Rocky Mountain Area; and **Hayes Cherry**, Pacific Area.

Back row, from left: **Louis Atkins**, Past President; **Bart Green**, MINK Area; **Cornel Rowel Sr.**, Central Gulf Area; **Tim Needham**, Pioneer Area; **Bob Quinlan**, Southeast Area; **Jimmy Warden**, New York Area; **Dan Mooney**, North Central Area; **Kevin Trayer**, Michiana Area; **Hans Aglidian**, Mideast Area; **Greg Murphy**, New England Area; and **Troy Griffin**, Capitol-Atlantic Area.

Not pictured: **Tim Ford**, Southern Region.

Former NAPS Executive Board Members



Front row, from left: **Lynn Lacey**, former Illini Area vice president; **Susie Warren**, former vice president, Field Services; **Lorraine Harry**, former Illini Area vice president; **John Geter II**, former Capitol-Atlantic Area vice president; **Ann Konish**, former New York Area vice president; **Dan Rendleman**, former Illini Area vice president; **Nancy Wesley**, former Illini Area vice president; **Ray Elliott**, former NAPS treasurer; and **Dottie Wileman**, former Eastern Region vice president.

Back row, from left: **Stevan Gerber**, former Rocky Mountain Area vice president; **Jim McHugh**, former New York Area vice president; **Neil Baker**, former North Central Area vice president; **Roy Beaudoin**, former Central Gulf Area vice president; **Jerry Sebastian**, former Southeast Area vice president; and **Larry Ewing**, former MINK Area vice president.

Former and Current National Auxiliary Executive Board



Seated, from left: **Catherine Towns**, former Midwest Area vice president; **Elly Soukey**, Central Region vice president; **Linda Rendleman**, former Illini Area vice president; **Jo Geter**, former Capitol-Atlantic Area vice president; **Rick Hall**, treasurer; **Bonita Atkins**, former Southern Region vice president; **Sue Elliott**, former president; **Sharon Mathews**, past president; and **Mary Caruso**, former president.

Standing, from left: **Sonya Bonenberger**, former president; **Jane Finley**, former Southeast Area vice president; **Laurie Butts**, Eastern Region vice president; and **Elsie Vazquez**, former New York Area vice president. (Not pictured: **Patricia Jackson-Kelley**, president; **Christine Szyhulsky**, Northeast Region vice president; **Beverly Austin**, Southern Region vice president; and **Lee Leopold**, Western Region vice president.)

2016 Scholarship Winners

NAPS awards Vince Palladino Memorial Student Scholarships annually in memory of the late NAPS president to honor his dedication to NAPS and its members. The children and grandchildren of current NAPS members are eligible to participate.

This year, 10 scholarships were randomly drawn and awarded, representing two winners from each NAPS region. The winners were notified and NAPS mailed the \$1,000 scholarship checks, payable to the college or educational institution each scholarship winner is attending.

Northeast Region

Sabrina Sek, daughter of Paul Sek, Boston Branch 43. She is attending the University of Massachusetts, Lowell, for nursing.

Jennifer Morrison, daughter of Norman Morrison, Worcester Branch 6. She is attending the University of Massachusetts, Amherst, studying biology/microbiology research.

Eastern Region

Brittney Thorpe, daughter of Rhonda Thorpe, Richmond Branch 98. She is attending the University of Tampa, FL, studying public health.

Jessica Copeland, daughter of Ella Wilson, Raleigh Branch 177. She is attend-

ing Sampson Community College, Clinton, NC, for nursing.

Central Region

Kelsie Miencier, daughter of Sharon Miencier, Southeastern Michigan Branch 268. She is attending Grand Valley State University, Grand Rapids, MI, studying business.

Christopher Hollingsworth, son of Reginald Hollingsworth, Chicago Branch 14. He is attending Indiana State University, studying business.

Southern Region

Joshua Dangerfield, son of Carol Dangerfield, Birmingham Branch 45. He is attending Tennessee State University, studying communications.

Brittany Gagnon, daughter of Gregory Gagnon, West Palm Beach Branch 154. She is attending Florida State University, studying social work/child psychology.

Western Region

Baani Dhanoa, daughter of Gurpreet Dhanoa, Pacific to Sierras Branch 244. She is attending the University of California, Davis, studying biological sciences.

Brandon Callo, son of Godofredo Callo, Seattle Branch 61. He is attending Green River College, Auburn, WA, studying business administration.

Convention Committees

Registration & Credentials



Seated, from left: Ann Strickland, Bill Mathews, Corina Parsons, Charles Singer, Rosemary Harmon (chair), Roy Madden (assistant chair), Dorothy Billups, John Lee, Loretta Reed and Ann Mitchell.

Standing, from left: Delores Hunter, Rodney Charles, Jessie Austin, Jacshica Laster, Richard Walter, Brenda Chambliss, George Mott III, Tomica Duplessis, Melisande Shumate, Maxine Campbell, Linda Thomas, Pamela Cothrine, Myrna Pashinski, Judy Mannings, Deborah Holley, Jeanette Carter, Paul Foley and Rich Wilson.

Audit



From left: William Hemphill, Carl Brown, Sylvia Dominguez, Ernest Parfait, Cinderella Clark, Tira Lewis, Stephnia Campbell (chair), Arnold Rosario, Francisco Vazquez, Susan Bartko, Constance Scales, Kenneth Ruckart (assistant chair), Jackie Rominger, Glen Erfman and Carolyn Williams.

Postmaster



From left: Joseph O'Donnell, Laura Hires, Marsha Danzy, Dallas Brooks, Beverly Torain, Janet Yarosik, Arik Skjelstad, Kathy Clapp, Sammie Jones Jr., James Reedy, Rick Kindsvatter, James Burdick (assistant chair), Joe Bodary (chair) and Phoebe Jordan.

Constitution & Bylaws



Seated, from left: Ken Bunch (chair), Joan Neadors and Dianne Ayon.

Standing, from left: Audrey Mitchell-Philbert, Iccie Walden, Cindy Chapin, Eugene Smith, Gary Roll, Manuel Trevino, Stevan Gerber, John Wong, Vicky Sprewer, Rafael Brathwaite, Carmen Hughes, George Finley, Rich Caruso (assistant chair) and John Farrell.

Resolutions



First row, from left: Cathy Sutton, Nancy Wesley (assistant chair), Victor Lopez and Mac Tull.

Second row, from left: Brian Crowe, Cindy Fletcher, Deborah D. Johnson, Bernard McCarthy (chair), Lorraine Rudolph and James Parks.

Third row, from left: Daniel O'Donnell, June Brandt, Lisa Douglas, Gregory Murphy and Robert Smith. Not shown: Delisa Moore.

Rules



Seated, from left: LaNeda Pitts, Jim Isom (assistant chair) and Ann Konish (chair).

Standing, from left: Mary DiGioia, Marie Smith, Sharon Wright and Kelly McCartney.

Assistant Secretaries



Angela Gavin-Mitchell



Marcia Jones



Nancy McVicker

Sergeant-at-Arms



From left: William McIntyre (assistant chair), Lloyd Cox (chair), Vincent Franks Jr., Kyle Laurendine, Anthony Harris, George Ruffin, Rickey Frazier, Bernice Scriven, William Paige, Kathy Bodnar, Juan Pastor, Jose Smyly, Malcolm Rawls and Juanda Stewart.

