

# the Postal Supervisor

May 2016



## Sen. Heidi Heitkamp *Is Passionate About the Postal Service*

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LTS coverage begins  
on page 18

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## Submissions—

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

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## Objectives

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

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# We Must Unite and Vote Postal

I want to congratulate Executive Vice President Ivan D. Butts and the rest of the NAPS Legislative Team on a successful Legislative Training Seminar. The training will equip our members with the tools they need to lobby for a healthy and prosperous Postal Service. Thank you for a job well-done to everyone involved. While this year's LTS is in our rearview mirror, we must continue communicating to Congress what concerns need to be addressed.



**Louis Atkins**  
*President*

The chatter at LTS was not just about legislative matters, but also about the displeasure over the Postal Service's pay system. More than 14,000 EAS employees did not get raises last fiscal year, despite the fact they contributed much to the success of a \$1 billion-plus operation surplus. The challenges that resulted in their being rated in boxes 1 through 3 were not in their control. Most had budgets that

were not funded.

Many stations and offices reported they did not have enough hours to fund the necessary bargaining and non-bargaining personnel. Adjustments were made incorrectly and were delayed. EAS employees did not know where they stood in terms of making their goals or tracking SPLY versus plan. The most obvious problem was the unrealistic goals given to EAS employees.

Service to customers declined tremendously due to inefficient transportation between plants and aggressive plant consolidations. These were challenges that already existed and were not created by field-level EAS employees. These are just a few of the problems. NPA is broken and we need to get out of it. Fairness is not in the formula for the current pay structure.

It is very frustrating to deal with our yearly fight with Congress and its shortfalls and the subsequent USPS pitfalls. But it is necessary for the USPS' survival and achieving the proper treatment for NAPS members they so rightly deserve.

Congress somehow manages to find all kinds of funds for their own pay raises and the interests of their lobbyist friends. When it comes to the mail service pro-

vided to the American people, "available funds" become a whole new ball game. Our so-called representatives forget that the Postal Service contributes much to make America great.

Instead, Congress tends to dust off its "Got you Postal Service" game plan and zaps us one more time—no postal reform. This generally happens right when we think we are about to get past reorganization, violence in the workplace and sinking morale. However, there is an upside: It points out in the most vivid terms possible just how important it is for us to have a voice in Washington, DC.

Whatever one might say against PACs, it is times like these that our voice must be loud and clear. We need to remind these public servants that they serve at our pleasure and that our pleasure of late has been most unpleasant. Now is the time for you to send a voluntary check to SPAC to join the many other NAPS members helping us turn up the volume. Congress: If you decide not to listen to us, then we will elect someone who will. We can do it, but it takes all of us, including family and friends, to unite and "vote postal." *Yes, we can!*

Less than two years ago, I thought our greatest task would be to meet the challenges of an ever-changing mail mix, work environment and service standards. Now, these challenges seem small when compared to what lies ahead. The lack of action by Congress on issues detrimental to the USPS is our main threat. I am not giving a pass to the USPS, but some of its decisions have directly been the result of Congress' inaction.

Our postal officials need to be vocal in supporting our EAS employees, rather than continuing to make more cuts; our image has been unjustly tarnished. Job security, once the hallmark of postal employment, is much less secure; too many of our colleagues face an uncertain future. Just think what it would be like if NAPS had not secured that all-important MSPB protection.

We are fighting to secure the same rights for *all* EAS employees. NAPS will not sit by like a wilting day lily; we will demand a voice in important decisions involving all of us—decisions that impact our future! Vote postal!

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



# 2016 LTS—NAPS Living at the ‘Top of the Pyramid’

**O**ne of our goals in 2015 was to create as many opportunities as we could for NAPS to spend time at the top of constituency pyramids. This started with your generosity at the 2015 LTS.

The record-breaking SPAC funds collected at this event helped make engagement opportunities that have served to create new champions for issues that impact not just our postal families, but the America public, as

well. This was in addition to NAPS’ continued support of our steadfast champions whose proven track records speak for themselves.

