

# the Postal Supervisor

May 2015

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*LTS Coverage Begins on Page 12*



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## Objectives

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

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# Securing Prosperity for the USPS

**A**s we move forward in life, we encounter moments that present a new beginning and the start of a new era. We won't know for a long time whether this change is for better or for worse, but this much is certain: Change is a constant in our lives and we must be ready to adapt to whatever comes our way.

The theme of change was one of the thoughts running through my mind as I stood with Ivan Butts and Brian Wagner during the installation of Megan Brennan as our nation's 74th postmaster general. It will be some time before we truly have an idea of her vision for the Postal Service moving forward. Will there be an atmosphere of collaboration between the Postal Service and its various stakeholders? Or will the same tension that existed during certain times of Pat Dona-



**Louis Atkins**  
*President*

hoe's tenure return?

So far, it's too early to tell. Considering the state of the Postal Service, it is vital that the agency works in tandem with those organizations and companies that have a vested interest in its survival. The proof is right in front of us. The Postal Service, over the past couple years, continues to bring in new revenue and, in Operations, record surplus. But it still is weighed down by taxing mandates that strip it of vital operating capital. This is where our Postmaster General can decisively define her legacy.

If she can unify the various stakeholders in labor, Congress and the mailing industry and come up with a comprehensive solution, we won't need to talk about lowering service standards in order to conserve funds, but, rather, ramping up service to further drive up business. The PMG

will have a lot to say about which direction we go.

During our National Executive Board meeting in March, Brennan met with us to discuss the current state of the Postal Service. If this meeting was any indication, I am cautiously optimistic about the prospects of working with our new PMG. We still have questions about several of her earlier initiatives, including her vision of postal reform, with Medicare integration within the USPS' own health plan a key proposal.

We will consult and advise the Postal Service on what we believe the impact on the work force will be as a result of these initiatives. We gladly will collaborate where we can and, if necessary, oppose where we must. It is my hope we can do more of the former than the latter.

This is why it is necessary, now more than ever, that our members stand together as one. In light of the changing landscape, it is vital that NAPS presents a united front. This unity was never more apparent than at our recently completed LTS and spring Executive Board meeting. This is an organization focused on generating solutions, not challenges.

Our members traveled to Capitol Hill to inform Congress about the value of the Postal Service and the need for legislative solutions to the challenges that

face it. Based on the feedback we have received from our lawmakers, we did a very good job in accomplishing this goal.

It is easy to understand there is some anxiety regarding the direction and the future of the Postal Service. However, we must keep our focus on the goal of securing prosperity for the Postal Service and protecting the interests of our customers.

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## ***The Postal Supervisor*** **2015 Production Schedule**

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

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

# 2015 LTS—A Look at the Numbers

**F**igures don't lie, liars figure." This quote, commonly attributed to Mark Twain, means the numbers themselves do not lie, but people can manipulate their calculations so the numbers are misleading and support their untrue assertions.

I must admit that I, on occasion, have used this quote when confronted with some of the Postal Service's reports on service, savings from consolidations

and operating expense increases since the CILO national arbitration settlement in 2006; however, that is a subject for another article.

We just wrapped up the 2015 LTS, which was March 8-11, at the beautiful Crystal Gateway Marriott in Arlington, VA. This year's LTS was well-attended, with more than 550 delegates. I have put on events as a NAPS state and regional vice president since 2005; however, this was my first major event.



**Ivan D. Butts**  
*Executive Vice President*

I am so grateful for the legislative team assembled here at NAPS Headquarters and for the consistent support of President Louis Atkins and Secretary/Treasurer Brian Wagner. This team effort made for, what I believe, was a successful LTS. However, the true report is in the numbers.

Seth Lennon demonstrated a smartphone and Amazon Kindle tool to assist delegates in getting around the Hill with the introduction of the Congress app by Sunlight Foundation. Since coming to Alexandria, VA, to serve as your executive vice president, I have used this app and found it to be extremely useful for quick-reference access to congressional information. It appears LTS delegates found the tool useful, as well, according to 70 percent of those surveyed: 44 percent said they used the app often while on the Hill; 100 percent indicated they would use it again.

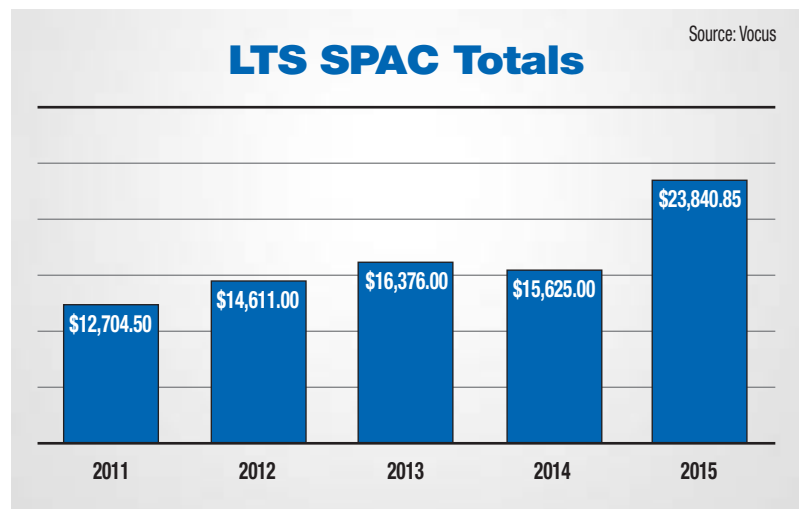
NAPS has taken another step forward to make the LTS experience more efficient and useful. However, we will not get away from hardcopy directories; 61 percent of our delegates viewed the app as a supplemental tool.

The overall LTS experience score came in with a 62 percent "excellent" rating, which certainly presents

opportunities for improvement. However, there was a 6-point increase from the 2014 LTS critique results in this category. We will continue to work to improve the presentations we bring to the members of our great association. The fireside chat in which Rep. Gerald Connelly graciously participated received 100 percent approval.

The NAPS legislative team once again received high marks for its presentations to members. The highest scores of the 2015 LTS went to Mike Dunn, chairman and CEO of Dunn Associates. Dunn's visual presentation, mixed with a bit of humor, showed LTS delegates the importance of a strong, committed SPAC effort. Special thanks to National Auxiliary President Sharon Mathews and her fellow members for their support, as well as Elliot Friedman and Seth Lennon for staffing the SPAC Internet Café.

I would be remiss if I did not thank Juan Luna, president of Branch 246, for initiating the SPAC Challenge. Here are our 2015 LTS SPAC totals, with past LTS data:



From all the data reviewed thus far, it appears we had another successful LTS. We remain committed to completing the post-conference review process to identify areas that may need improvement and work toward an even better 2016 LTS.

Special thanks to all of you who traveled to and participated in our grass-roots efforts here in Washington, DC. I look forward to hearing more about your successes in your home districts.

In solidarity ...

[naps.ib@naps.org](mailto:naps.ib@naps.org)

# Tag—You're It

**A**s you may have already guessed, this is our annual special Legislative Training Seminar (LTS) issue of *The Postal Supervisor*. As you can see from all the LTS pictures, we had a great turnout, not just at training, but on Capitol Hill, as well.

Our NAPS legislative success is a tag-team effort. First, we need a team of branch members visiting Capitol Hill during LTS to get our NAPS legislative message

out to our congressional leaders. We need a second team of members, including state legislative chairs, tagged with following up with our congressional leaders back in their home districts to ensure our NAPS legislative message remains front and center.

As I have said before, no matter what your position is in NAPS, we all are political advocates. Take an active role to be on one of these teams, if not both, to protect your

postal livelihood and retirement. Besides donating your

time to call and visit your local legislators' district offices, join Team SPAC and donate to our Supervisors' Political Action Committee.

Speaking about teams, I want to thank those branches that sent another team of members to attend the secretary/treasurer training held in conjunction with this year's LTS. Although there was a lot of material to cover in the three-hour session, I believe this value-added training will help make our team of branch officers stronger so they can continue representing members locally and legislatively.

Unfortunately, due to room capacity, not everyone could attend the secretary/treasurer training. However, just as our legislative information is posted on our NAPS website, NAPS has posted, under the Members Section, my secretary/treasurer presentations and supporting material for members to download and use back home.

"One Team—One Dream" is not just a tag line, but a true reflection of our local, state, national and legislative team efforts to promote the welfare of our members.

[naps.bw@naps.org](mailto:naps.bw@naps.org)



**Brian J. Wagner**  
Secretary/Treasurer

## SPAC Contribution Form

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

**\$1,000**—President's Ultimate Oval

**\$750**—VP Elite

**\$500**—Secretaries Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2015

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

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*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.*



# PFP Mitigation, SDA Changes and LA Call Center Staffing Among Items Discussed

**T**he March 11 consultative meeting was held in conjunction with the spring Executive Board meeting (*the Executive Board meeting minutes will be published in the June issue*). The entire NAPS board was present; representing the Postal Service were John Cavallo, manager, Labor Relations Policy Administration, and Bruce Nicholson and Phong Quang, Labor Relations specialists.

## Agenda Item #1

NAPS requested that a USPS representative with oversight on the Pay-for-Performance (PFP) program explain the process to the NAPS Executive Board so members have a better understanding of PFP, including how mitigation is handled.

*The USPS had a copy of the PFP rules; the rules also are available on the USPS Blue Page. The USPS advised that the mitigation process pertains to a unit—not an individual; an installation head must decide to initiate a unit mitigation request. The PFP mitigation then goes to the district. If approved, it is forwarded to the USPS area for review. If the area approves the mitigation, it will be sent to USPS Headquarters for final review by the USPS Headquarters sponsor of that unit indicator. The sponsor either approves or disapproves the mitigation; the decision is final.*

*If a person is a USPS Headquarters employee working at Headquarters or in the field, they receive a different PFP rating than EAS field employees represented by NAPS. USPS Headquarters-reporting employees' PFP ratings are averaged to the corporate number given to*

*the respective USPS Headquarters unit. Headquarters employees are required to receive three objectives related to their unit as part of their PFP process. The objectives are not rated, but used as a determination to decide an employee's unit rating when averaging the overall unit score received by USPS Headquarters.*

*Those EAS employees represented by NAPS in the field, who do not report to USPS Headquarters, will not have three objectives. The EAS employees in the same unit receive the same unit score.*

NAPS asked who was considered the unit's installation head.