New England Area



New York Area



Mideast Area



Capitol-Atlantic Area



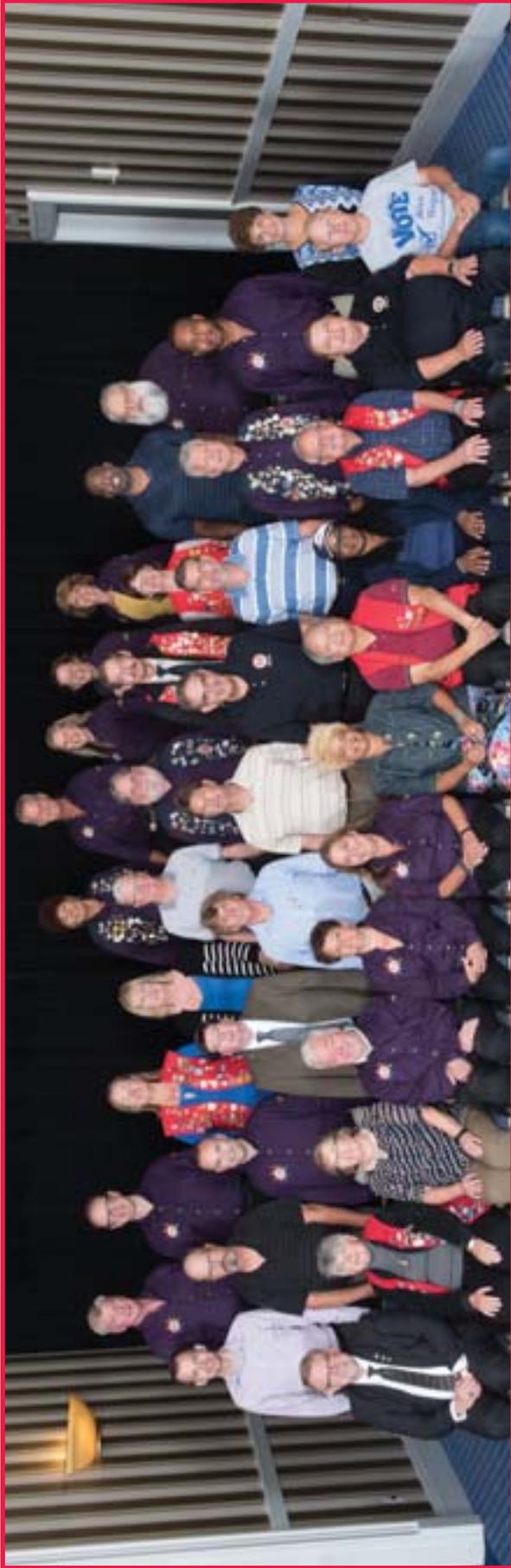
Pioneer Area



Illini Area



North Central Area



Michiana Area



MINK Area



Southeast Area



Central Gulf Area



Cotton Belt Area



Texas Area



Northwest Area



Rocky Mountain Area



Pacific Area



Not Your Back Yard?

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

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

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

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

Help Elect a Postal-Friendly Congress

By Katie Maddocks, SPAC manager

There's real opportunity for NAPS and the Supervisors' Political Action Committee (SPAC) to make a difference in the upcoming elections. While media attention about the presidential election may, at times, overshadow the congressional contests, the outcome of key Senate races will determine whether the Democrats regain control of the Senate—and the future of postal legislation in that chamber.

In the House, while Republicans are expected to continue to maintain control, the outcome of some House races will affect the size of control and how Republicans govern. Those dynamics in both houses likely will govern the pace and substance of postal legislation in the upcoming 115th Congress.

With the growing likelihood that the current Congress will not pass postal reform proposals pending in both chambers, the need to assure the election of a postal-friendly Congress for 2017 remains intensely important. NAPS has identified and is supporting candidates who are postal friendly based on candidate questionnaires, voting records, grass-roots relationships and other gauges.

NAPS will continue to donate SPAC-contributed dollars from its members to postal-friendly candidates between now and Election Day. Throughout the year, SPAC contributed to lawmakers who sponsored legislation that provides for thoughtful postal reform and to the opponents of those lawmakers who are standing in the way of necessary postal relief.

NAPS also encourages its members, while remaining mindful of Hatch Act restrictions, to get personally in-

involved in the campaigns of federal candidates who support a strong, durable Postal Service. Consider donating a Saturday or even a couple hours to help a candidate's phone bank or literature drop.

Through SPAC, NAPS provides financial support to congressional candidates who support NAPS and have our back. SPAC dollars help sustain relationships of mutual support with our friends in Congress.

Time after time, NAPS members who attend candidate fund-raising events come away enthused by the positive relationships that exist between NAPS and those who are with us. If you would like to attend a local fund-raiser in support of a congressional candidate supported by NAPS, check with your branch

officers or contact NAPS Headquarters. Personal "face time" with NAPS-supported candidates provides an opportunity to educate candidates on the issues important to NAPS and the Postal Service.

NAPS members' dues do not fund SPAC; funding is entirely reliant on voluntary contributions from NAPS members. If you contributed to SPAC this year, *thank you* for your support.

During the 2016 National Convention, NAPS members donated more than \$31,000 to SPAC. Because of this special generosity, NAPS can ensure SPAC dollars are at the ready to help our friends. Through individual giving or contributions through payroll deduction and annuity withholdings, SPAC assures NAPS remains a political player.

If you have questions about giving to SPAC or how to attend a local fund-raising event, please contact Katie Maddocks, NAPS SPAC manager, at naps.km@naps.org or (703) 836-9660.



Contributions via USPS Payroll Deduction



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

- 1 Go to <https://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on "I agree."
- 4 Enter your employee ID number and password.
- 5 Click on "Allotments/Payroll NTB."
- 6 Click on "Continue."

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

PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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



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

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

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

2016 SPAC Contributors



Louie's Ultimate SPAC (\$1,000+)

Boisvert, Michael	CA	Branch 159
Burkhard, Mary	CA	Branch 244
Gilbert, Belinda	FL	Branch 425
Gold, Stanley	FL	Branch 146
Lynn, Patti	FL	Branch 296
Quinlan, Robert	FL	Branch 577
Sebastian, Gerald	FL	Branch 386
Strasser, Brian	FL	Branch 386
Strickland, Ann	FL	Branch 146
Wagner, Brian	IL	Branch 255
Mathews, Sharon	IN	Branch 576
Harmon, Rosemary	KY	Branch 920
Atkins, Louis	LA	Branch 209
Randall, C. Michele	MD	Branch 531
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan D.	PA	Branch 355
Bradford, Robert	TX	Branch 203
Green Jr., Richard	VA	Branch 98

July Donors

Louie's Ultimate SPAC (\$1,000+)

Gilbert, Belinda	FL	Branch 425
Quinlan, Robert	FL	Branch 577
Sebastian, Gerald	FL	Branch 386
Randall, C. Michele	MD	Branch 531
Bradford, Robert	TX	Branch 203

VP Elite (\$750)

Gold, Stanley	FL	Branch 146
Weilep, Laurie	MN	Branch 104
Duffy, James	NY	Branch 85
Williams, Darryl	PA	Branch 554
Cooper, Karen	TX	Branch 124
Green Jr., Richard	VA	Branch 98
Reedy, James	WA	Branch 61

Secretary's Roundtable (\$500)

Hernandez, George	AZ	Branch 246
Pfaff Jr., Ross	AZ	Branch 246

Franco, Cheryl Ann	FL	Branch 296
Herzog, Rosemarie	FL	Branch 154
Lynn, Patti	FL	Branch 296
Rodriguez, William	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Moreno, Luz	IL	Branch 489
Croswell, Darnel	SC	Branch 225
Green, Shri	TN	Branch 41

Chairman's Club (\$250)

Simpson, Pamela	AZ	Branch 246
Goodman, James	CA	Branch 39
Douglas, Lisa	CT	Branch 5
Arborn, Alfred	FL	Branch 406
Hoerner, Thomas	FL	Branch 420
Jones, Sammie	FL	Branch 405
Lecounte, Michael	FL	Branch 146
Ruckart, Kenneth	FL	Branch 386
Williams, Carolyn	FL	Branch 146
Hale, Jenise	KY	Branch 1
Feazell, Albert	LA	Branch 73
Grayson, Yolanda	LA	Branch 170
Hacker, Patricia	MA	Branch 6
Ledoux, Arthur	MA	Branch 6
Russell, John	MA	Branch 43
Mason Jr., Garland	MD	Branch 592
Amergian, Raymond	ME	Branch 96
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Hommerson Jr., David	MI	Branch 130
Pack, Roderick	MI	Branch 23
Van Norman, Gerald	MI	Branch 130
Harvey, Kristen	MN	Branch 16
Davis, Lisa	MO	Branch 131
Goedeken, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
D'Martino, Pasquale	NJ	Branch 548
Timothy, Pat	NJ	Branch 548
Burke, Terriann	NY	Branch 11
Dispensa, Joseph	NY	Branch 110
Krempa, Keith	NY	Branch 27
Middleton, Isaac	NY	Branch 68
Mayes, Sean	OH	Branch 29
Shelburne, Sarah	OR	Branch 66