The access points we have will continue to serve the members of our association in years to come. Now we must look to support those congressional champions who are working with us to ad-

dress the needs of the federal/postal community as we move further into the 2016 election cycle. We will be able to accomplish this through your continued support of SPAC.

The attendees at the 2016 LTS loudly and definitively demonstrated their commitment to the cause by raising more than \$30,000 for SPAC—another record-breaking year. Thank you, thank you, thank you. These funds will help put NAPS in action, legislatively, around the country.

We also were able to increase payroll and OPM automated deductions to SPAC by nearly \$700 per month. Why are payroll and OPM deductions important for us? They help NAPS forecast the funds we will have accessible for advancing our legislative issues.

Our NAPS brothers and sisters rose to the SPAC call for action. I would like to thank Juan Luna, president of Branch 246, for initiating the SPAC branch/state/member challenge for the second year.

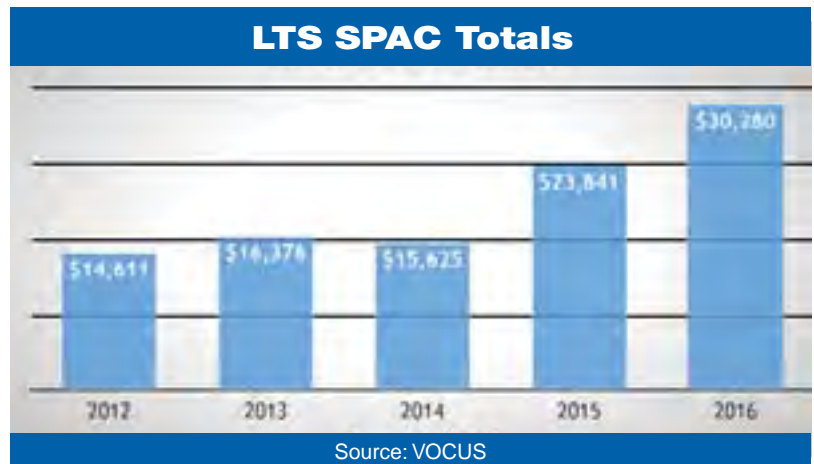
Now we need every member to join in our continued quest for life at the “Top of the Pyramid.” We need your SPAC support. We would love to have you join or increase your support of the “Drive for Five” cam-

paign, which was unveiled in the January issue of *The Postal Supervisor*. Payroll deductions can be easily completed by following the instructions found in the *Postal Supervisor*. You also can find and complete a SPAC donation form to mail in your SPAC donation, as well as a QR code that will direct you to our online donation application.

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 what was my second LTS as your executive vice president successful.



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



However, the true SPAC report is in the numbers.

From all data reviewed thus far, it is obvious we achieved another successful LTS. Thanks to all our presenters and speakers who took the time to engage NAPS, such as Deputy PMG Ron Stroman. Also, I would like to especially thank Tammy Whitcomb, acting inspector general, and two of our legislative champions on the Hill—Sens. Heidi Heitkamp (D-ND) and Jon Tester (D-MT)—for making time to be with NAPS.

We remain committed to completing the post conference review process to identify areas that need improvement and work toward an even more successful 2017 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 on your successes in your home districts.

In solidarity ...

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

# SPAC-Mania!

**W**hat a 2016 LTS! Who knew our delegates would be taking a SPAC-ing at this year's LTS? That's a good thing compared to the "spanking" members have been taking from Congress over the years for its inaction on postal reform.

As you can see from all the LTS pictures in this issue of *The Postal Supervisor*, we had a great turnout on Capitol Hill, despite the House not being in session. Fortunately, the Senate was there and our members capitalized on that opportunity.



**Brian J. Wagner**  
Secretary/Treasurer

As I have said many times, whether it is in a *Postal Supervisor* article or at the podium during a NAPS state convention or training seminar, no matter your position in NAPS, we *all* are political advocates. That was evident during LTS when the SPAC challenge got rolling with delegates coming to the micro-

phone to announce—in addition to what they already had contributed—how much more they or their branches were donating to SPAC.