*The NPA report card defines the unit and whoever is the boss of that unit is considered the unit's installation head. If the unit's installation head does not request mitigation, mitigation cannot be submitted by the subordinate EAS.*

NAPS asked if USPS Headquarters tracked the number of mitigations and those that were approved or disapproved. NAPS also asked if there is a possibility of tracking mitigations denied before getting to USPS Headquarters.

*Only 14 mitigation requests made it all the way to USPS Headquarters. The agency does not track whether or not mitigation requests were denied at the district or area levels, thus never making it to USPS Headquarters for final mitigation review.*

NAPS board members commented it becomes a morale issue when averaging USPS Headquarters unit ratings among employees does not create a team effort. They believed it is a team effort, which caused a lot

of confusion. USPS Headquarters employees working in the field did not get the PFP process explained properly.

NAPS asked what overall NPA score USPS Headquarters received.

*It was 3.9 or PFP Box 4. If you are not a USPS Headquarters-reporting employee, then you have the 60/40 (Corporate/Unit) PFP calculation.*

NAPS clarified that if a non-Headquarters-reporting EAS employee has been on detail and not in their Form 50 position for the full year, their PFP is prorated; if they were promoted into an EAS position in a year, there is a proration. Therefore, some EAS employees would not have received the entire unit score, thereby affecting their overall PFP rating.

## Agenda Item #2

There is a concern at the LA Call Center that the facility has double the employees and responsibilities, including international calls, than other call centers throughout the country, but was allotted the same EAS staffing as all other call centers. NAPS requested a staffing review to identify additional EAS staffing needed as a result of this facility having workload that surpasses its sister facilities around the country.

*The USPS met with NAPS in May 2012 to discuss call center staffing. The 1:20 ratio applies to the call centers, just as in the plants. If a call center is not staffed to the established ratio, the issue should be forwarded to NAPS Headquarters. For example, if a call center has 200 craft employees, it*

should be staffed with 10 EAS employees.

NAPS Headquarters contends that support positions are not equitable. NAPS will get with USPS Headquarters to review the staffing. NAPS asked if the 1:20 call center ratio included EAS support positions and, besides supervisors, was similar to how the 1:20 ratio in plants includes MDOs and SDOs.

*The 1:20 ratio includes all EAS positions.*

### Agenda Item #3

NAPS requested that the Western Nassau plant be re-evaluated due to additional APBs installed and the approximately 100-plus additional employees hired in concert with this new equipment.

*After Phase II of Network Rationalization, the USPS will re-evaluate the*

*plants to determine if a plant requires re-ranking. USPS plant managers have the authority to fill EAS vacancies.*

*Since April 2014, the USPS has filled more than 6,000 vacancies. However, the USPS also is holding landing spots for those who will be impacted by the Phase II consolidation and closings.*

NAPS requested an EAS staffing review.

*A staffing review will not be provided because the agenda item was not clear; it needs to be more specific.*

### Agenda Item #4

NAPS Headquarters requested Postal Headquarters reconsider the OCC codes be included in consideration of SDA. It is assumed SDA was intended to assure a supervisor would not be paid less money than the employees for whom they are responsible. This was, of course, de-

signed to set the level of pay at a percentage (5 percent) above a certain class and level of employee.

*Title 39 1004(a) provides reasonable pay differentials; ELM 413.21 reviews salary increases and the SDA and provides a reasonable differential. District Court Judge Linda Green, in 1978, was out of line in ruling on USPS SDA as it is the USPS' responsibility to determine pay differentials for EAS employees after consideration through the consultative process.*

*The SDA was not intended to ensure all EAS employees are not paid less than the employees they supervise. A change in the SDA can be brought up by NAPS during the pay consultation process. NAPS should prepare a proposal for pay talks on SDA.*

NAPS said the SDA was not part of the consultative process.

*Any time the USPS is considering changes in pay and benefits outside the pay consultative process, it must contact NAPS. Nothing prevents the USPS and management associations from agreeing to discuss pay and benefits issues outside of pay talks. If the USPS wants to make independent changes on pay/benefits outside of pay talks, it cannot do so without approval of the management associations. If not in pay consultations, only a mutual agreement will allow discussion to move forward; otherwise, it must be discussed during the pay period process. If NAPS has some ideas on SDA changes and why, then NAPS should present these ideas to USPS Headquarters as an official proposal.*

### Agenda Item #5

NAPS requested that:

1. The EAS-21 NDC supervisor of Information Systems be renamed manager of Information Systems. This position oversees several EAS employees.

2. The position of Product Information Quality Analyst be changed to special-exempt status. This EAS

## NAPS 2015 State Conventions

Dates	State(s)	Location
April 10-11	ND/SD	Prairie Knights Casino, Ft. Yates, ND
April 24-25	TN	Westgate Smoky Mountain Resort & Spa, Gatlinburg
April 29	CA/HI	Ala Moana Hotel, Honolulu
April 30-May 2	IL	Embassy Suites Chicago—O'Hare/Rosemont
May 7-9	MINK Area	Hilton Promenade, Branson, MO
May 14-16	WI	The Osthoff, Elkhart Lake
May 14-17	New England Area	Red Jacket Mountain View, North Conway, NH
May 16	Rocky Mountain Area	Tropicana, Las Vegas
May 25-28	NY	East Wind Conference Center, Wading River
June 4-6	MI	Mackinac Resort, Mackinac Island
June 4-6	MN	Fair Hills Resort, Detroit Lakes
June 4-7	FL/GA	Sirata Beach Resort, St. Petersburg, FL
June 4-7	Capitol-Atlantic Area	Doubletree, Annapolis, MD
June 5-6	KY	Crown Plaza, Louisville
June 18-20	AL/LA/MS	Embassy Suites, Montgomery, AL
June 18-21	PA	Clarion Hotel, Essington
June 28-30	NJ	Resorts Hotel and Casino, Atlantic City
July 8-12	TX	Wyndham Garden, Austin
July 17-18	IN	Das Essenhaus Inn, Middlebury
July 31-Aug. 1	OH	Holiday Inn, Fairborn

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



## A Successful 2015 LTS

**By John Aceves**

*Rocky Mountain Area Vice President*

**A**s the 2015 NAPS Legislative Training Seminar comes to an end, I am sitting at the Ronald Reagan Washington National Airport, looking out the windows at the U.S. Capitol building and the skyline. This is an impressive view; for those of you who have not visited our nation's capital, it's worth the visit.

The annual LTS gives our organization and its members the opportunity to study and be trained on issues that affect us as USPS employees and retirees. If your local branch can afford to send a delegate, by all means, become a branch delegate to attend

this important event.

I want to thank Executive Vice President Ivan D. Butts, who oversees our national legislative program, and his team: Bruce Moyer, legislative counsel; Elliot Friedman, SPAC manager; and Seth Lennon, who also assists in our legislative efforts.



Of course, I would be remiss if I did not thank President Louis Atkins and Secretary/Treasurer Brian Wagner for their work on behalf of NAPS.

It was a record LTS for SPAC contributions. The SPAC-K challenge, initiated by our Arizona State and Branch 246 president, was very exciting as the \$100 challenge flurry toward the end of Monday's session raised about \$4,100.

Our congressional visits with our Arizona representatives' aides went well; we expressed our views about issues that affect the USPS and us as employees and retirees. Now, if they could just convince our representatives to support and pass postal reform legislation.

A highlight was visiting and being part of the annual LTS wreath-laying ceremony at Arlington National Cemetery. The changing of the guard at the Tomb of the Unknown Soldier is spectacular and breathtaking; it is amazing to see. I again want to thank all our veterans—current and past—for their service to our country. For now, stay healthy and build membership.

*Hasta luego.*

**napstheace@msn.com**

position is required to supervise craft employees.

3. The EAS-17 Information Systems Coordinator position be renamed Process Control Assistant and changed to an EAS-16 level, given the position has been assigned OSS and other duties.

*The USPS can take these three items to Organizational Effectiveness (OE) to request the changes and upgrades; however, without specific reasons why NAPS wants these changes, they most likely will not be granted. When the USPS receives agenda items that are not clear, it takes time to respond back to NAPS. USPS Headquarters needs additional time to gather information and discuss it with the USPS*

*officials who oversee the respective functions or operational issues. Therefore, a response may not be ready for the next consultative meeting.*

### Agenda Item #6

NAPS asked to be briefed on the process for the USPS to be placed on the GSA schedule for mailing services of non-dominant products and the process the agency is using to work toward this revenue-generating initiative.

*The USPS is working on getting more GSA business.*

NAPS stated the USPS has a 3 percent share of GSA business.

*The GSA is comparing USPS Express Mail service over FedEx Ground.*

### Agenda Item #7

NAPS, which is reviewing the USPS policy on SDA, asked for the total number of craft employees by level in the following functional areas: VME, Customer Service, Plant Operations and Plant Maintenance.

*The USPS provided a chart, but it covered only career employees.*

### Agenda Item #8

Because the APWU won a national arbitration placing BEMs back in facilities that once had such positions, the term "non-maintenance capable" no longer applies; these facilities require supervisory positions. NAPS contends these supervisory po-

*Continued on page 11*

**Bruce Moyer**

*NAPS Legislative Counsel*



**C**urrent and retired federal and postal employees could be required to pay significantly higher retirement and health insurance contributions under budget resolutions approved by the GOP-controlled House and Senate in March. Under the House resolution, postal

employees would be required to pay significantly higher retirement and health insurance contributions under budget resolutions approved by the GOP-controlled House and Senate in March. Under the House resolution, postal

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**Paying More for Retirement Benefits**—The House and Senate budget resolutions would require

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## Increases Loom in Health, Retirement Contributions

employees would be stripped of their right to bargain over health insurance benefits and the popular Thrift Savings Plan (TSP) fund would lose its investment edge with a lower rate of return.

Although these budget resolutions are nonbinding, they foreshadow legislative action from a Republican-led Congress that could extract more than \$300 billion in budget savings on the backs of federal and postal employees and retirees, on top of the \$160 billion in savings extracted over the past four years. That action could come in the form of “budget reconciliation” legislation later this summer.

Besides the compensation hits, the House budget resolution also supports “greater flexibility” by the Postal Service to pursue changes in the frequency and type of mail delivery and a 10-percent reduction in the size of the federal civilian work force in most agencies, al-

lowing the hiring of only one employee for every three who leave federal service.