Keefe, Laura	PA	Branch 112
Smith, Robert	PA	Branch 35
Saccoccio, Michaela	RI	Branch 105
Bowen, Randy	TN	Branch 97
Cattron, Patricia	TN	Branch 555
Clark Jr., Bobby	TX	Branch 124
Foster, Debra	TX	Branch 9
Lomba, John	TX	Branch 103
McKelvey, Courtney	TX	Branch 122
Nettles, Mark	TX	Branch 9
Staub, Mary	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Jacobs, Charles	VA	Branch 132
Johnson, Stanley	WA	Branch 60

Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Gavin, Angela	CA	Branch 159
Rascati, Wayne	CA	Branch 244
Thomas, Linda	CA	Branch 88
Andres, Heidi	FL	Branch 386
Batastini, Kenneth	FL	Branch 478
Brown, Edward	FL	Branch 146
Brown, Wendy	FL	Branch 146
Calhoun, Clothelia	FL	Branch 354
Goldstein, Diane	FL	Branch 156
Gonzalez-Marino, Ilia	FL	Branch 146
Guyton, Patricia	FL	Branch 146
Haumann, Craig	FL	Branch 81
Johnson, Debra	FL	Branch 354
King, David	FL	Branch 420
Lalone, Teri	FL	Branch 156
Lanning, Kelly	FL	Branch 231
Lopez, Victor	FL	Branch 146
McGinnis, Paul	FL	Branch 93
McHugh, James	FL	Branch 386
Meadors, Joan	FL	Branch 146
Morrison, Marcella	FL	Branch 577
Munroe-Tomlinson, Millicent	FL	Branch 296
Murray, Donald	FL	Branch 93
Nolan, Patricia	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Scherle, Sonya	FL	Branch 154
Sconyers, Karen	FL	Branch 146
Scriven, Bernice	FL	Branch 146
Suarez, Eduardo	FL	Branch 146
Vorreyer, Leslie	FL	Branch 353
Wommack, April	FL	Branch 386
Worthman, Kelly	FL	Branch 296
Sevalia, Rosalind	LA	Branch 73

SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to July 31, 2016

National Aggregate:

\$147,813.35

National Per Capita:

\$5.70

Region Aggregate:

1. Southern\$43,037.05
2. Central\$27,462.24
3. Northeast\$25,735.00
4. Eastern\$25,557.50
5. Western\$25,290.56

Region Per Capita:

1. Southern\$7.49
2. Central\$6.24
3. Northeast\$5.14
4. Eastern\$4.77
5. Western\$4.67

Area Aggregate:

1. Southeast\$27,268.25
2. New York.....\$13,665.00
3. Pacific\$13,032.00
4. Mideast.....\$12,262.00
5. Capitol-Atlantic ..\$10,866.25
6. Texas\$8,942.50
7. New England.....\$8,765.00
8. Michiana\$8,084.09
9. North Central\$7,333.00
10. Illini.....\$6,895.00
11. Northwest\$6,479.56
12. Rocky Mountain ..\$5,779.00
13. Pioneer\$5,734.25
14. MINK.....\$5,150.15
15. Central Gulf\$4,046.30
16. Cotton Belt\$2,780.00

Area Per Capita:

1. Southeast.....\$11.77
2. North Central\$8.29
3. Michiana\$7.63
4. Northwest\$6.28
5. New York.....\$5.60
6. Mideast.....\$5.47
7. Illini.....\$5.40
8. Central Gulf\$5.25
9. New England.....\$5.16
10. Texas\$5.07
11. Pacific\$4.54
12. MINK.....\$4.37
13. Capitol-Atlantic\$4.18
14. Pioneer\$4.15
15. Rocky Mountain\$3.83
16. Cotton Belt\$3.10

State Aggregate:

1. Florida\$25,365.25
2. New York.....\$13,470.00
3. California\$11,972.00
4. Texas\$8,942.50
5. Pennsylvania.....\$7,762.00

State Per Capita:

1. North Dakota.....\$15.72
2. Florida.....\$14.89
3. Minnesota.....\$11.96
4. Maine\$11.51
5. Washington\$10.13

Drive for Five

Members by Region:

1. Central84
2. Western.....68
3. Southern67
4. Eastern62
5. Northeast53

Aggregate by Region:

1. Central\$15,140.50
2. Western\$14,280.01
3. Eastern\$12,433.00
4. Southern\$12,157.50
5. Northeast\$10,035.00

Brown, Latasha	MO	Branch 131
Sarnie, Deborah	NH	Branch 932
Kofsky, Jonathan	NJ	Branch 568
Pressley, Patricia	TX	Branch 428
Hetrick, Eric	WA	Branch 31
Helleckson, Randy	WI	Branch 213

August Donors

Louie's Ultimate SPAC (\$1,000+)

Burkhard, Mary	CA	Branch 244
Gold, Stanley	FL	Branch 146
Lynn, Patti	FL	Branch 296
Harmon, Rosemary	KY	Branch 920
Green Jr., Richard	VA	Branch 98

VP Elite (\$750)

Ayon, Celia	CA	Branch 88
Leopold, Damon	CA	Branch 39
Meana, Frances	CA	Branch 159
Walton, Marilyn	CA	Branch 77
Rodriguez, William	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Shawn, Steve	MD	Branch 403
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Geter, John	NC	Branch 183
Gillett, Michael	WA	Branch 31
McCracken, Cindy	WA	Branch 61

Secretary's Roundtable (\$500)

Bruffett, Shawn	AZ	Branch 376
Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Evans, Bridget	CA	Branch 159
Patterson, Charles	CA	Branch 497
Randle, Carol	CA	Branch 39
Williams, Carolyn	FL	Branch 146
Moore, Kevin	GA	Branch 281
Massie, Larry	IN	Branch 576
Walter, Richard	MA	Branch 120
Bunch, Kenneth	MI	Branch 23
Carmody, Russell	NJ	Branch 74
Walton, Irma	NJ	Branch 75
Slayton, Scott	NY	Branch 11
Mulidore, Chuck	OH	Branch 133
Halm, Frank	RI	Branch 105
Elizondo Jr., Jaime	TX	Branch 122
Mitchell, Annie	TX	Branch 124
Gerber, Melissa	UT	Branch 139

Archer, Sylvia	VA	Branch 98
Butler, Phillip	VA	Branch 98
Mott III, George	VA	Branch 132
Wilson, Richard	WA	Branch 61
McComas, Christina	WV	Branch 212

Chairman's Club (\$250)

Blythe, Stephanie	CA	Branch 127
Chin, Michael	CA	Branch 266
Jackson-Kelley, Patricia	CA	Branch 39
Rominger, Jackie	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Wong, John	CA	Branch 497
Bailey, Virgil	CO	Branch 561
Jackson, Rebecca	CO	Branch 141
Viola Jr., Joseph	CT	Branch 3
Moss, Donald	DC	Branch 135
LeCompte, Cynthia	FL	Branch 81
Smyly, Jose	GA	Branch 82
Parker, Laroma	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Hilliard, Ricky	IL	Branch 489
Levernier, Catherine	IL	Branch 270
Randle, Kay	IL	Branch 369
Norton, Paul	IN	Branch 8
Rowel, Cornel	LA	Branch 73
Wileman, Dotty	MD	Branch 923
Orloski, Rose	MI	Branch 508
Pack, Roderick	MI	Branch 23
Petersen, Lisa	MO	Branch 36
Kindsvatter, Leo	MT	Branch 929
Douglas, Karen	NC	Branch 183
Jordan, Phoebe	NC	Branch 248
McKiernan, Michael	NJ	Branch 74
Scales-Bradley, Constance	NJ	Branch 53
Doruth, Patrick	NV	Branch 249
Burgasser, Ted	OH	Branch 29
Yut, Rachelle	OR	Branch 66
Cabrera, Antonio	PR	Branch 216
Dumas, Cyril	RI	Branch 105
Jones, Charleen	TX	Branch 122
Fratto, Jeff	UT	Branch 139
Tresner, Kristen	UT	Branch 139
Krogh, Charlie	WA	Branch 31