You could compare it to an auction on steroids. One member shouted from the mike they were donating \$100 to SPAC as another announced their \$125 donation. Then there was a \$500 individual donation, followed by another member matching that donation plus an additional \$100, for a total of \$600. I could have sworn that, with all the raising of money back and forth, we were at the World Series of Poker. But in this game, the winners of the hand were NAPS and SPAC.

In all, more than \$30,000 was raised for SPAC during LTS. I was just glad I didn't have to count all that money. We had a crack team in our NAPS Auxiliary who made donating to SPAC easy by credit card, check or cold, hard cash. It didn't matter to the Auxiliary how delegates donated to SPAC—as long as they donated.

An unsung hero at our 2016 LTS SPAC Café was NAPS Membership Manager Jovan Duncan. Besides co-

*Continued on page 10*

## SPAC Contribution Form

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

**\$1,000**—Louie's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2015

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_

ZIP+4 \_\_\_\_\_ Date \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_



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

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

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

Card number \_\_\_\_\_

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

Card expiration date: \_\_\_\_\_ / \_\_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

# Sunday Premium, Scheduled RIF and EAS Employees Not Being Paid T-Time Among Items Discussed

**T**he March 9 consultative meeting was held in conjunction with the spring Executive Board meeting (*the meeting minutes will be published in the June issue*). The entire NAPS board was present; representing the Postal Service were Bruce Nicholson and Phong Quang, Labor Relations Policy Administration.

## Agenda Item #1

This is a follow-up to the issue NAPS raised at the May 2015 consultative regarding certain OCC codes for MDO positions directly supervising craft employees. The USPS resolved to identify these OCC codes for inclusion in the SDA process. NAPS was made aware of two other EAS positions that directly supervise craft employees and fall within the category for inclusion in the SDA process:

- Manager, Distribution Operations (MDO), OCC code 2315-0067
- Supervisor, Print Operations, OCC code 1601-0010

NAPS requested that, in accordance with ELM 412.1b, the salaries for the EAS positions with OCC codes 2315-0067 and 1601-0010 be corrected and the USPS authorize the SDA for work that has been and is being performed by employees in these two EAS positions.

*The supervisor, Print Operations, job is in a Headquarters-reporting function; it is not subject to consultation. The Postal Service is evaluating all occupation codes to determine whether the established criteria for SDA eligibility are met, as stated in ELM 412.1b, and will take steps to modify the list of occupa-*

*tion codes eligible for the SDA once the evaluation is complete.*

*The Postal Service proposed establishing an OCC code, EAS-19 MDO, that was responsible for direct supervision of bargaining-unit employees in May 2015. There are two EAS-19 OCC codes: one directly supervises bargaining-unit employees; the other has supervisors reporting to it.*

- OCC code 2315-0067—*Manages bargaining-unit employees through supervisors.*

- OCC code 2315-0087(new)—*Directly supervises bargaining-unit employees; SDA eligible.*

NAPS asked where it was written that NAPS does not have the right to consult for USPS Headquarters employees. NAPS asked for the written documentation on the USPS Headquarters position. ELM 412.1(b) explains SDA eligibility, which is for EAS-15-19. NAPS asked if a USPS Form 50 is generated on an OCC code change. The USPS confirmed a Form 50 provides the employee's OCC code. NAPS followed up with the fact that exempt MDOs directly supervise craft employees; therefore, they should be entitled to T-time. The USPS stated it will research the T-time issue.

## Agenda Item #2

NAPS has received concerns from EAS employees at the Wichita Customer Care Center regarding being scheduled to work Sundays, contrary to the original job posting. Generally, it appears this is a result of Amazon. The EAS employees are scheduled in a timely manner and their posted schedules are modified to include

Sundays as regular days. As indicated in the response from Manager Salina Harrison, they "have selected their preference day off within the pay period," but are not given Sunday scheduling as optional. As such, the scheduled EAS employees are not being paid Sunday premium.