Here’s a rundown on the damage that could be inflicted on you and your pocketbook by the budget resolutions Congress has approved:

**Greater Contributions for Health Insurance**—The largest share of savings extracted from the federal and postal work force by the House resolution comes through greater employee and retiree contributions toward health insurance premiums, achieving \$127 billion in federal savings over 10 years. The House resolu-

### Fight Back Now!

Check out the NAPS website for what you can do to help fight against these unprecedented and unfair cuts in your retirement and health insurance benefits. NAPS is joining with its colleague organizations in the Federal-Postal Coalition to turn aside these mean-spirited budget attacks on public service and public servants. Go to the CapWiz Legislative Action Center at [www.naps.org](http://www.naps.org), under the “Legislative Center” tab.

alent to a long-term bond. The budget resolution also proposes to align the rate of return on U.S. Treasury securities within the G fund to its “investment risk profile.” In other words, a lower-returning rate of return that permits the U.S. Treasury to pocket the difference, estimated as much as \$32 billion over 10 years.

In February, the G fund posted a return over the past 12 months of 2.22 percent—above returns for other short-term investments whose returns are guaranteed. The G fund is the largest TSP fund, holding 42 percent of the \$452 billion in total assets under investment in the TSP. Of the roughly 4.7 million TSP participants, more than 4.3 million participants invest in the fund; 43 percent of investors have their entire accounts in it.

“We strongly oppose this change,” TSP spokeswoman Kim Weaver told *The Washington Post*. Weaver said the change would drop the fund’s monthly rate of return to 0.01 percent, which “would make the G fund virtually worthless for TSP investors, as account growth would not keep pace with inflation.”

bruce@moyergroup.net

### March 11 Consultative

Continued from page 9

sitions are necessary because craft employees need daily work sheets issued, data entered into eMARS and other SMO duties based on SPD. Supervisor staffing criteria is listed below.

Supervisor, Maintenance Operations (SMO), Criteria		
Authorized Craft Positions		SMO Positions Earned
Min	Max	
0	10	0
11	27	1
28	39	2
40	51	3
52	63	4
64	75	5
76	96	6

*The USPS will review the respective facilities to ensure that, when BEMs are returned to the facility, the USPS will follow the process to return EAS employees to those facilities. USPS OE stated that, as craft positions come back, EAS staffing will return. If craft employees are in those units and EAS staffing was not, then NAPS needs to make USPS Headquarters aware where this situation is occurring in order to resolve the staffing deficiency.*

NAPS Headquarters contends that EAS staffing is not being considered for these non-maintenance-capable offices. The USPS’ data for hub-staffing has a flaw in EAS staffing; the USPS is running mini-plants and calling them hubs. NAPS Michiana Area Vice President Kevin Trayer has brought up the hub EAS staffing issue in the past four board meetings.

When asked, NAPS has been told hubs don’t qualify as plants for maintenance EAS staffing. NAPS contends that the 82 plant facilities targeted for closing/consolidation this year may become hubs and be in the same situation with a lack of EAS staffing.

### Agenda Item #9

NAPS Headquarters requested a briefing on the Street Supervision Initiative Program (SSIP). A large EAS-22 office is required to perform 60 hours of street supervision a week; NAPS members are mandated to go out to check on certain carriers who are considered the vital few. Additionally, the district has a member on detail to an unauthorized position to monitor this program. With the new scanners, the USPS has the technology to track carriers without requiring supervisors to be out of the office 60 hours a week.

A NAPS board member contended SSIP now is a national issue because it is throughout the country. However, the Northeast Area does not have this program.

*This is an initiative by USPS area vice presidents. USPS Headquarters Delivery Operations stated this is not a national program; it is an idea from the field. This issue needs to be addressed in the field.*

Thrift Savings Plan					
Fund	G	F	C	S	I
March 2015	0.16%	0.47%	(1.57%)	1.24%	(1.43%)
Past 12 Months*	2.19%	6.34%	12.82%	10.61%	(0.61%)
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
March 2015	(0.07%)	(0.44%)	(0.58%)	(0.64%)	(0.76%)
Past 12 Months*	3.89%	5.70%	6.65%	7.31%	7.68%
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 <a href="http://www.tsp.gov">www.tsp.gov</a>					



## *Making a Difference*

# LTS Delegates Engage Legislators to Push for Postal Reform

LTS coverage by **Karen Young**, NAPS editor; photos by **Dave Scavone**;  
design by **Christopher Smith**

**N**APS members made their annual trek to the nation's capital to attend the 2015 Legislative Training Seminar (LTS), March 8-11. Nearly 600 members came prepared to take NAPS' issues to their lawmakers on Capitol Hill, especially to urge them to take action on postal reform. Executive Vice President Ivan D.

Butts opened the program Monday morning, thanking delegates for taking the time to come to Washington, DC, and participate, as well as continue their work when they return home.

One of Butts' primary responsibilities is to manage NAPS' legislative advocacy program and oversee LTS. "We have an opportunity to really make a difference as we set foot





**U.S. Marine Band**

on Capitol Hill," he declared.

"As EAS employees, we show resilience and dedication in leading the Postal Service as we lead America. I call on you to use that same resilience and dedication as we engage our legislators; we have a clear focus and agenda to bring to Congress."

President Louis Atkins welcomed everyone to LTS and commended Butts and the NAPS staff for organizing a terrific LTS. He recognized Ann Konish (NY), Gary Townson (KS) and Bob Bradford (TX) for coming to

**Executive Vice President Ivan D. Butts**

**John Geter gave Monday morning's invocation.**



**Joseph Lahmann sang "God Bless America."**

LTS for more than 25 years.

"To all of you here today," he said, "through our collective voices, NAPS will continue to make America's postal system stronger and will influence decisions made in Congress. I hope, over the next couple days, you have a better understanding of the legislative system, and then



**President Louis Atkins**







**Current Executive Board members were introduced.**



**Secretary/Treasurer  
Brian Wagner**

will provide a foundation for postal measures likely to be introduced later this year. He referred to the agency's returning profitability, hindered only by the burdensome retiree health prefunding mandate that needs to be repealed by Congress. "Postal Service revenues are higher than in previous years; it's obvious we are doing something right!" he declared. "But until the agency stops trying to stunt its own growth, increasing market share will be in

share your knowledge with those in Congress responsible for plotting the future of the Postal Service."

Atkins said these lawmaker meetings

vain. Saving the USPS only can happen in the halls of Congress."

Atkins said protecting the USPS is an American issue—not a Republican or Democratic issue. "If we can get the message across, I am confident we can secure a prosperous tomorrow for the agency." At the same time, though, the Postal Service is planning on closing and consolidating facil-





ities, a move that will adversely affect customers and employees.

"The stakes never have been higher," he stressed, "which is why it is so good you're here to send our message to Congress. You will speak on behalf of the 25,000-plus active and retired members of our great organization for a durable and strong USPS to continue to serve the needs of our great country."

Butts told delegates they need to be well-informed on NAPS' issues, especially when working with 74 congressional freshmen to build strong relationships with Congress. Integral to that effort, he said, is supporting and understanding what the Supervisors' Political Action Committee (SPAC) does. "SPAC is maintained through the financial support you give through your voluntary contributions," he explained.

"SPAC helps us carefully designate members of both parties who support a strong postal system and share our interests as managers and supervisors. We have begun the process of engaging new legislators to create and solidify relationships and become cham-



**National Auxiliary President Sharon Mathews**

pions of our interests."

Butts said that a strong SPAC fund allows NAPS to be involved in fund-raising events in Washington, DC, and in delegates' home districts. "Based on your generous contributions, your NAPS legislative team seeks

out and identifies those who engage in our issues. We direct our funds to these legislators to increase our chances of legislative success." During LTS, the SPAC Internet Café was set up so members could sign up for payroll or OPM deductions to become members of the CCC—Continuous Contributors Club.

Butts thanked the dedicated National Auxiliary members who engaged NAPS members to make individual contributions to SPAC. He recognized those SPAC champions who went above and beyond in their contributions in 2014, helping make it a record year: Ivan Butts; Rosemary Harmon, Kentucky Branch 920; Kym Mullins, Florida Branch 81; Richard Sargent, Ohio Branch 33; and Bob Bradford, Texas Branch 203.

He also recognized the 2014 SPAC Hall of Fame members: Ann Konish, Northeast Region; Michelle Randall, Eastern Region; Ann Strickland, Southern Region; Kevin Trayer, Central Region; and Melissa Gerber, Western Region.

In 2014, \$213,505—a SPAC record—was collected. Butts recognized the collective group efforts that helped reach that amount:

- Top region aggregate: Southern Region
- Top region per-capita: Southern Region
- Top area per-capita: Southeast Area
- Top state aggregate: Florida
- Top state per-capita: Rhode Island



- Region with the most CCC members: Central Region
- Region that raised the most through CCC: Central Region

Butts credited the Auxiliary for driving the SPAC effort at all levels and proceeded to introduce Sharon Mathews, president of the National Auxiliary. "Your Auxiliary is happy to be here," she declared, "and support NAPS, working together toward the successful program," adding that dedicated Auxiliary members would be available throughout the week to take SPAC contributions. She wished everyone productive visits on Capitol Hill.

Atkins introduced Deputy Postmaster General Ron Stroman, who said it was a pleasure to be back with NAPS. He credited the NAPS resident officers for their leadership and said Butts, as the newest member of the team, has learned fast. "He's been dynamic and energizing as he makes his presence known on Capitol Hill," Stroman observed.

Stroman said he was in Selma, AL, the previous weekend, representing the Postal Service at the 50th anniversary of the crossing of the Edmund Pettus Bridge—an act of defiance that changed the nation. He related that, standing on top of the bridge, he could only imagine what it must have been like 50 years ago to see what was awaiting the marchers.

"It was an inspiring moment to be there," he said, "and, despite those odds, de-



**Deputy PMG Ron Stroman**

spite being beaten, they changed the nation by their simple act of courage. Part of the lesson is that ordinary people, deciding they want change, can change our country so much for the better."

He said he spoke to a gathering of civil-rights icons in Selma and talked about how the Postal Service has created dignified work for the middle class with fair and equitable pay. "That, to me, is part of our job—my job, your job—to make sure we continue to have a Postal Service for generations that provides the dignity of work for fair pay," he told LTS delegates.