Supporter (\$100)

Dangerfield, Carol	AL	Branch 45
Frazier, Rickey	AL	Branch 399
Aceves, John	AZ	Branch 376
Barba, Francisco	AZ	Branch 376
Booth, Samuel	CA	Branch 39

Chavez, Abelardo	CA	Branch 39
Cobb, Patricia	CA	Branch 39
Derden, Margaret	CA	Branch 39
Donnelly, Linda	CA	Branch 497
Francisco, Daryel	CA	Branch 159
Harris, Solomon	CA	Branch 39
Hodges, Tessa	CA	Branch 39
Johnson, Deborah	CA	Branch 88
Johnson, Trinise	CA	Branch 39
Lee, Shirley	CA	Branch 39
McClinton, Velma	CA	Branch 39
Murillo, Mariel	CA	Branch 466
Smith, Dave	CA	Branch 39
Thompson, Carolyn	CA	Branch 88
Walker, Robin	CA	Branch 39
Pashinski, Myrna	CO	Branch 65
Cox, Jacqueline	FL	Branch 93
Malcolm, Kirk	FL	Branch 321
Kindle, Delloria	GA	Branch 82
Sims, Reginald	GA	Branch 82
Antoque, Paula	HI	Branch 214
Behrens, Elizabeth	IL	Branch 270
Howard, Katie	IL	Branch 541
May, Charles	IL	Branch 14
Warren, Susan	IL	Branch 255
Hardin, Donald	IN	Branch 55
Webb, Marcel	IN	Branch 8
Kyle, Richard	KS	Branch 52
McCartney, Kelly	KS	Branch 919
Groves, Patricia	MA	Branch 120
Brownfield, Patricia	MD	Branch 531
Rosario Jr., Arnold	ME	Branch 96
Byrum, Ruth	MI	Branch 925
Farnquist, Jennifer	MI	Branch 361
Hughes, Carmen	MI	Branch 23
Johnson-Fowlkes, Maria	MI	Branch 23
Roundtree, Wanda	MI	Branch 140
Bye, Angie	MO	Branch 119
Ferguson, Robert	MO	Branch 527
Shumate, Melisande	MO	Branch 131
Hill, Mildred	MS	Branch 199
Capers, Bobby	NJ	Branch 53
Kearney, Lorraine	NJ	Branch 53
Tanksley, Faye	NJ	Branch 74
Wadsworth, Joel	NM	Branch 295
Barone, Thomas	NY	Branch 202
Berry, Lawrence	NY	Branch 336
Hall, Vincent	NY	Branch 100
Morgan-Glover, Linda	NY	Branch 336
Morrissey, Phyllis	NY	Branch 164
Parson, Corina	NY	Branch 164

SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to Aug. 31, 2016

National Aggregate:

\$192,082.05

National Per Capita:

\$7.41

Region Aggregate:

1. Southern	\$50,444.30
2. Western	\$38,318.02
3. Eastern	\$36,020.50
4. Central	\$34,041.04
5. Northeast	\$32,507.19

Region Per Capita:

1. Southern	\$8.78
2. Central	\$7.74
3. Western	\$7.08
4. Eastern	\$6.72
5. Northeast	\$6.49

Area Aggregate:

1. Southeast	\$29,885.50
2. Pacific	\$21,482.46
3. New York	\$17,126.18
4. Capitol-Atlantic ..	\$16,358.35
5. Mideast	\$15,217.00
6. Texas	\$11,455.50
7. New England	\$11,154.01
8. Michiana	\$10,200.09
9. Illini	\$8,869.00
10. Pioneer	\$8,672.15
11. Rocky Mountain ..	\$8,577.00
12. Northwest	\$8,258.56
13. North Central	\$8,207.00
14. MINK	\$6,764.95
15. Central Gulf	\$5,308.30
16. Cotton Belt	\$3,795.00

Area Per Capita:

1. Southeast	\$12.90
2. New York	\$7.02
3. Pacific	\$7.49
4. Mideast	\$6.78
5. Capitol-Atlantic	\$6.29
6. Texas	\$6.50
7. New England	\$6.57
8. Michiana	\$9.62
9. North Central	\$9.27
10. Illini	\$6.95
11. Northwest	\$8.00
12. Rocky Mountain	\$5.68
13. Pioneer	\$6.28
14. MINK	\$5.74
15. Central Gulf	\$6.89
16. Cotton Belt	\$4.23

State Aggregate:

1. Florida	\$27,720.25
2. California	\$20,002.46
3. New York	\$16,681.18
4. Texas	\$11,455.50
5. Pennsylvania	\$9,283.00

State Per Capita:

1. North Dakota	\$16.65
2. Florida	\$16.27
3. Maine	\$14.08
4. Minnesota	\$13.32
5. Rhode Island	\$13.26

Drive for Five

Members by Region:

1. Central	84
2. Western	73
3. Eastern	61
4. Southern	58
5. Northeast	53

Aggregate by Region:

1. Central	\$23,234.00
2. Western	\$22,005.67
3. Eastern	\$18,598.00
4. Southern	\$17,877.50
5. Northeast	\$13,160.01

Clark, Stacey	OH	Branch 46
Jones, Debra	OH	Branch 63
Nicholson, Rachel	OH	Branch 29
Sudberry, Norris	OH	Branch 46
Criswell, Kathleen	OK	Branch 174
Gill, Kathy	PA	Branch 50
Mathes, Kevin	PA	Branch 355
Praskovich, David	PA	Branch 554
Robinson, Andrea	PA	Branch 35
Shertz, Mary	PA	Branch 12
Rodriguez, Jose	PR	Branch 216
Giorgio, Victor	RI	Branch 105
Russell-Boatman, Mavis	SC	Branch 215
Mabon, Valerie	TN	Branch 32
Stigall, Tamera	TN	Branch 555
Belton, Mary	TX	Branch 9
Hammock, Alessandra	TX	Branch 86
High, Gwendolyn	TX	Branch 86
Humphrey, Anita	TX	Branch 49
Richardson, Elizabeth	TX	Branch 86
Crosby, Patrick	UT	Branch 139
Gerber, Stevan	UT	Branch 139
Archer, Eddie	VA	Branch 98
Fordham, Francine	VA	Branch 98

Did you know that SPAC is bipartisan and gives to candidates on the basis of their support for the Postal Service? To find out to whom SPAC has donated funds or how to attend a political fund-raiser in your area, contact SPAC Manager Katie Maddocks by e-mail at naps.km@naps.org or by phone at (703) 836-9660.

Holley, Deborah	VA	Branch 526
Merkison, Yvette	VA	Branch 526
Mitchell, Mary	WA	Branch 61
Patterson, LaTanya	WA	Branch 61
Burdick, James	WI	Branch 213
Sprewer, Victoria	WI	Branch 72
Coles, Cynthia	WV	Branch 212
Young, Michael	WV	Branch 212
McEntee, John	WY	Branch 300

'Drive for Five' Earned in August

Patteron, Charles	CA	Branch 497
Trevena, April	CA	Branch 94
Annon, Cynthia	CO	Branch 141
Aaron, Donna	TN	Branch 97
London, Geneva	TN	Branch 32
Aragon, Ramon	WA	Branch 61
Moore, Kristina	WA	Branch 60

SPAC Contribution Form

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

\$1,000—Louie's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2015

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

- Check or money order made payable to SPAC; *do not send cash*
- Credit card (circle one): Visa American Express MasterCard Discover

Card number _____

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

Card expiration date: ____ / ____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

NAPS Board Takes Care of Business

Larry Ewing, Executive Board chair, called the 2016 National Convention board meeting to order at 8:45 a.m. Executive Vice President Ivan D. Butts gave the invocation. Secretary/Treasurer Brian Wagner conducted the roll call. All board officers, except Southern Region VP Tim Ford, were present: Louis Atkins, president; Ivan D. Butts, executive vice president; Brian Wagner, secretary/treasurer; Tommy Roma, Northeast Region VP; Chuck Mulidore, Eastern Region VP; Craig Johnson, Central Region VP; Marilyn Walton, Western Region VP; Jim Warden, New York Area VP; Hans Aglidian, Mideast Area VP; Cy Dumas, New England Area VP; Tim Needham, Pioneer Area VP; Richard Green, Capitol-Atlantic Area VP; Luz Moreno, Illini Area VP; Kevin Trayer, Michiana Area VP; Dan Mooney, North Central Area VP; Larry Ewing, MINK Area VP; Bob Quinlan, Southeast Area VP; Cornel Rowel, Central Gulf Area VP; Shri Green, Cotton Belt Area VP; Bob Bradford, Texas Area VP; Cindy McCracken, Northwest Area VP; John Aceves, Rocky Mountain Area VP; and Hayes Cherry, Pacific Area VP.