NAPS contends that when a schedule is posted in a timely manner, it becomes the regular schedule for that week. These hours are part of the regular schedule and, therefore, eligible for Sunday premium. NAPS consulted with Harrison on this issue.

Harrison disagrees with NAPS' position that EAS employees are entitled to Sunday premium. Harrison's manager, Debbie Judy, as well as James Nemec, vice president of Consumer & Industry Affairs, hold the same opinion. NAPS disagrees with these opinions.

NAPS requested that all EAS employees working on Sunday in accordance with the provision of ELM 434.2 be compensated in accordance with this policy and procedure.

*The USPS provided NAPS a response to this inquiry on Feb. 24. The following are provisions from the ELM regarding Sunday premium and eligibility for Sunday premium:*

*434.3 Sunday Premium*

*434.31 Policy*

*Sunday premium is paid to eligible bargaining-unit employees for all work and paid training or travel time performed during a scheduled tour that includes any part of a Sunday. EAS-23-and-below non-bargaining employees receive Sunday premium only for time actually worked on Sunday, provided*

**that the time is part of the employee's regular schedule.**

#### 434.32 Eligibility

*Exhibit 434.3 describes those employees who are eligible to receive Sunday premium. It is important to note that only those employees who have been scheduled to work on a Sunday are eligible to receive the premium. If the employee has not been scheduled, then he or she is not eligible for Sunday premium.*

#### Examples:

- An employee is eligible for Sunday premium if his or her position schedule includes Sunday as a regular work day.
- An employee is not eligible for Sunday premium if his or her regular position schedule does not include Sunday.
- An employee's non-position schedule time worked on Sunday is eligible for FLSA-exempt additional pay; otherwise, an employee working on his or her scheduled day off is not entitled to Sunday premium.

*The issue is an employee's permanent schedule—not a temporary schedule.*

NAPS questioned the interpretation of a "regular" versus "permanent" schedule. The USPS responded that the words regular and permanent have the same meaning.

NAPS said it is unfair to not compensate an EAS employee on Sunday when the USPS is paying craft employees on Sunday for all hours worked. The ELM was written long before Amazon. NAPS asked if a person is mandated to work on a Sunday, is that not part of their regular schedule? According to the USPS, it is not. NAPS stated that by making a person work outside their established work schedule weekly, it becomes an "involuntary reassignment."

NAPS further stated that if an EAS employee is mandated to work on Sunday, they should be compensated with Sunday premium. According to the ELM, if special-exempt employees are entitled to additional pay, they

also are entitled to Sunday premium. USPS Headquarters will get back to NAPS on this issue.

NAPS further stipulated its position that when a manager changes an EAS employee's schedule, that schedule then becomes that employee's regular schedule. NAPS asked when a schedule is considered permanent if a person is actually being scheduled differently from what is in HCES. The USPS said whatever is in HCES is considered the employee's regular/permanent schedule until it is changed in HCES. NAPS added that PMG Megan Brennan has stated that Amazon is a test and is not permanent.

#### Agenda Item #3

NAPS was made aware by members that USPS Headquarters has scheduled a reduction-in-force (RIF) to take effect on March 18, 2016. NAPS asked if such a RIF was taking place. If yes, NAPS wanted to know why USPS Headquarters had not notified NAPS of the RIF as required by Title 39, U.S. Code § 1004 (d), which states:

(1) In order to facilitate consultation and direct participation by the supervisors' organization in the planning and development of programs under subsection (b) of this section which affect members of the supervisors' organization, the Postal Service shall—

(A) provide in writing a description of any proposed program and the reasons for it;

(B) give the organization at least 60 days (unless extraordinary circumstances require earlier action) to review and make recommendations with respect to the program; and

(C) give any recommendation from the organization full and fair consideration in deciding whether or how to proceed with the program.

(2) If the Postal Service decides to

implement a program described in paragraph (1) of this subsection, the Postal Service shall, before such implementation—

(A) give the supervisors' organization details of its decision to implement the program, together with the information on which the decision is based;

(B) give the organization an opportunity to make recommendations with respect to the program; and

(C) give such recommendations full and fair consideration, including the providing of reasons to the organization if any of such recommendations are rejected.