Stroman rejected the argument it is im-





possible to get postal reform legislation passed in a Republican-controlled Congress. "The odds of getting the Voting Rights Act in 1965, when you had vicious racist control of key committees, were much greater than what we face, but they got it done; they made the right argument. They placed the right demands on Congress and let them know how important it was to them and to the country. That's what we have to do, what you have to do this week. Part of the mission must be to instill a sense of urgency to get this done and produce and maintain this organization. We have to move, and move now."

Despite increased revenue, Stroman noted, the Postal Service is dragged down by its requirement to prefund retiree health benefits. The agency must invest in its infrastructure and people in order to compete for the package business, as well as invest in new vehicles.

He stressed the need for all the stakeholders—management, unions and the mailing industry—to be aligned and united on common core values and ideas. "Without that, legislation won't happen," he stressed. "We have to identify those things that unite us and not argue about those things that divide us. There is new leadership in Congress

and at the Postal Service; this new leadership gives us an opportunity to be aligned as we've never been."

Stroman said the USPS needs the flexibility to compete with regard to new products and services; innovation and change are key. "We're doing same-day delivery in New York City, experimenting with warehousing, have a deal with Amazon to deliver their products seven days a week; there are digital innovations in the works. But in order for us to get there, we have to have more flexibility to offer new products and services."

He emphasized the need to go up to



Capitol Hill and ask what lawmakers are prepared to do and when they are prepared to do it. "We have to get that commitment from them or it's just empty rhetoric," he said. "We have to unify around a core set of principles and push Congress in order to get this done."

Stroman said getting postal legislation passed would have the biggest impact from a financial standpoint over the next 10 to 15 years. "It's a historic movement to usher the USPS into a bright future," he declared. "If we can get this done, we can look back and say, 'We did it. We saved this organization and moved it into a bright future for generations to come.'"

"You all are very important to members of Congress; they want your support and need it. But if they want your support, you have to make your demands known. Power concedes nothing without a demand. You have to demand it; we have to demand it. It

is our right and obligation to those who have gone before us and retired, invested their blood, sweat and tears. It's our obligation to them and ourselves to do it and do it now."

Seth Lennon, communications manager, talked about NAPS' involvement in postal coalitions. The organization has been a member of the Federal-Postal Coalition and, recently, joined A Grand Alliance to Save Our Public Postal Service, a coalition of more than 60 national organizations working to protect and enhance vibrant public postal services.

"Nothing can happen without our folks in the field taking action," he said. "The federal work-force coalition strives to bring awareness to what you and your fellow federal servants do every day. People express why they love being public servants; this effort will continue over the next several months to highlight what you do for our country."

He talked about how NAPS has used social media to build relationships; in fact, NAPS frequently is contacted by the federal media when issues break. "NAPS is regarded as a subject matter expert because we've built those relationships," he explained.

Lennon told delegates about a new electronic tool to help make them effective advocates and have accurate and consistently updated information at their fingertips. Sunlight Foundation offers a free app, called Congress, that allows users to



**Members of the 2014 SPAC Hall of Fame, from left: Melissa Gerber, Ann Strickland, Kevin Trayer, Michelle Randall and Ann Konish.**



**Seth Lennon**

Users can read the latest bills and laws and see how votes were cast; find and call their members of Congress by using their phone's location or ZIP code, as well as the lawmaker's last name, state or committee membership; see what's happening on the House and Senate floor; keep on top of committee hearings; get real-time notifications of votes, laws and floor and other activities; view their lawmakers' latest votes, committee memberships or a map of their districts; and read tweets, watch videos from lawmakers' Twitter and YouTube accounts or follow them in the news.

Lennon asked delegates to give the app a try. "This is about what you find most useful moving forward. Download it and, during your debrief sessions, we'll be asking you about the app."

Elliot Friedman, SPAC coordinator and legislative assistant, gave LTS delegates an overview of the political landscape and offered valuable information in preparation for Hill visits later in the week. NAPS supports lawmakers on both sides of the aisle with SPAC funds, as long as they are friends of NAPS and



**Elliot Friedman**

quickly get the latest information from Capitol Hill.

support EAS employees' issues and positions.

He credited attendees for being generous and setting a new SPAC contribution record in 2014: \$213,505 was contributed, with a per-capita record of \$8.43 per member. This past year, 950 members contributed to SPAC, but just 4 percent of the total membership carries all the weight.

He urged delegates to contribute through the Continuous Contributor Club. "We want the 2015 column to break the 2014 column," he said. Contributions via payroll deduction allow the legislative team to have a budget and know that, every two weeks, they will get "x" amount from active members and, every month, "x" amount from retirees. "It is the best way and gives us an extra edge strategically," he said.

Friedman invited members to visit the SPAC Café during LTS to sign up for contributions and increase allotments. He thanked everyone for their generosity and also thanked the National Auxiliary and its Executive Board members for their help with SPAC.







**Michael Dunn**

Michael Dunn, chairman and CEO of Dunn Associates, a political involvement and government affairs consulting firm, spoke to LTS delegates about the importance of SPAC and political advocacy. "I love working with postal supervisors," he said, "because you are the ones in the middle—you have to fight Congress and your own senior management. You're the indispensable people in the middle and the best hope for political impact for the Postal Service."

Dunn talked about the avalanche of changes in the political arena the past 20 years and their impact on how policy is made.

"We elect representatives to make public policy; we don't make the policy," he explained. "When you start looking at how policy is made, what we really live in is a highly competitive, special-interest democracy—the impact of policy on them and their own interests." As a result, grass-roots involvement in political activism and SPAC is more important than ever before.

Dunn said the competition for a lawmaker's time in today's environment is much more intense; SPAC is a means by which NAPS members can get in a lawmaker's office and educate them about the issues. He deplored the fact only 4 percent of NAPS members contribute to SPAC.

**Members of the National Auxiliary helped raise money for SPAC.**







**Jane Finley gave Monday afternoon's invocation.**

"This organization could do better than that," he said. "Everyone will be affected by postal reform; there has to be solidarity to do what is necessary to achieve these goals and SPAC is an essential part."

SPAC funds help cultivate relationships with lawmakers by getting NAPS members in their offices so they learn the issues, Dunn observed. That access is important because of the competition for lawmakers' time, and it gives members and their message credibility.

"If you're not a member of SPAC," he declared, "now is a good time to do it. You can't win with only 4 percent of the team out there carrying the load. Join SPAC and have your voice heard."

Rep. Gerry Connolly (D-VA), a longtime friend of NAPS and supporter of the Postal Service and federal employees, sat with Butts and



**Rep. Gerry Connolly with Sergeant-at-Arms Lloyd Cox (left) and William McIntyre**

Moyer to discuss the outlook on postal reform legislation and the working environment on Capitol Hill. (see page 39 for the entire conversation). Connolly is a member of the House Committee on Oversight and Government Reform and the ranking Democrat on the Government Operations Subcommittee, which has jurisdiction over postal and federal benefit issues.



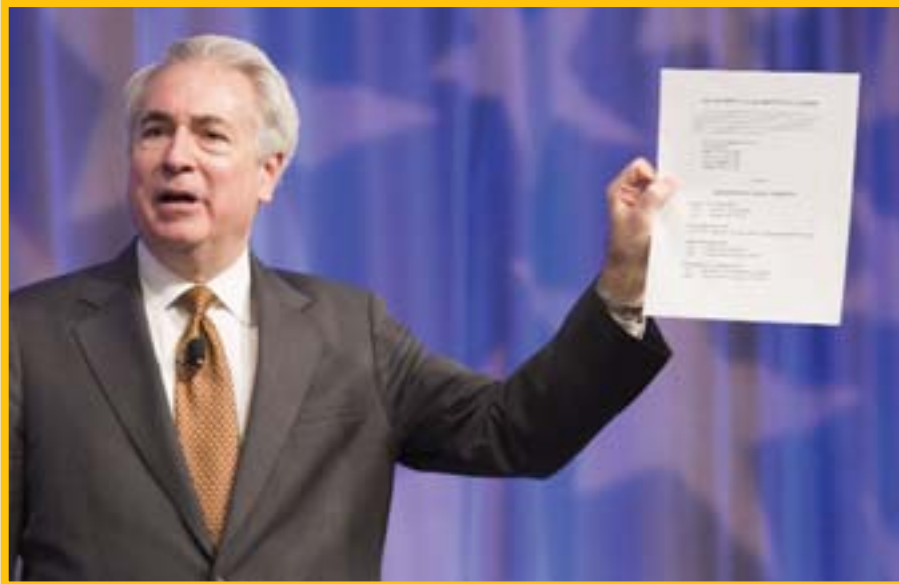
**SPAC Internet Café**



Moyer followed with a discussion about LTS delegates' 15 minutes of fame on Capitol Hill and how they can put their best foot forward. He said it is an interesting time in Congress because, despite the Republican majority in the Senate, 60 votes are needed to bring a vote to the floor. The 54 Republicans need six Democratic votes. And in the House, there are at least 50 Republicans members of the Freedom Caucus who are battling with their own leadership.

LTS delegates were provided the NAPS "Issues Brief" in order to learn the issues. They also were given talking points for their Hill meetings, which boiled everything down to a 15-minute talk. The tablet presentation, a new tool rolled out at the 2014 LTS, was available at the NAPS website to download.

Despite the House being on recess during LTS, Moyer said it was a good time to meet with staff because they have more time and tend to be more informal. He pointed out there are 74 newly elected House members and 14 newly elected Senate members. "These members may not have had much association with NAPS," he said, "so don't assume they know who you are. Talk personally about your own facility and



**Bruce Moyer**

your own jobs and the challenges you face."

Moyer said no comprehensive postal reform bills have been introduced because it's relatively early in the session and there's a







**President Louis Atkins and members of Detroit Branch 23**

new postmaster general and new leaders of the Senate and House oversight committees. "It's going to take some time for the three to get to know each other better and, with their subcommittee chairs, put together a bill," he observed. "Legislation now is being discussed that will be more palatable than the Senate and House bills of the past. I think ultimately there will be a smaller bill—not as wide ranging, but dealing with the obvious problems facing the Postal Service."