Atkins welcomed the board members and was pleased everyone arrived safely. He jokingly said he was running for immediate past president. Atkins said it has been an unbelievable experience over the past 26 years as a board member, with 16 as a resident officer. He said NAPS is his family and he has enjoyed ser-

ving the NAPS members, both at NAPS Headquarters and in the field. "We may not always agree," he said, "but I always have tried to be fair to all." He thanked the Executive Board and the entire NAPS membership for always treating Bonita with great respect. Atkins said his experience in NAPS has made him feel great and brought him closer to God.

Butts addressed the board, stating the convention will take place in an excellent venue for the members with hundreds of shops. He mentioned there would be a lot of activities on the convention's free day, Wednesday. He said pay talks may be starting soon. Regarding SPAC, NAPS is doing well. Butts commended Walton who has been doing a great job as chair of the NAPS Headquarters Legislative Committee.

Wagner commented that, although this would be his last board meeting as secretary/treasurer, he appreciated the Executive Board's support and committed to working with whoever is elected secretary/treasurer to ensure they are successful. Richard Green said he could not think of another group of people who is not his immediate family that he loves more than his NAPS family. He said he won't ever forget his NAPS family was there for him when his mother died.

Bradford gave Wagner a Texas tie to replace the one he wore at the Texas State Convention, which was cut off by local law enforcement for violating a proclamation that no ties

be worn during the NAPS Texas state convention. Quinlan thanked the Executive Board for all the prayers and well wishes he received while he recovered from surgery. Cherry took a moment to thank Atkins, Wagner and Butts for doing a great job as a team. Hayes wished the board members who are retiring all the best.

Before adopting the agenda and program, Trayer announced he was going to be installed as postmaster of his hometown, Richland, MI, on Aug. 26 and invited board members to attend. Trayer said that, a year ago, he didn't know if he would have a postal job because his maintenance position had been eliminated; now, he is postmaster of his hometown.

McCracken moved, seconded by Roma, to adopt the board agenda and program; the motion passed. Ewing said this would be his last board meeting as chair. He thanked the board members for all their support throughout the years.

The next order of business was the NAPS/USPS consultative meeting, which was held in conjunction with the board meeting (*see page 10*).

Wagner reported on NAPS' finances, membership, the NAPS building and the association's website and social media statistics. As of Aug. 1, 2016, NAPS' PNC Investment Portfolio totaled \$14,122,856. NAPS General Fund, consisting of the PNC checking and money market accounts, was \$147,825.16 and \$627,809.15, respectively, totaling \$775,634.31.

On July 21, 2016, the 2015-2016 annual financial audit was completed, performed by CohnReznick. The auditors did not identify or find any deficiencies in NAPS' internal controls that would be considered material weaknesses. The NAPS building remains 100 percent leased. NAPS again is receiving its landlord distributions. Stoladi's senior NPI property manager, Linda Taggart, left Stoladi on Aug. 1 to pursue a new career. Stephanie Gleichsner is NPI's new senior property manager. The NAPS building got a new roof in July.

As of the June 2016 DCO, NAPS total membership was 26,314 (24,936 active and 1,378 associate). The membership total from June 2015 was 25,612 (24,243 active and 1,369 associate). Overall, membership increased by 678 or 2.65 percent between June 2015 and August 2016. As of Aug. 1, 2016, NAPS had 4,024 members registered for the www.naps.org website; *NAPS-HQ2U* had 7,448 members registered. The average open rate for the *NAPS-HQ2U* online newsletter is 32 percent; industry average is 28 percent. NAPS had 427 followers on Twitter; NAPS' Facebook page has 1,525 likes.

The board heard from Charlie Scialla, NAPS' Disciplinary Defense Fund (DDF) provider. There was much board discussion on the Joint Statement on Violence in the Workplace settlements, sexual harassment and MSPB. Scialla said he was working on a case in the Central Region related to the Joint Statement. The NAPS attorney on the case is working hard to get a resolution. Scialla said there are more cases coming in regarding sexual harassment charges. There was dialogue regarding NAPS' strategies on how to handle disciplinary cases where members are being

charged with violating the Joint Statement.

In the past six months, Scialla handled 16 removal cases related to sexual harassment. Members are jeopardizing their jobs by sexually harassing employees. Scialla reiterated to the Executive Board that NAPS members can't take advantage of people.

The USPS does a lot of training about sexual harassment; employees should be aware of what is appropriate and not. Scialla pointed out that MSPB cases are open to the public. If a member is going to be fired due to sexual harassment and their case goes to the MSPB, the case is public. Sexual harassment can occur when texting or calling cell phones; members need to understand they should not be texting or calling employees after hours for invalid reasons.

NAPS Legislative Counsel Bruce Moyer and Butts discussed NAPS' legislative agenda and reported on SPAC. Butts said SPAC is looking good, but is behind the pace from the previous year; the convention goal is to raise \$40,000 or \$35/delegate. NAPS has been working hard in every Senate race; some races that were leaning Republican or Democrat have seen a turn. Butts thanked those who supported SPAC over the years, including their participation in raffles.

Moyer stated S. 2051 has stalled; he is very pessimistic about postal reform getting passed by the end of the year. There are concerns about Rep. Jason Chaffetz' House bill regarding Medicare integration. However, both bills contain an MSPB appeal provision. USPS Headquarters has stated *ELM* 650 hearings for adverse action cases is fair. Congress is out for seven weeks and will be back after Labor Day.

Moyer gave an overview of the House postal reform bill and pointed out the USPS is reluctant to support the MSPB section of the bill, when previously the agency did not have an issue with MSPB rights for all EAS employees. Moyer said some rural Senate Democrats were not happy with the House bill because it did not keep service standards.

He briefed the Executive Board on the status of pay talks, which would occur after the NALC—the largest union—settles, which may be mid-September. It is uncertain if the NALC will go to arbitration. However, NAPS will be ready within 45 days of when the NALC finalizes its pay agreement. NAPS is preparing for robust participation. If NAPS decides to go to fact-finding, the Federal Mediation and Conciliation Service only will provide a recommendation.

NAPS has a top-notch legal team with compensation experts, as well as a pay consultant who understands the pay system in the federal sector. Moyer stressed that NAPS Headquarters is looking at all options to get a fair pay agreement for NAPS members. He also briefed the board on other pending legal matters that were considered confidential.

There was no old business. As for new business, the board addressed the following motions:

Motion 1: Aglidian, seconded by Trayer, that *“Within 30 days after the MSPB decision is received by Charlie Scialla from the lawyer who is working on the violence in the workplace issue—positive or negative—the NAPS resident officers go to the Postal Service to have NAPS officially withdraw from the Joint Statement on Violence in the Workplace agreement.”*

Aglidian said there has been one

motion made to withdraw; it was determined the issue should be decided when a new Executive Board is sworn in. Others felt it should be decided by the current board. Discussion against the motion was NAPS had no current or long-term plan to protect its members should NAPS withdraw from the Joint Statement. It was stated that arbitrators were hurting NAPS members with decisions related to the Joint Statement.

Voting "yes" were Atkins, Roma, Mulidore, Johnson, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green and McCracken. Voting "no" were Butts, Wagner, Walton, Dumas, Bradford, Aceves and Cherry. As board chair, Ewing does not vote. Motion passed.

Motion 2: Dumas, seconded by Bradford, that "NAPS Headquarters not be involved in reciprocal national events, such as conventions, with the United Postmasters and Managers of America, effective Sept. 1, 2016."