(3) If a program described in paragraph (1) of this subsection is implemented, the Postal Service shall—

(A) develop a method for the supervisors' organization to participate in further planning and development of the program, and

(B) give the organization adequate access to information to make that participation productive.

(4) The Postal Service and the supervisors' organization may, by agreement, adopt procedures different from those provided by this subsection.

NAPS requested a full briefing on the following:

- How many EAS employees have or will be impacted by the March 18, 2016 RIF?

- How many EAS employees remain impacted as of the date of the March 2016 consultative?

- What opportunities are being given to impacted EAS employees for successful job placement?

*NAPS was not informed of the RIF because it was specific to Headquarters jobs. Although there is no obligation to discuss this matter in the consultation process, we did inquire about the RIF and were informed of the following:*

*There was an organization change*



in Enterprise Analytics at Headquarters announced in December 2015. Initially, nine employees were potentially impacted; only two remain. There is a RIF scheduled for March 18, 2016; HR is working with EA to provide support to the remaining impacted employees. Currently, there are seven jobs posted in EA.

NAPS contacted USPS Headquarters HR about the RIF so the agency could start action to assist those USPS Headquarters employees being impacted. NAPS asked what job levels were posted and levels of EAS impacted. The USPS stated the majority of the positions posted and those impacted are Level-21 and above.

NAPS asked if NAPS still represents VMF now that they are USPS Headquarters reporting. USPS Headquarters stated it honored NAPS' request to continue to provide VMF consultation rights. If there are future VMF RIFs, NAPS has a right to represent.

#### Agenda Item #4

NAPS expressed concerns regarding EAS employees not being paid for additional hours worked. USPS Headquarters has in the past agreed to address this issue on a case-by-case basis when the location has been identified by NAPS as violating the additional-hours-worked policy of special-exempt EAS employees.

NAPS contends this issue points to a systemic problem with some managers engaging in time-keeping practices not in accordance with the policies and procedures found in USPS Handbook F-21.

113.11

#### Functional Areas

The timekeeping organization in a postal facility involves four functional areas:

a. The postmaster or installation head is ultimately responsible for the accuracy of the entries on a time card; ensuring that the time and at-

tendance data are totaled correctly and properly dispatched at week's end; distributing paychecks to employees; and maintaining an up-to-date list of persons authorized to initial time cards.

NAPS requested that USPS Headquarters provide a written mandate to all employees who have duties and responsibility under Handbook F-21 that adherence to the policies and procedures must be maintained and that workhours are to be recorded and compensated in accordance with these policies and procedures.

*A question was posed to then COO Megan Brennan by NAPS members at its 2014 National Convention regarding the bullying of managers and supervisors by higher-level management by refusing to compensate eligible EAS employees for extra hours worked. Her response was as follows:*

*"Non-bargaining employees eligible for FLSA-exempt EAS additional pay (employees who are FLSA special-exempt), pursuant to ELM Section 432.112 a. (2), are to be paid in accordance with the provisions of ELM Section 434.144 for hours worked that meet the provisions of ELM 434.144. Individual circumstances involving alleged bullying or intimidation intended to discourage employees eligible for this pay from recording their workhours in order to be paid in a manner consistent with Postal Service regulations should be raised with local management.*

*"All relevant facts, including names, dates, hours involved and other details, should be developed and addressed. Such issues should be raised with district, then, if necessary, area-level management. The specific information referenced herein should be provided, along with a summary of responses and the sources of responses from the previous management level(s). The Postal Service expects compliance with its pay rules."*

*The ELM specifically addresses eligibility for additional hours worked by*

*FLSA-exempt EAS employees; Handbook F-21 provides time and attendance procedures. Brennan's response to this inquiry should be referenced by local NAPS representatives when meeting with district- and area-level management to address matters of additional hours being worked by eligible EAS employees and not being compensated.*

NAPS has been addressing the bullying issue, but the issue remains that senior postal leadership continues to violate postal policies and is not held accountable. If NAPS can't fix it at the senior level, how is NAPS going to fix it at the lower levels?