Moyer pointed out the USPS has been operationally profitable since October 2012 and, this past fiscal year, had a \$1.4 billion profit; this past quarter, a \$1.1 billion profit. But, if you look at the general ledger, the retiree health prefunding requirement drags it down.

He stressed to delegates they must ask for lawmakers' support and ask the House staffs with whom they meet this week to ask their bosses to co-sponsor favorable postal resolutions or bills. "And, if they al-

ready are co-sponsors, thank them," he advised. "When you get home, your job has just begun to stay in touch; be sure to drop thank-you notes to those you visited."

Butts presented a new award to a special NAPS member: Stanley Gold. In his presentation, Butts said the Miami Branch 146 member has attended more than 25 legislative training seminars; built enduring and productive relationships with Congress; and advocated for federal employees for more than five decades. In 2002, after 36 years of effort, Gold secured congressional passage of legislation that required



**Stanley Gold (second from right) was the recipient of the first-ever NAPS Legislative Leadership Award. With him, from left: Secretary/Treasurer Brian Wagner, President Louis Atkins and Executive Vice President Ivan D. Butts.**





**State legislative chairs were honored with a dinner Sunday evening.**

federal agencies to excuse employees from duty—without loss of pay—in areas covered by hurricane warnings and other severe weather conditions.

In addition, Gold is a stalwart supporter of SPAC and a key supporter of SPAC walkathons. He is the national legislative leader of the American Legion and has lobbied for veterans and their families. He consistently answers the call of service and volunteers in Israel. “He has been an absolute pleasure to work with,” Butts continued. “It is my distinct pleasure to present the first-ever NAPS Legislative Leadership Award to Stanley Gold.”

“Thank you,” said a visibly emotional Gold. “I enjoyed every bit of it.” Butts announced that the award would be re-

named the Gold Standard Advocacy Award.

Butts thanked LTS delegates and said it was an honor to conduct his first LTS. “I hope you’ve enjoyed it and found it informative,” he said. He also thanked the resident officers, office staff and Sherri Davies, NAPS meeting planner, for helping make it a success. “What we do at NAPS Headquarters is for you,” he declared.



**The Worship Service was conducted Sunday afternoon by, from left: Lloyd Cox, Paul Foley, Nancy Wesley, Ivan Butts and Richard Green.**

# Secretary/Treasurer Training

Secretary/Treasurer Brian Wagner conducted training at LTS to provide an in-depth review of branch secretary and treasurer duties, highlighting the need for a branch secretary and treasurer to work closely together to ensure the accuracy and transparency of branch documents and finances.

Specifically, secretary training focused on the best practices for managing branch membership, including the Dues Check-Off (DCO) report, recruiting new members, differences between active and associate members, handling correspondence, record keeping and maintaining branch minutes.

Treasurer training provided a detailed overview of managing a branch's finances, including the regular review of the branch's financial accounts, managing the DCO report as it relates to membership dues, collecting and protecting dues, formulating branch budgets and completing annual branch audits of the treasury.

President Louis Atkins mingled before training got under way.



Secretary/Treasurer Brian Wagner conducted in-depth training for the branch officers.

The training also included a review of branch income tax responsibilities, the benefits of non-profit status and how a branch could file for non-profit status to eliminate the requirement to pay federal income tax on annual branch profits.



Executive Vice President Ivan D. Butts welcomed delegates to the training session.











# First-Timers Join Legislative Effort

**P**resident Louis Atkins told the first-timers it was great to have them attending this year's LTS. "You're here at a critical time," he declared. "You can make a difference in the lives of your fellow NAPS members."

He related how, after attending his first LTS, he felt empowered. Atkins told the first-timers they, too, will be empowered. "Represent NAPS well on the Hill," he said. "You're going to be our face and voice."

Executive Vice President Ivan D. Butts said it was great to see a room full of first-timers. He talked about delegates' visits to

**Ivan D. Butts**

Capitol Hill later in the week and told them not to be intimidated. "It will be easy for you to talk about our issues," he said. "Our legislative team has laid out all the information you need."

Secretary/Treasurer Brian Wagner assured first-timers they have a good support network. "We're all working



**Louis Atkins**

together to make sure NAPS runs smoothly," he explained. "We can't do it without you." He introduced the Executive Board members, who encouraged the first-timers to enjoy their first LTS.

The NAPS leaders stressed there is

**Brian Wagner**







strength in numbers. The survival of the Postal Service depends on NAPS' relationship with Congress; it is important that first-timers educate themselves and the congressional staffs they will visit. "Band together and fight for us," Michiana Area Vice President Kevin Trayer exhorted.

Legislative Counsel Bruce Moyer welcomed the first-timers, saying they will play an important role in NAPS' legislative proceedings with their voices, energy and collective power. He explained that, through their visits to Capitol Hill, they will be redressing grievances with the government, thereby fulfilling a sacred privilege only Americans can appreciate. "You are public servants speaking to public servants," he said.

**Bruce Moyer**



Moyer told NAPS dele-



gates they are the best equipped to talk to lawmakers about the Postal Service—where it is today and the urgent need for postal reform. He reminded the first-timers their legislative work would not end on Wednesday; delegates' responsibility is to continue working for NAPS when they return home.

Paul Norton, Indiana state legislative chair, discussed how to be an effective NAPS advocate. He stressed making a good first impression: Be well-dressed, look good and be credible. And he said to be genuine in dealing with Hill staffers.

He also stressed "boots on the ground" once delegates are home. "What you do after the meeting ties the knot," he explained. "Everybody makes a difference; you can be the one to tip the scale on a bill."

Stanley Gold, Miami Branch 146 legislative chair and American Legion national legislative chair, talked about his branch's political activism. "We try our best to keep in touch with our members of Congress when



**Paul Norton**



**Stanley Gold**

they're home," he said. He encouraged first-timers to find out when their congressional representatives

hold town-hall meetings and be sure to attend, signing in as NAPS members.

Gold said it's important to get to know congressional staff and not to become discouraged; keep plugging away. "We visit and donate money to those who support us," he said.

Ann Strickland, Florida state legislative





**Ann Strickland**

chair, talked about the importance of the Supervisors' Political Action Committee (SPAC). Contributions to SPAC help gain access to members of Congress. "It is our ticket to fund-raisers and events," she explained. "Attending these events gives you an opportunity to talk one-on-one with your legislators. They, in turn, know you had to contribute to attend, so you have their ear."

Strickland offered suggestions for raising funds for SPAC at local meetings and state conventions, including conducting raffles, 50/50s, silent auctions and walkathons, as well as selling pins. She has been very successful raising money for SPAC by organizing walkathons at national and state conventions.

"We need more money in the fund," she exclaimed. "The best way to contribute is by joining the Continuous Contributor Club; payments are made automatically from paychecks or annuity checks." She encouraged first-timers to go back to their branches and explain the importance of SPAC to their fellow members.

Elliot Friedman, NAPS' SPAC coordinator, said payroll deduction is quick and easy



**Elliot Friedman**

and allows the legislative team to craft a budget and project revenue; it offers reliability. He said funds are distributed to lawmakers who are in the best possible position to advance NAPS' positions.

In closing, Moyer reiterated that SPAC is an investment in members' futures. Butts added he wants to break the 2014 SPAC contribution record. "These funds give us access to Congress and put us in a better position to find champions for the Postal Service," he said.





# 2014 SPAC Contributors at LTS

From left: Ann Konish,  
Ivan D. Butts, Kym  
Mullins, Richard Sargent  
and Bob Bradford.

## Top 5



## Ultimate (\$1,000+)



## Elite (\$750-\$999.99)





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



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



**Supporter (\$100-\$249.99)**





# Town Hall

**P**resident Louis Atkins welcomed attendees to Sunday afternoon's Town Hall Meeting, saying it's so important for them to be there to ask questions and express their views. There are a number of burning issues, including a broken pay system and NPA, that need to be fixed. He reiterated that EAS employees are the backbone of the Postal Service.

Topics raised during the meeting touched on EAS-12 administrative assistants, vehicle maintenance facilities, strengthening *Title 39*, posting jobs at plants scheduled for closing and national policy for Amazon.







# Meeting















# Today's Political Landscape Presents Challenges

*A chat with Rep. Gerry Connolly (D-VA), Executive Vice President Ivan D. Butts and NAPS Legislative Counsel Bruce Moyer:*

**Q:** When you look back at your life, why did you run for Congress?

**A:** I started out 40 some years ago working for nonprofits; I worked 10 years in the Senate. I love Congress as an institution—when it works. Then, I went into local government. My background was foreign policy, but, when I went home and got involved in local issues in my civic association, I learned you actually can get things done. I got a library built, a transit line extended; I love getting things done. When you go into public service, you need to leave it better than you found it.

When the job opened up [Virginia's 11th district], it was a real opportunity to deal with issues I couldn't deal with at the local level. I love and revere the institution, but it bothers me politics are so polarized.

**Q:** Why is it so polarized?

**A:** Think about conversations with friends and family. It doesn't take long for it to get personal: "You're wrong!" Not, "I respectfully disagree." And this is in our own neighborhoods.



And that division is magnified by television, which makes its money by enhancing these divisions. The more you can make of these divisions, the better the ratings. This has affected our politics and us as citizens.

**Q:** How does the Tuesday-to-Thursday schedule of doing business, particularly in the House—coming in as late as Tuesday morning and leaving for home by Thursday afternoon or Friday—how does that affect your ability to reach across the aisle?

**A:** It's a very chaotic and, I think, unhealthy lifestyle, especially if you live in an area where you have to make connecting flights. As a result, there is no personal interaction among members.

If I know Ivan and his wife and kids and

we've socialized, we travel together, even if we have different philosophies and parties, I won't demonize him because I know him. I will be careful; we have a relationship. The current system almost precludes that from happening; it happens, but rarely. I have no social opportunity to interact with my Republican or Democratic colleagues.

**Q: Let's talk about our political fundraising. Why is it such a quest?**

**A:** For me to win re-election every two years costs about \$2 to \$2.5 million; I can't self-finance. I have to plan events every quarter to raise a certain amount every day because I can't wait until the end of a campaign. It's

like putting together a small business every two years.

The campaigns are perpetual and fundraising is like the air you breathe; you have to fit it in every day. It's all about TV and where we live has a very expensive media market. You have to spend \$1 million in TV ads during campaign time. And, as a result of the Supreme Court's decision on campaign advertising, it's not just about your opponents; outside groups can come in and dump millions against you.