Discussion included that it was not right for NAPS to have any involvement with UPMA. In some areas, the USPS won't let NAPS talk to newly promoted EAS employees in NSP training, but UPMA is allowed. Discussion against the motion was that UPMA has nothing on NAPS regarding benefits NAPS provides its members. Voting "yes" were Dumas and Bradford. Voting "no" were Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, McCracken, Aceves and Cherry. As board chair, Ewing does not vote. Motion failed.

The dates of the 2016 Fall Executive Board meeting are Oct. 16-20, 2016. Newly elected board members will

Continued on page 90

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

Balance Sheet—May 31, 2016

Assets:

Cash and Investments	\$14,448,949.12
Dues Withholding Receivable	314,788.69
Prepaid Expenses and Other Assets	563,922.06
Total Current Assets	15,327,659.87
Building and Equipment, Net of Accumulated Depreciation	3,182,666.50
Total Assets	\$18,510,326.37

Liabilities and Fund Balances:

Accounts Payable	\$ 117,730.99
Accrued Expenses	276,703.01
Deferred Revenues	130,510.00
Dues to be Remitted to Branches	547,593.60
Total Liabilities	1,072,537.60
General and Designated Fund Balances	17,437,788.77
Total Liabilities and Fund Balances	\$18,510,326.37

Statement of Revenues and Expenses

(For the period March 1, 2016, through May 31, 2016)

Revenues:

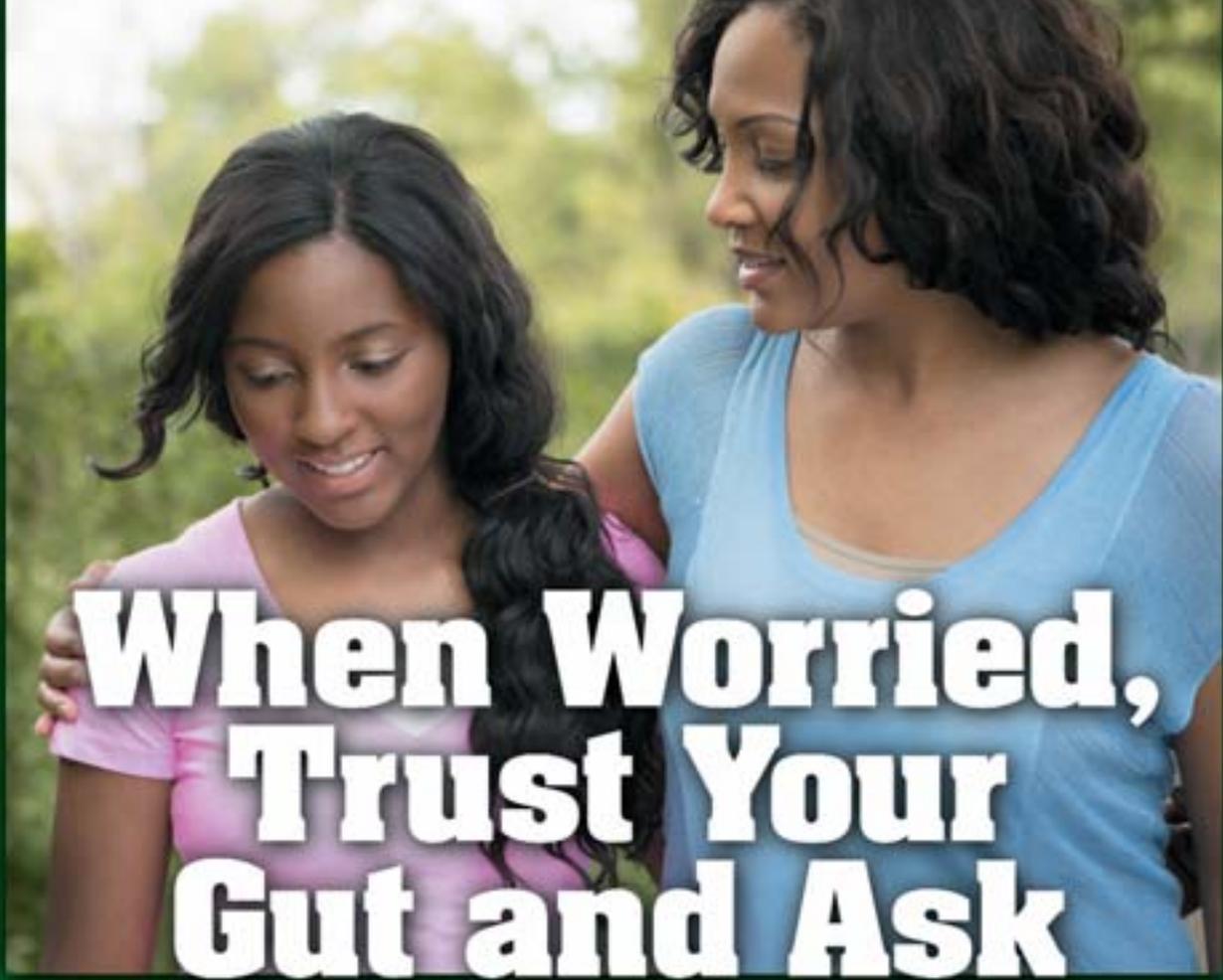
Dues and Assessments	\$ 1,721,074.30
Less: Dues Remitted to Branches	1,135,768.02
Net Dues and Assessment Revenue	585,306.28
Investment Income	766,814.94
NAPS Property, Inc. Net Income Before Depreciation	\$195,621.96
Less Depreciation	(37,186.27)
NAPS Property, Inc. Net Income	158,435.69
Legislative Conference	96,322.67
Training Registration Income	1,370.00
Other	22,269.08
Total Revenues	1,630,518.66

Expenses:

National Headquarters	339,966.09
Executive Board	306,681.06
<i>The Postal Supervisor</i>	76,939.08
Legal and/or Fact Finding	64,600.69
Legislative Counsel	14,635.16
Legislative Expenses	3,414.01
Legislative Training Seminar	293,576.14
Education and Training	24,036.00
Training Registration Expense	1,200.00
Disciplinary Defense	56,584.48
Total Expenses	1,181,632.71

Revenues Less Expenses \$ 448,885.95

No assurance is provided on these financial statements. Substantially all disclosures required by GAAP are omitted. The financial statements do not include a statement of cash flows. The financial statements do not include the financial position and operations of the SPAC.



Submitted by the USPS Employee Assistance Program

You arrive at work and you say a quick “good morning” to your co-worker. You notice he nods, but does not give his regular, enthusiastic response. You look at him for a moment in hesitation and realize he really hasn’t been himself for a few weeks.

You and your co-worker are friendly, but not particularly close; you haven’t shared much about your personal lives. You freeze for a moment with the thought you should ask him what’s going on, but, not wanting to embarrass him or get into his business, you start to work. Still, the thought that something is really wrong nags at you. You try to come up with some polite way of asking him, but struggle. It’s awkward; you care, but don’t want to pry.

Your teenage daughter has been sullen for a couple of weeks; you’ve been at odds with her over a bad grade in history and some chores she failed to do.

Today though, something is different. You can’t quite put your finger on it, but she seems different. You have a sense of dread; you feel it in your stomach. You know something is wrong. Communication with her has been hard lately. She just tells you everything is fine and gives you a look that tells you, “It’s none of your business!” You want to intervene, but what do you do?

Situations such as these can be tricky. You may feel an urgency to reach out to someone you feel could be in trouble. You may not be able to pinpoint what exactly has you worried, but still, the feeling is there. At the same time, you may doubt yourself and think you could be acting silly or overly dramatic. You fear embarrassment or rejection if you ask questions about what is happening for this person. When you aren’t very close to someone or are experiencing some difficulties in communicating with someone close to you, it can be even more difficult to approach them about your concerns. You also may fear

that what this person reveals could be more than you feel equipped to handle.

Why do you want to intervene? Because you have a sense that something is wrong and there may be some way you can help. The idea that you noticed that someone is struggling and took the time to ask them about it might be very meaningful to that other person; often, that hunch that something is wrong is a correct one. Feeling invisible or insignificant can greatly add to the sadness when someone is struggling with a problem in their life. Acknowledging you have noticed and you care may offer some hope and comfort.