*If there is senior leadership allowing such policy violations, start at the local level and move it up to the district and area levels, then to USPS Headquarters.*

NAPS is concerned about the instructions from higher-level postal leadership to change EAS clock rings to avoid 30 minutes of T-time. In one case, an EAS employee was not paid for working both NSDs; NAPS got them paid. Then again, the postmaster did not pay the T-time for this same EAS employee. NAPS again brought it up to the district; the employee was paid.

This postmaster is deliberately not paying EAS employees for working T-time, requiring NAPS to fight to get members paid. Managers are deliberately violating the pay policy and are not being held accountable for recurring violations.

NAPS stated that these policies need teeth. From the top down (USPS Headquarters to the field), it is stated that EAS employees are to be paid T-time. However, when it gets closer to supervisors in the field, from the POOM and postmaster, these postal leaders state that EAS employees won't be paid T-time when worked.

It was stated that NAPS needs to resurrect the OIG report from Gary, IN, and have a national investigation



against the USPS for failure to pay EAS T-time.

#### Agenda Item #5

During the May 2015 consultative, NAPS presented an agenda item regarding EAS staffing at the Local Operation Center (LOC). The USPS responded:

*USPS Headquarters manager, Delivery and Planning, is working with Organizational Effectiveness (OE) to consider and determine what EAS staffing is needed for LOCs to ensure it works effectively and efficiently. Once USPS Headquarters has a decision, NAPS will be notified.*

NAPS contends that the lack of funded EAS staff for these work units is reducing supervisory oversight in the field by:

- Taking Customer Service EAS 17s away from the offices in which they are assigned.
- Having EAS employees work seven days a week, with the mandate that EAS employees assigned to the LOC on any given day must stay until the last carrier returns to the office.
- Taking EAS support personnel from their assigned duties to oversee the LOC.

NAPS requested that the USPS create a dedicated, funded staffing model for the purpose of properly managing LOCs.

*Headquarters Delivery Operations and OE have met with field managers from across the country through telecons and focus groups regarding district staffing. The Postal Service has preliminary review of the results pending with each of the area vice presidents. LOC staffing will be addressed at that time; once we have something definitive, it will be provided to NAPS.*

*In the meantime, LOCs should not be staffed with field personnel as stated to NAPS resident officers from Ed Phelan during a meeting on June 23, 2015. LOCs should be staffed with existing*

## NAPS Training Calendar

### MINK Area Training (IA/KS/MO/NE)

**April 7-9, 2016**

*In conjunction with the MINK Convention.*

**Conducted by:** MINK Area VP Larry Ewing; call (785) 249-3936 for more information

**Location:** Embassy Suites, 101 E. Locust St., Des Moines, IA 50309; (515) 244-1700

**Hotel Rate:** \$155, single/double

**Registration Fee:** TBD

**Training Topics:** TBD

**Instructors:** TBD

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

**April 8-9, 2016**

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

**Location:** Biloxi, MS; hotel TBD

**Registration Fee:** \$25

**Training Topics:** TBD

**Instructors:** TBD

### Texas Area Training (TX)

**April 29-30, 2016**

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

**Location:** Doubletree Hotel, 502 W. Cesar E. Chavez Blvd., San Antonio, TX 78207; (210) 224-7155.

**Hotel Rate:** \$120 plus tax

**Registration Fee:** \$35; includes two meals

**Training Topics:** Parliamentary procedure, officer training and how to file grievances

**Instructors:** Bob Bradford, Brian Wagner and Tim Ford

### New England Area Training (CT, ME, MA, NH, RI, VT)

**May 12-15, 2016**

**Conducted by:** New England Area VP Cy Dumas

**Location:** Red Jacket Mountain View Resort, 2251 White Mountain Hwy, North Conway, NH 03860

**Hotel and Registration Fees:** All inclusive; contact Cy Dumas for more information: [cyrilpdumas@aol.com](mailto:cyrilpdumas@aol.com); (508) 816-7517