During my entire 2010 campaign, we had \$2.5 million. An outside group made a media buy of \$3 million *in one day*—that's a lot of TV, even in this area. When they spend





that much against you, that halo quickly retracts and becomes horns. You have to have resources to anticipate that; it's really changed politics.

**Q: Does that differ from local politics?**

**A:** When I was county chairman, I did TV, but on a more local level. Money doesn't really play as big a role. In my first campaign 20 years ago, I spent maybe \$100,000. I couldn't possibly think about something like that now and expect to win.

**Q: What were the past four years like working with Rep. Darrell Issa?**

**A:** Darrell Issa is a formidable opponent, but engages in methods I think go beyond the

bounds of propriety. He had the single-worst postal bill ever; it would have destroyed the USPS as we know it. Working with your leadership, we, in four years, killed that bill.

**Q: Our delegates will be on Capitol Hill when the House is in a district work period; many of our meetings will be with staff. What should delegates key in on to be helpful to staff members? How does that meeting and content travel upstream to the boss?**

**A:** Remind them how many postal employees are in their district; that always gets their attention. Remind them you serve every single constituent in their district. And remind them the Postal Service is the only service mandated in the Constitution of the United States; this is not something to be privatized, which some have said they want to do—the Constitution says otherwise. The Founding Fathers thought it was important.

If we have reforms, there are some principles we must abide by, including getting rid of the onerous retiree health prepayment mandated by the 2006 legislation. Recognize that one size does not fit all; cluster boxes won't work everywhere. And not so fast on going from six to five delivery days; 244 members of Congress, a majority, signed my and Sam Graves' (R-MO) resolution saying we're going to stay with six; this is a competitive advantage for the USPS. Technology is affecting First-Class Mail, but also creating package business—the fastest growing segment.

In addition, how about allowing us to get out of the stovepipe mentality and make a post office a one-stop shop for a lot of





things? It could be a branch of your DMV or local government. If Starbucks wants to sign an agreement with the USPS, what's wrong with that? It's win-win; our customers might even like it.

Those issues are really important to leave with staffers so they have something concrete in their minds, some do's and don'ts. I was impressed with how many postal workers are in my district and every single citizen in my district is a customer of those people.

**Q: Tell us about the new Democratic Coalition in which you are involved.**

**A:** It is a new coalition that wants to broaden our economic message; we tend to be a little more pro-business than other Democrats. We're open to trade agreements, but stressing the innovation economy, looking at high-tech and how a modern American economy expands and grows and creates job opportunities—striving to foster an innovative environment. Technology is reviving manufacturing in America and things flow from that: the tax code, incentives, the regulatory environment, patent reform. That's who the new Democrats are; it's the second-largest caucus in the Democratic party right now.

**Q: House Oversight Chairman Jason Chaffetz has made some comments about being kinder and gentler. What are your thoughts on postal reform actually making it through the committee this year?**

**A:** We have an interesting situation. I think former PMG Patrick Donahoe did a lot of destructive things during his tenure; you don't save the USPS by ripping it apart. You have to have a rational framework everyone can see when you make very important decisions, such as closing and consolidating facilities, reducing the work force and changing the quality and kinds of delivery.

We understand the need for reform, but it must be done with care. I want to give PMG Megan Brennan an opportunity to start anew. I do think Chaffetz wants to do things differently because he saw how the toxicity affected the ability to get legislation passed.

We won't settle for something that destroys the Postal Service in the name of reform. I'll give Chaffetz a chance to show he's different—in substance and style—and develop a postal bill we all can buy into with the principles we just talked about. I'll always work with the Republicans. Issa and I worked on a technology bill that became law in December; we got together where we found common ground.



# Wreath-Laying



President Louis Atkins, Executive Vice President Ivan D. Butts and Secretary/Treasurer Brian Wagner with the LTS delegates who participated in the wreath-laying, from left: Atkins; George Barrett, Branch 74, Marines; Butts; Sue Gudahl, Branch 321, Navy; Patricia Jackson-Kelley, Branch 39 Auxiliary, Army; and Wagner.







Auxiliary President Sharon Mathews and Executive Vice President Patricia Jackson-Kelley



From left are Executive Vice President Ivan D. Butts and leadership from the Eastern Region Executive Board: Eastern Region Vice President Chuck Mulidore, George Barrett, Pioneer Area Vice President Timothy Needham and Branch 74 member Russell Carmody.



President Louis Atkins, Executive Vice President Ivan D. Butts and Auxiliary Executive Vice President Patricia Jackson-Kelley with members of Branch 39.



# LTS Photo Album



Central Gulf Area members visited NAPS Headquarters while in town for LTS.



Central Gulf Area members on their way to Capitol Hill



NAPS Delaware members with Sen. Tom Carper

Michele Kolecki and Jason Lehman with Katie Cessar (center) from PA Sen. Pat Toomey's office



Michiana Area VP Kevin Trayer and Illini Area VP Luz Moreno greeted Central Region delegates at LTS with a welcome bag and Metro pass for their trip to Capitol Hill.

NAPS Florida members with Sen. Marco Rubio



New Mexico State Branch 934 President Joel Wadsworth and Albuquerque Branch 295 President Rick Oyer with Sen. Tom Udall

NAPS Michigan members with Sen. Debbie Stabenow (D)







NAPS Minnesota members  
with Sen. Al Franken

Nevada State Legislative Chair Charlie  
Goldstein and Sen. Harry Reid



NAPS Reno Member Sonny Pixley and Sen. Harry Reid



Ann Strickland and Patti  
Lynn with Gen. Martin  
Dempsey, chairman of  
the Joint Chiefs of Staff



Stanley Gold (cen-  
ter), was the recipi-  
ent of the first-ever  
NAPS Legislative  
Leadership Award.  
With him are NAPS  
legislative team  
members (from left)  
Seth Lennon, Ivan  
Butts, Bruce Moyer  
and Elliot Friedman.

# Contributions via USPS Payroll Deduction



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

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

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

## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

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



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

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

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



# 2015 SPAC Contributors



## 2015 President's Ultimate Oval

Boisvert, Michael	CA	Branch 159
Harmon, Rosemary	KY	Branch 920
Atkins, Louis	LA	Branch 209
Thompson, Craig	MD	Branch 42
Konish, Ann	NY	Branch 11
Butts, Ivan	PA	Branch 355

## March Donors

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

Boisvert, Michael	CA	Branch 159
Konish, Ann	NY	Branch 11

### VP Elite (\$750)

Trayer, Kevin	MI	Branch 142
Bradford, Robert	TX	Branch 203

### Secretaries Roundtable (\$500)

Amash, Joseph	NY	Branch 83
Bradford, Shirley	TX	Branch 203

### Chairman's Club (\$250)

Aceves, John	AZ	Branch 376
Pfaff Jr., Ross	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Evans, Bridget	CA	Branch 159
Patterson, Charles	CA	Branch 127
Walton, Marilyn	CA	Branch 77
Wong, Tom	CA	Branch 127
Arborn, Alfred	FL	Branch 406
Cribbs, Kimberly	FL	Branch 425
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81
Winters, Michael	IL	Branch 255
Massie, Larry	IN	Branch 576
Morse Jr., Sam	LA	Branch 73
Van Norman, Gerald	MI	Branch 130
Gawron, Dennis	NY	Branch 27
Halm, Frank	RI	Branch 105
Reese, Patricia	SC	Branch 225
Mitchell, Annie	TX	Branch 124
Cox, Lloyd	VA	Branch 526
Mott III, George	VA	Branch 132

McCracken, Cindy	WA	Branch 61
McComas, Christina	WV	Branch 212

### Supporter (\$100)

Luna, Juan	AZ	Branch 246
March, Wendell	AZ	Branch 246
Salmon, James	AZ	Branch 246
Barfield, Frances	CA	Branch 127
Campbell, Stephnia	CA	Branch 159
Cruz, Cheryl	CA	Branch 497
Danzy, Marsha	CA	Branch 197
Francisco, Daryel	CA	Branch 159
Gishi, Sharon	CA	Branch 94
Meana, Frances	CA	Branch 159
Thompson, Carolyn	CA	Branch 88
Jackson, Rebecca	CO	Branch 141
Roll, Gary	CO	Branch 65
Gold, Stanley	FL	Branch 146
Herzog, Rosemarie	FL	Branch 154
Johnson, Conrad	FL	Branch 81
McHugh, James	FL	Branch 386
Esposito, Louis	FL	Branch 377
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Williams, Carolyn	FL	Branch 146
Simpson, Mya	GA	Branch 595
Wooley, Josephine	GA	Branch 82
Lum, Chuck	HI	Branch 214
Megel, Janice	IA	Branch 918
Cook, Carol	IL	Branch 14
May, Charles	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Toles, Francee	IL	Branch 14
Travis, Bette	IL	Branch 14
Wilson, Linda	IL	Branch 255
Mathews, William	IN	Branch 576
Norton, Paul	IN	Branch 8
Hale, Jenise	KY	Branch 1
Duffy, John	MA	Branch 43
Kocak, Michael	MA	Branch 118
Murphy, Gregory	MA	Branch 102
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Wileman, Dotty	MD	Branch 923
Ice, Marilyn	MI	Branch 23

# SPAC Scoreboard

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

## National Aggregate:

\$119,684

## National Per Capita:

\$4.73

## Region Aggregate:

1. Eastern .....	\$28,045
2. Northeast .....	\$25,359
3. Southern .....	\$22,519
4. Western .....	\$22,138
5. Central .....	\$21,108

## Region Per Capita:

1. Eastern .....	\$5.29
2. Northeast .....	\$5.20
3. Central .....	\$4.97
4. Western .....	\$4.22
5. Southern .....	\$3.99

## Area Aggregate:

1. Capitol-Atlantic .....	\$13,256
2. New England.....	\$12,506
3. New York.....	\$11,970
4. Pacific.....	\$11,054
5. Mideast.....	\$9,088
6. Southeast.....	\$8,860
7. Texas .....	\$7,954
8. Michiana .....	\$7,037
9. Rocky Mountain .....	\$6,983
10. Pioneer .....	\$6,584
11. Illini.....	\$5,758
12. Central Gulf.....	\$4,295
13. MINK.....	\$4,222
14. Northwest .....	\$4,101
15. North Central .....	\$4,091
16. Cotton Belt.....	\$1,410