How do you even start this conversation? Start by looking for or creating an opportunity to talk privately and without much distraction. You might ask a co-worker to join you on your lunch break. You might ask your teenager to take a walk or a drive with you. You may notice a natural point in your routines with this person that would allow for the conversation, as well. Creating or finding a time and space that help make the other person feel comfortable and private is important to having what might be a sensitive conversation.

Next, you might think about questions you would like to ask to get started. You want to focus on open questions and limit closed questions. Closed questions are questions you would expect a short answer to, such as a yes or a no. Open questions generally draw out a longer response. These questions usually start with what, when, where or how.

They may start with why, but be careful with why as it can trigger defensiveness. You might start with a simple, "How are you doing?" Depending on how the other person answers, you might ask follow-up questions. Questions let the other

person know you care and you're listening.

Speaking of listening, do your best to listen without judgment. Don't express criticism about anything the other person is saying. Expressing concern or curiosity about the other person's thoughts and feelings is helpful here. Saying something such as, "Wow, that must have been hard for you" or asking, "What was the worst part of that for you?" can encourage the other person to keep talking.

It also is good to just listen without trying to fix anything. You don't have to have answers or solutions to the other person's problem. Offering a solution too quickly can leave the other person with the idea you don't want to take the time to understand the problem. Do your best to relax and listen to the other person's story. Sometimes, we can feel like we aren't doing anything useful when we are listening without offering opinions or solutions. Despite how it may feel, listening is a powerful way of conveying acceptance and understanding, which can help the other person feel comforted and less alone.

What if the response to your initial question is something like, "I'm upset, but I'd rather not talk about it"? Don't push; respect the other person's wishes. If the other person is your child or someone else close to you, you may ask if they would feel more comfortable talking to a counselor or other professional. If they agree, you can offer to help them find the right professional. If the other person is a co-worker or household member, you might remind them about the EAP.

In any case, it's always appropriate to let the other person know that if and when they do want to talk, you are there to listen. It's also okay to follow up with the other person later. You might say, "I've been

thinking about you. I'm just wondering how you are doing."

What if the other person tries to swear you to secrecy? Promise to respect the other person's privacy, but, if the other person shares information about wanting to harm themselves or someone else, you will have a hard time honoring a promise to keep that secret. You might say, "I will never share anything you tell me for any other reason than to get you help if you need it. If I do share for that reason, it will only be with people who can help." On that note, it can be tempting to share what you know about someone, especially when others express curiosity, but the cost of betraying a confidence can outweigh any gain you get from sharing information. If others ask, it's okay to say, "It's not my story to tell."

Don't be afraid to ask tough questions. When someone is very upset, you might hear them say, "I'd like this all just to be over" or "I'd like to just go to sleep and not wake up" or "I can't do this anymore." When you hear statements such as this, it's important to ask what they mean and ask if they have been having thoughts of suicide. They might respond they are just tired of the situation, but have no intention of ending their life.

On the other hand, the person may admit to thoughts of suicide. This may be one of the great fears you have in entering into a conversation such as this. You might think that avoiding the conversation altogether is safer or better, but it's not. Whether you ask or not, the thoughts are there for that person. If they never talk about these thoughts, this person is alone with their thoughts. These unexpressed, unquestioned thoughts can wear a person down to the point where suicide seems like a good option.

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Medicare Integration Is a Win-Win

By John Kane

Due to recent concerns voiced by NAPS members in The Postal Supervisor and at our 2016 National Convention regarding Medicare integration as part of postal reform legislation, NAPS Headquarters reached out to Sen. Tom Carper (D-DE) for clarifications. John Kane, legislative aide to Carper, provided this response:

Medicare Integration: A Different View” was the title of “The Associate Member” column in the July issue of *The Postal Supervisor*. I am the legislative aide who worked directly with Sen. Tom Carper (D-DE) on creation of “The Improving Postal Operations, Service and Transparency Act of 2015 (S. 2051)” or iPOST. I would like to add some clarity on this issue and explain what it means for retirees who are rightly concerned about their health benefits in retirement.

There have been claims the legislation would close off access for postal retirees to the Federal Employees Health Benefits (FEHB) Program, but it would do nothing of the sort. The bill, iPOST, simply would add the requirement that Medicare be fully integrated into the FEHB health coverage for eligible postal retirees and their covered family members.

As you know, one of the most expensive costs for retirees and companies such as the Postal Service are long-term health care costs. The Postal Service’s situation is even more dire and frustrating, though, due to the fact the agency is the sin-

gle-largest payer into Medicare, yet can’t get full value from the program. It is critical that any reform measure seriously addresses these growing and overly burdensome costs.

Carper’s bill seeks to protect employees’ hard-earned benefits. Most private companies, as well as state and local governments, require full participation in Medicare for retirees because Medicare participation lowers a company’s long-term financial burden of retirement health benefits. This often allows a company to offer smaller health plans to retirees. However, iPOST specifically ensures that, even though Medicare parts A, B and D would be required of retirees, the retiree also gets their full FEHB insurance.

This is a win-win: The Postal Service still would be required to offer you the full FEHB plan, while also lowering the agency’s long-term costs. Carper aims to reduce premiums for both retirees and the Postal Service in FEHBP and eliminate the prefunding burden that was mandated in the “Postal Accountability and Enhancement Act of 2006” (PAEA).

Another added benefit of Medicare integration for retirees is the two health care programs combine to essentially eliminate costs outside of health care premiums. Simply put, this means you will be able to go to the doctor or the hospital at virtually no cost. It is important to make clear that iPOST does not cancel FEHB coverage to postal retirees; instead, it adds to retirees’ health coverage and protects you and the Postal Service in the long term.

The Postal Service, postal employee representatives and key leaders in both the Senate and the House believe Medicare integration is essential to a serious reform effort. It is critical that Postal Service employees work with leadership throughout the organization to move the reform process forward and help keep the Postal Service relevant and successful for generations to come.

Carper appreciates the passion and commitment of the employees of the Postal Service in not only delivering America’s mail, but also in working with this office to make a sustainable way to a brighter postal future.

NAPS Lives Matter

By **Dioenis D. Perez**

The national convention is over; delegates voted and voiced their concerns. The most profound statement to sum up everyone's feelings was made at the end of the convention by a delegate from Arkansas. She described herself when defending EAS employees' rights as a "Razorback with lipstick."

I want to wish all our new and current officers, as well as our new president, Brian Wagner, much success in their dealings with the USPS in the upcoming pay consultations.

Recapping the convention, the delegates heard from PMG Megan Brennan concerning the state of business on Monday afternoon. Part of her message was thanking us for the hard work we all do and reminding us, "It's imperative to speed the pace of innovation in order to stay competitive," while also expressing, "We're constantly looking at how we can improve the mail." The PMG then fielded questions from delegates concerning dignity and respect, NPA issues and many more work-related questions. The members I spoke with were not happy with some of her answers.

The PMG also mentioned she reads *The Postal Supervisor* and expressed her displeasure regarding the negativity in some articles. I agree with her. However, the cause is USPS Headquarters and the treatment of EAS employees and our pay and benefits. Fix this and the majority of the negativity goes away; it's that simple.



Chief Operating Officer David Williams spoke at the convention. He took ownership for the 38 percent of EAS employees who didn't receive an NPA payout in FY15. He said he would not let this happen again in FY16. I say, thank you for this.

However, as a reminder, folks, USPS Headquarters wanted those EAS employees who received an NPA payout to have their scores reduced by 1 percent to give it to those who didn't earn a payout. Although this wasn't discussed by Williams, it underlines, in my opinion, his actual concern for those who didn't receive an NPA payout. This is a prime example of stealing from Peter to pay Paul.

Our guest speakers weren't negative about our leadership roles in providing excellent service. They complimented us for our dedication

to the Postal Service and achieving outstanding performance results thus far in FY16. They were gracious in this aspect. However, there's still a long way to go before we all are singing "Kumbaya" in the Postal Service.