## Area Per Capita:

1. New England.....	\$7.522
2. Michiana .....	\$6.01
3. Central Gulf.....	\$5.88
4. Illini.....	\$5.23
5. Capitol-Atlantic .....	\$5.22
6. New York.....	\$5.09
7. Pioneer .....	\$4.82
8. Rocky Mountain .....	\$4.65
9. Texas .....	\$4.65
10. North Central .....	\$4.61
11. Northwest .....	\$4.13
12. Mideast.....	\$4.03
13. Pacific.....	\$4.02
14. MINK.....	\$3.87
15. Southeast.....	\$3.80
16. Cotton Belt.....	\$1.63

## State Aggregate:

1. New York.....	\$11,575
2. California .....	\$10,144
3. Massachusetts.....	\$8,415
4. Texas .....	\$7,954
5. Florida.....	\$6,980

## State Per Capita:

1. Rhode Island .....	\$10.83
2. Massachusetts.....	\$10.26
3. Louisiana .....	\$10.03
4. Utah.....	\$10.03
5. Arizona.....	\$8.76

## Continuous Contributor Club

### Members by Region:

1. Central .....	87
2. Eastern .....	65
3. Southern .....	63
4. Western.....	61
5. Northeast.....	54

### Aggregate by Region:

1. Central .....	\$5,985
2. Southern .....	\$5,209
3. Eastern .....	\$5,172
4. Western .....	\$5,035
5. Northeast.....	\$4,587

Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Pack, Roderick	MI	Branch 23
Beck, Zebual	MN	Branch 104
Mooney, Dan	MN	Branch 16
Vasquez Elms, Valerie	MN	Branch 16
Crisafulli, Jeffrey	MO	Branch 36
Petersen, Lisa	MO	Branch 36
Simms, Corey	NC	Branch 157
Caruso, Richard	NE	Branch 10
Jahn, Shirley	NE	Branch 64
Carmody, Russell	NJ	Branch 74
Grasso, Salvatore	NJ	Branch 568
Tanksley, Faye	NJ	Branch 74
Copeland, Veronica	NY	Branch 330
Duffy, James	NY	Branch 85
Evans, Darius	NY	Branch 85
Krempa, Keith	NY	Branch 27
Roma, Thomas	NY	Branch 68
Lewis, Gillian	OH	Branch 2
Mayes, Sean	OH	Branch 29
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Fearrington, Melvin	OK	Branch 80
Shelburne, Sarah	OR	Branch 66
Skjelstad, Aric	OR	Branch 276
Yut, Rachelle	OR	Branch 66
Benford, Debra	PA	Branch 50
Lehman, Jason	PA	Branch 554
Smith, Robert	PA	Branch 35
Cabrera, Antonio	PR	Branch 216
Dumas, Cyril	RI	Branch 105
Magnuson, Sonny	SD	Branch 946
Austin, Jessie	TX	Branch 122
Jones, Charleen	TX	Branch 122
Longoria, Richard	TX	Branch 229
Mitchell-Philbert, Audrey	TX	Branch 122
Ridley, Richard	TX	Branch 122
Trevino, Manuel	TX	Branch 124
Tresner, Kristen	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Moore, Michael	VA	Branch 22
Blondin, Debra	VT	Branch 235

## Continuous Contributor Club Earned in March

Campbell, Stephnia	CA	Branch 159
Cruz, Cheryl	CA	Branch 497
Gishi, Sharon	CA	Branch 94



Croxton, Alexis	CO	Branch 65
Hudson, Derek	CT	Branch 441
Mullins, Kym	FL	Branch 81
Sims, Reginald	GA	Branch 82
Gans, William	ID	Branch 915
Levernier, Catherine	IL	Branch 270
Pierce, Annette	IL	Branch 255
Randle, Kay	IL	Branch 369
Mosley, Monique	IN	Branch 8
Pack, Roderick	MI	Branch 23
Perkins, Ethel	MI	Branch 140
James, David	MN	Branch 16
Davis, Lisa	MO	Branch 131
Gilbert, Jevonda	NC	Branch 183

Jackson, Abner	NC	Branch 299
Santiago, Jose	NJ	Branch 538
Oyer Jr., Richard	NM	Branch 295
Pixley, George	NV	Branch 249
Copeland, Veronica	NY	Branch 330
McNulty, Linda	OR	Branch 66
Shelburne, Sarah	OR	Branch 66
Trevino, Barbara	TX	Branch 124
Moore, Michael	VA	Branch 22
Krogh, Charlie	WA	Branch 31
Patterson, La Tanya	WA	Branch 61
Ware, Michael	WA	Branch 61
Williams, Arthur	WA	Branch 61

## NAPS Training Calendar

### Central Gulf Area Training (AL/LA/MS)

**April 10-11, 2015**

**Conducted by:** Central Gulf Area VP Cornel Rowel Sr.

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

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

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

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

**Instructor:** Southern Region VP Tim Ford

### Texas Area Training April 18, 2015

**Conducted by:** Texas Area VP Bob Bradford

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

**Hotel Rate:** \$115 plus tax

**Registration Fee:** \$30, includes lunch

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

**Instructors:** Southern Region VP Tim Ford and Bob Bradford

### Tennessee State Training April 24-25, 2015

(In conjunction with the Tennessee State Convention)

**Conducted by:** Cotton Belt Area VP Shri Green

**Location:** Westgate Smoky Mountain Resort & Spa, 915 Westgate Resort Rd., Gatlinburg, TN 37738; (865) 430-4800

**Room Rates:** \$79, studio; \$102, one-bedroom villa; \$115, one-bedroom deluxe; \$175, two-bed-

room villa

**Registration Fee:** \$50

**Training Topics:** TBD

**Instructors:** TBD

### Illini Area Training (IL) April 30, 2015

(In conjunction with the Illinois State Convention)

**Conducted by:** Illini Area VP Luz Moreno

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

**Room Rate:** \$129/suite

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

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

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

### Rocky Mountain Area Training (AZ/CO/NV/NM/UT/WY)

**May 16, 2015**

(In conjunction with the Rocky Mountain Area Convention)

**Conducted by:** Rocky Mountain Area VP John Aceves

**Location:** Tropicana, 3801 S. Las Vegas Blvd., Las Vegas, NV 89109; (702) 739-5400; let the registration office know you are with the Rocky Mountain Area NAPS group; cut-off is April 28.

**Hotel Rates:** \$130, club deluxe; \$145, club deluxe plus; \$255, club suite; all rates are plus tax

**Registration Fee:** \$30 for Rocky Mountain Area members; \$70 for guests and other attendees (fee

covers breakfast and lunch); make checks payable to NAPS Headquarters and send to John Aceves, 4245 W. Mine Shaft Way, Tucson, AZ 85745-4146.

**Training Topics:** Federal retirement process overview, helpful financial tips, FOIA basics, advocacy training; topics are subject to change.

**Instructors:** Dianne Graczyk, Myrna Pashinski, John Aceves, Marilyn Walton and Tom Muthur

### Pioneer Area Training (KY/OH/WV/Evansville, IN, Branch 55)

**July 31, 2015**

(In conjunction with the Ohio State Convention)

**Conducted by:** Pioneer Area VP Timothy Needham

**Location:** Holiday Inn, 2800 Presidential Dr., Fairborn, OH 45324; (937) 426-7800

**Hotel Rate:** \$97

**Registration Fee:** TBD

**Training Topics:** Consultative process, basic advocacy training

**Instructor:** Former Capitol-Atlantic VP John Geter

### Western Region Training Seminar

**Aug. 20-22, 2015**

**Conducted by:** Western Region VP Marilyn Walton, Northwest Area VP Cindy McCracken, Rocky Mountain Area VP John Aceves and Pacific Area VP Hayes Cherry

**Location:** Hilton Bellevue, 300 112th Ave. SE, Bellevue, WA 98004; (425) 455-1300

**Hotel Rate:** \$179 plus tax; refer to group code NAPSCI

**Registration Fee:** \$170 if registered at the Hilton Bellevue; \$220 if not staying at the hotel

**Training Topics:** TBD

**Instructors:** TBD

# *The Value of* Gratitude

Submitted by the USPS Employee Assistance Program

**L**et's face it, we always can find something to complain about, fret about and get mad about. However, noticing what we have to be grateful about is a way to put our life and challenges in perspective. It is a tool that can lift our spirits, improve our energy, strengthen our relationships, revitalize our work environment and expand our enjoyment of life. All that is required is to remember to practice it each day.

## Gratitude

Being grateful is a notion so familiar we may underestimate the benefit it brings into our lives or the price we pay for its absence. Teaching ourselves to adopt an attitude of gratitude as our key response can be the most constructive habit we may ever develop. Over time, gratitude reinforces our capacity to redirect difficult emotions such as fear, anxiety and blame, freeing us to focus instead on the people and events that most enhance our lives.

Although feelings of gratitude are familiar to us all, they can be hard to pin down when we're slaying our daily dragons. Even then, gratitude is within our reach; its benefits are available in abundance if we just remember to

put it into daily practice. So, let's take a closer look at what gratitude can do for us and how we can fit more of its benefits in our lives.

Gratitude brings **better health**. Research shows it is good for our overall physical and cardiovascular health. As well as making exercise more likely, some research shows that gratitude gives us better immune systems and even lowers blood pressure.

Gratitude can inspire us to **exercise**. We feel better when we practice gratitude; many people who do so are then inspired to do things that are good for them, including exercise. It was found that people who kept weekly gratitude journals exercised more than those who did not.

It is good for your **mental health**. Research has shown that regular gratitude practice (such as keeping a daily or weekly gratitude journal) boosts happiness. Studies that compared people who were asked to count blessings with people asked to count irritations and annoyances found the gratitude groups were approximately 25 percent happier.

Gratitude also can aid in countering stress. When we get stressed, we tend to put all our attention on our aggravations, frustrations and problems. Gratitude can help change the channel in our minds, thereby reducing the stress we may be feeling. And gratitude as a



practice improves our ability to switch our focus in the moment and also helps us notice more of the good things in life to which we would normally not pay as much attention.

It also can help us achieve our goals. It was found that people who make gratitude lists were more likely to make progress toward important personal goals. Not only do we feel more motivated when we feel good, but we also are more creative and more likely to identify solutions to our problems.

Practicing gratitude can make us kinder and keep us connected. People who keep daily gratitude lists are more likely to help someone in need, when compared with people whose journals are filled with complaints and frustrations. Making us more kind also improves our relationships and connections with others. People practicing gratitude also feel more connected and part of life as a whole; it increases their sense of belonging in the world.

When we move our mind away from worries and stressors toward good things, it helps us relax, making quickly dropping off to sleep much more likely. Finishing each day with an attitude of gratitude is a wonderful way to close your eyes and dream of creating an amazing tomorrow.

Gratitude can make you feel more in control of your life. After finding that gratitude is having a positive effect on life and emotions, we begin to feel more optimistic and in control of our lives, rather than being bounced around by life events. With renewed optimism and strength, gratitude can even help us turn our lives around.

Having an attitude of gratitude can help improve your relationship with others. Some gratitude practices involve thinking of people we're

## *The Associate Member*

# National Convention Committees

**By John Farrell**

**S**ome concerns were raised at the national convention in San Diego this past August, as well as on the NAPS website forums, regarding the method by which national convention committees are selected. Article IV, Section 1, of NAPS' Bylaws states the president appoints convention committees.

Care must be taken in selecting appointees because these committees are responsible for actions vital to the success of the convention. In general, committees composed of members from different parts of the country and various functions in the Postal Service more effectively represent the general membership.

Including members with varying points of view enables committees to address issues at the committee level rather than on the convention floor. A core of experienced members on each committee creates a knowledgeable base to strengthen a committee's ability to complete its mission.

It is commendable that convention delegates volunteer

for the extra duty of committee work during the convention, but, sometimes, members get frustrated or disheartened when they are not selected for a particular committee. One way to build the experience and skills needed to contribute to the work of a national committee is to volunteer for related local branch and state committees.

However, delegates who were not selected for a committee still may question, move to amend and speak for or against any committee recommendations, findings or reports from the convention floor. Any delegate may, before the convention, review available information a committee will consider in composing its report. Bringing a written notation of any objections, concerns or possible amendments to the convention floor enables delegates to speak concisely and effectively.

Never underestimate the power of a clear, honest, sincere appeal to your fellow delegates. There have been many times when one delegate's voice has swayed the convention.

**jffjr@optonline.net**

grateful for and the reasons why. A side effect of this is it improves the quality of our relationships with them. It also helps us see the best in people and, therefore, bring out the best in them. Overall, it makes us warmer toward others. We gravitate to others who show gratitude.

So, if gratitude is an exercise practiced daily, it will become a habit. This is a habit that offers life-changing relief from emotional pain. A simple, five-minute daily exercise is a good way to begin cultivating an attitude of gratitude. You can start by simply writing a list of at least

three things you were grateful for that day. It helps to be specific when you are doing this daily practice.

For example, instead of being grateful for your health, you could be grateful for the ability to take deep breaths or walk pain-free. Once you begin to gain insight into the details of gratitude, you'll discover that every day holds hundreds of opportunities for gratitude. And, once you turn on that switch in your brain and begin living with an attitude of gratitude, you'll find other ways to be grateful.

One idea is to schedule on your calendar to send one note or card a month to a friend, co-worker, family member or even a neighbor. Let them know what they have done to be part of your gratitude list. It's an experience in intimacy and vulnerability; it also is the experience of deep and real gratitude.

We often neglect to really tell people what they mean to us. Writing and delivering a gratitude letter gives you the chance. This practice is where we begin to cultivate gratitude not only in ourselves but, perhaps, in others, as well.

We also cannot let a moment escape to thank someone in the moment. How often do we let possible moments of connection vanish because we're not mindful of their precious nature? When we acknowledge what we are grateful for in the present moment to the people involved, we can change the morale and environment at work and home.

While the person who receives the praise enjoys feeling noticed and valued (and is motivated to do more of the same), the giver also can enjoy the connection. With every compliment given, a connection is strengthened and trust is built. Just as you should be specific in your gratitude lists or journal, be specific

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## Thoughts *from the NAPS Branches*

# Are You Living Up to Your Title?

**By Mary Burkhard**

**T**itles are prefixes or suffixes added to someone's name in certain contexts. There are many types of titles to signify nobility, religious veneration, an official position or a professional or academic qualification. A title is meant to impart information about the person associated with it, implying functional authority, heredity or ceremonial meaning.

Titles are considered to be signs of respect, providing information as to the possessors' roles in serving the needs of humanity. In researching this article, I discovered you even can purchase titles, such as duke, duchess, lord, lady, countess, as examples. But these are titles for the benefit of the holder and perks are assumed to come with them.

The "titles" this article is referencing have to do with work/job and organizational titles others reasonably expect to be meaningful reflections of your knowledge, ethics, skills, character and ability you need to make you successful in your role. How much extra effort you may need to put into living up to your title depends on the manner in which the title was achieved.

Some titles are formally earned through a selection process that requires certain competencies; other title-holders are appointed or elect-

ed—voluntarily or pushed into it. No matter how you got a title, there are responsibilities and accountabilities that go with it. Others throughout the organization

rely on you to live up to your title with integrity.

Our Sierra Coastal district manager, Kerry Wolny, recently wrote, "There is one thing over which you have absolute control: Your integrity.

When it comes to being principled and ethical, you are the master of your own destiny. Treat people fairly and equally and have integrity in everything you do."

Being "nice" also is something for which to strive. Southwest Airlines Vice President of People often is asked, "How do you get your people to be so nice?" Her answer is always the same, "We hire nice people." Professionals know their word counts. Just as your parents likely told you, "If you give your word, keep it! Your word is the essence of you."

If you don't have all the knowledge, skills and ability that go with your title, you have an obligation to research and learn while you acquire them and "grow" into the title. We all know there was not a brain implant of knowledge imparted to you the day you assumed your title. Titles are only words, unless there was a test of written knowledge and skills, such as with a doctor or lawyer. No one ever appreciates

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# National Association of Postal Supervisors

# Vince Palladino Memorial

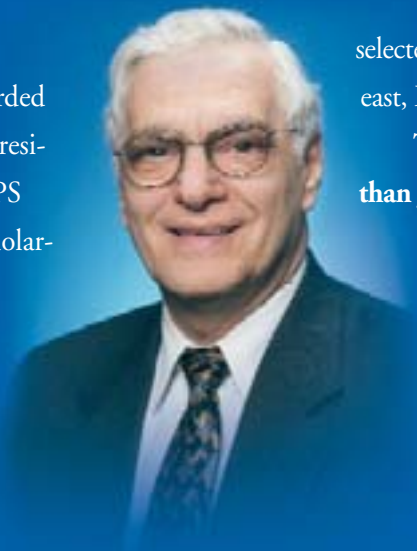
# Student Scholarships

## 2015 Official Application Form

**T**he **Vince Palladino Memorial Student Scholarships** are awarded in memory of the late NAPS president and honor his dedication to NAPS members and their families. These scholarships are sponsored solely by NAPS.

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

NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly



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

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

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

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

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's  
branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

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

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

## Thoughts from the NAPS Branches

*Continued from page 54*

being misled by a person with a title who, due to a lack of skill sets, resorted to making up stuff rather than guiding you with facts.

There always are a few people who want all the perks of leadership, including the title, but none of the responsibility or duties. Professionals should not engage in reckless and dangerous behavior because it can damage careers, lives and the reputation of a company or organization. Don't let a title misrepresent your skills set; make the effort to live up to your title. Take pride and excel in everything you do, be transparent and use your title to open doors and get results.

Titles should be used as a way to ethically solve problems and improve the lives of others by leveraging your knowledge, integrity, skills, character and ability. What did you do today to live up to *your* title?

*Mary Burkhard is a NAPS Pacific Area member.*

## The Value of Gratitude

*Continued from page 54*

when expressing gratitude or thanks to the person who just made your day a little better or easier.

Special equipment isn't needed for practicing gratitude; the actual work happens in your head and heart. But if using a tool is helpful, by all means, use it. Traditionally, gratitude journals are kept using pen and paper notebooks, but there now are several well-crafted digital gratitude journals for smart phones and tablets that allow us to cultivate a habit of recording that for which we are most thankful in our lives. When searching for specific apps, use the search word "gratitude;" you'll find many free and low-cost apps to aid

you in strengthening your attitude of gratitude. Experiencing gratitude is easier than ever!

You may notice, over time, a real change in the whole course of your life. You may find your efforts to create the career you want and have a satisfying life are increasingly successful. You'll begin to have a practical experience of the positive impact of approaching your life with a focus on gratitude. This will give you even

more for which to be grateful.

And gratitude feels amazing. Your EAP is there to assist you in harnessing this gratitude to help make it a "game changer." Consider scheduling a gratitude coaching appointment today. You can be as grateful as you want to be. And what better time to start than now? To set up a coaching appointment with the EAP, call 800-327-4968 (TTY: 877-492-7341).

## Notes

*from the National Auxiliary*

# Making History at LTS

**By Patricia Jackson-Kelley**

*Executive Vice President*

**T**he Crystal Gateway Marriott Hotel in Arlington, VA, became the gathering place in March for more than 500 registered NAPS and Auxiliary members. A new Congress brought a new LTS, with new Capitol Hill players. You could see smiling faces and hear echoes of satisfaction as the session came to a close.

The Postal Service is one of the largest employers of veterans in the country. It is estimated that 25 percent of the agency's 590,000 employees are veterans of our armed forces. NAPS recognizes the interest of our nation's veterans and, each year, selects veterans to participate in laying a NAPS wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery.

Among our veteran population, women veterans have been the best-kept secret. Soon after

the 1980 census, Congress granted veteran status to women who served in the Women's Army Auxiliary Corps (WAAC) during World War II.

NAPS/Auxiliary history was made on March 11, 2015, when Sue Gu-dahl and I participated in the wreath-laying ceremony (*see page 43*). Women veterans made their presence known. Auxiliary President Sharon Mathews said

she was proud that an Auxiliary member was able to "fit the bill."

Thank you, NAPS Executive Board, for this distinct honor. A special thanks to Executive Vice President Ivan D. Butts for the invitation, meticulous attention to details and making sure we were in the right place at the right time.

Thank you, NAPS family, for recognizing women are veterans, too. To my fellow veterans: Thank you for your service.

**geekell@aol.com**