For the record, most of the delegates I spoke with, as well as a few of our leaders, believe we need the following:

1. No more NPA by itself
2. Quicker pace to the top of everyone's pay grades significantly
3. Return of COLAs
4. Guaranteed yearly percentage pay increases
5. Using NPA as an additional bonus after the first four items
6. NAPS lives matter

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

Dioenis D. Perez is Postmaster of Oyster Bay, NY.

What's Your ROI?

By **Mary Burkhard**

According to Wikipedia, ROI, return on investment, is the benefit to an investor resulting from an investment of some resource. To invest is to allocate money in the expectation of some benefit in the future.

In NAPS, our members are our investors and when officers/delegates attend events and meetings, members have a reasonable expectation



of an ROI. A high ROI means the investment gains compare favorably to investment costs. The same holds true for all organizations.

If you think about it in these terms, what do you think the return on investment was for the meetings/events you attended this year for which you did not pay? What did you learn that was used and actually helped the USPS and/or NAPS members? Did you develop yourself so you are better

able to serve others?

Meetings/events are meant to be much more than paid vacations or perks that get us out of our routines. Meetings are valuable if you go with a goal and purpose and truly engage. According to Onur Mete of Forbes, "There was a time when face-to-face meetings were the only way for people to hold discussions and communicate ideas to one another." With the advent of technology, new, easier and relatively inexpensive methods of communication are available, such as virtual meetings by way of Skype, Google Hangouts, Facetime and more.

Attending a face-to-face event is beneficial if you are engaged and have a goal; psychologists and behavioral scientists have long known that facial expressions, hand gestures and voice tone provide more information to listeners than the words themselves. Dr. Richard D. Arvey, a psychologist and professor with the National University of Singapore, found that 77 percent of people believe off-site meetings are a necessity—not a luxury. Eighty-five percent believe face-to-face meetings are more likely to result in breakthrough thinking and 82 percent believe such meetings bring out the best in people. Has this been your experience?

The New York Times quoted casino executive Michael Massari: "No matter what industry you work in, we are all in the people business. [That is exactly the business NAPS is in!] Regardless of how tech-savvy you may be, face-to-face meetings still are the most effective way to capture the attention of participants, engage them in the conversation and drive productive collaboration. Positive personal relationships resulting from meetings build trust, understanding and a sense of a shared mission—all of which are critical elements to successful part-

nerships and business success."

At USPS and NAPS events, we share our expertise on leadership, problems, options and skills and we also discuss issues and hear directly from postal and management association top leaders; we even can ask questions. No matter how hard you try, there is no way to compress days of information into 30 minutes, which is longer than most people will read or listen anyway. Most of this information never is shared in any other form. So, you, the attendee, are the keeper of the information and should be expected to use it, when appropriate. Otherwise, why did you take investment funds to attend the meeting? You now are a resource and valuable commodity and should be appreciated for the added value you now bring to the table!

In 2016, companies are putting greater emphasis on making sure their meetings achieve quantifiable results. There is a growing national mandate to measure the outcome of meetings. The factors of cost, time and distance should be weighed wisely and those supplied with funding have an ethical responsibility to ensure the trust in them was well placed and come back with a return on investment.

At the last meeting you attended, what was your goal? Did you resolve an issue? What valuable information did you bring back and share? What new and worthwhile relationships did you establish? How will you use your experience to make the investment positive? Our NAPS future and the career success of EAS employees rest on the foundation of those members who are engaged. So measure it and be proud of your ROI!

mary4rep@gmail.com

Mary Burkhard is NAPS Branch 244 president.

2016 National Convention Board Meeting

Continued from page 85

come in early for training; the rest of the board will arrive Saturday, Oct. 15.

For the good of the association, Dumas thanked everyone for their kindness over the years and apologized for his loudness. Bradford said he has enjoyed his time on the board. Wagner thanked Atkins and Butts for their leadership, mentorship and friendship. He said he appreciated Ewing and Aceves' common sense, level headedness and friendship. Wagner wished the entire board, those retiring and running again for office, all the best. Mulidore also thanked the board for eight years of guidance. He said it has been an honor to represent NAPS members and help save members' jobs. He said it has been an honor to serve the Pioneer Area and Eastern Region.

In his final remarks, Atkins thanked Ewing for being a great chair. He said the leadership was given to him by the membership and it's been great. He reminded the board to never forget from where they came; NAPS gives people hope.

Warden moved, seconded by Quinlan, to adjourn the 2016 National Convention board meeting at 3:59 p.m., Saturday, Aug. 13, 2016.

Respectfully submitted by Brian J. Wagner, NAPS president

The Postal Supervisor 2016 Production Schedule

Issue	Copy Deadline*	Mails
NOV	OCT 4	OCT 24
DEC	OCT 27	NOV 17
JAN 17	NOV 28	DEC 14

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

Securing Our Future: 100 Years and Beyond

By Catherine Towns

Midwest Area Vice President

We just concluded yet another successful state convention. In addition to having representation from the southern and northeastern regions of New Jersey, as well as members from the local branches and auxiliaries, we also had the distinct pleasure of hosting two resident officers and regional vice presidents from the Northeast and Eastern regions, as well as the Mideast Area vice president.

Even though membership has decreased through the years due to a re-organization, we still are strong and mighty with our active members. As the state auxiliary president, I have had the honor and pleasure of serving with 12 New Jersey NAPS state presidents (including those past and current). I believe in the work



we do and, in an effort to secure our future in the Postal Service, I will continue to serve.

The New Jersey NAPS and Auxiliary have a unique relationship and work well together. We have a successful working relationship because of the level of teamwork that exists between the two organizations, as well as the support we have for one another. We encourage other NAPS branches and auxiliaries to follow our example to ensure future success.

As we prepare to celebrate the centennial of New Jersey NAPS in 2017, we must encourage current members to become even more active. We must encourage all members to maintain a relationship with members of Congress in an effort to stay informed about legislation that affects current members, as well as those who have retired. We also

local crisis line or another resource of which you know. If you suspect someone could be in immediate danger, it is appropriate to seek emergency medical attention by taking them to the emergency room or contacting emergency medical services, such as 911. If you find yourself wishing for some support with sensitive conversations, know the EAP is there for you at any time.

If you want more information about the recommendations made in this article or would like to discuss

In Remembrance

It is with deep sadness that we report the death of former Auxiliary President Almira Dickens (1974-1976) from Oregon on July 27. Almira was in her late 90s and is survived by her daughter Kathy, who has fond memories of attending past national conventions and participating in the children's programs. Condolences may be sent to Kathy Fornshell, 7190 Northwest Kaiser Rd., Portland, OR 97229-1517.

Also, we remember former Auxiliary President Carleen Ruth Novak (1990-1992) from Nebraska, who died Aug. 27. Carleen had sent a note before our national convention that she and her husband Fred celebrated their 60th wedding anniversary on June 2. Condolences may be sent to Frederick Novak, 4321 W. St., Lincoln, NE 68503-2803.

need to encourage an increase in members of both NAPS and the auxiliaries to ensure we continue to thrive for many years to come.

Looking forward to celebrating 100 years of service!

When Worried, Trust Your Gut and Ask

Continued from page 87

What do you do if someone reveals something that is beyond what you feel equipped to handle? Don't panic; keep listening. Let the other person know how important it is to seek help. Offer to assist them in finding help. You might say, "I really don't have the answers for this situation, but I would be happy to help you find someone who does."

You could recommend the EAP, a

with a professional how to approach someone you are concerned about, call the EAP at 800-327-4968 (TTY: 877-492-7341). Someone is available 24 hours a day, seven days a week to discuss the situation and help you find the best way to approach it. You also can visit www.EAP4YOU.com to find more information, resources and tips.

Remember, if you are concerned that someone is in immediate danger of hurting themselves or someone else, call 911.



You could win \$1,000, and it only takes a like!

Your chance to win \$1,000 has never been easier. Help us reach 1,000 likes on our Facebook page by the end of 2016, and everyone who has liked our page will be entered into a drawing to win.

We are already more than halfway to our goal!

We are so close with less than 50 more likes to go to reach our goal! Keep the likes coming and one of our Facebook friends will find themselves \$1,000 richer.

Like our page at www.facebook.com/signaturefcu, and don't forget to tell your friends and family to do the same for their chance to win.