**Training Topics:** ELM 650, consultative process, branch organization and open forum with NAPS officers

**Instructors:** Cy Dumas, Jay Killackey and Ivan Butts

### Illini Area Training (IL)

**May 26, 2016**

*In conjunction with the Illinois State Convention.*

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

**Location:** Holiday Inn Rockford, 7550 E. State St., Rockford, IL 61108; (815) 398-2200

**Hotel Rate:** \$83/king or two queens

**Registration Fee:** Free for Illini Area members; \$50 for others

**Training Topics:** State and national convention refresher course, providing communication accommodations and 650 appeal process

**Instructors:** Carmen Hughes, Miguel Rios, Nancy Wesley and Brian Wagner

*staff at the district.*

NAPS said EAS employees in the field are being scheduled to work in the LOC; it works best when you use district personnel rather than field EAS. The USPS needs to establish a "best practice" for LOC staffing. In some LOCs, it is a bad practice to use field EAS employees.

#### Agenda Item #6

Considering that exempt EAS-19 managers in Customer Care Centers (CCCs) supervise craft employees on a daily basis, NAPS requested that these CCC EAS-19 positions be added to the list as other EAS employees receiving the same compensation as referenced

below in the highlighted section only of ELM 434.143, "Eligible for FLSA-Exempt EAS Additional Pay."

"FLSA special-exempt employees in EAS-18 positions and below are eligible for EAS additional pay if authorized to work more than 8.5 hours on a scheduled day or any hours on a non-scheduled day, even while on a temporary assignment, such as to an OIC position. When authorized work exceeds 8.5 hours on a scheduled day, EAS additional pay is received for the first half hour, as well as for authorized work over 8.5 hours.

**"Regular FLSA-exempt employees in EAS-23 positions and below**

*Continued on page 14*

## Pay for Performance?

**By Chuck Mulidore**  
Eastern Region Vice President

**A**t the 2016 Eastern Region Cabinet meeting in January in Philadelphia, many Postal Service executives were in attendance, including two area vice presidents. These executives heard a very honest assessment from NAPS delegates in attendance about the lack of a pay increase in 2015 for more than 10,000 of our members (including me).

The general response was that 2015 was a “normal” payout year for NPA and that no additional adjustments would be made. Really? The program is called Pay-for-Perfor-

mance. By that standard, EAS employees across all functions in the Postal Service performed exceptionally well, particularly coming off a hugely successful peak season, with improved revenue and reduced costs. As far as

I’m concerned, that is the definition of success and exceptional performance.

The fact that nearly 38 percent of our members could not fit into a box where the goals were set for us doesn’t really speak to the overall success of our efforts; we deserved better.

When NAPS Headquarters asked for a meager 1 percent increase for those who did not qualify under PFP for a payout, based on what other federal employees were receiving, the re-



sponse was a flat-out “no.”

It’s a matter of fairness. Not recognizing the efforts of more than 10,000 NAPS members by granting them a small increase in their pay is just not right. So now the effort moves to 2016 and ensuring we never again have so many NAPS members left without a pay increase as a reward for their dedicated, hard work.

I appreciate that the Postal Service has redoubled its efforts to educate and inform all EAS employees about the PFP system, but we have a responsibility to look out for our families and each other. Get informed and become a PFP expert; the pay increase you save may be your own. And in case no one has told you lately, thank you for the job you do each and every day!

[eastregionvp@icloud.com](mailto:eastregionvp@icloud.com)

### NAPS 2016 State Conventions

Dates	State(s)	Location
April 20-23	California	Embassy Suites, Sacramento
April 22-24	North/South Dakota	The Lodge, Deadwood, SD
May 12-14	Wisconsin	Fox Hills Resort, Mishicot
May 12-14	New England Area	Red Jacket Mountain View, Conway, NH
May 12-14	Northwest Area	Hilton, Eugene, OR
May 26-28	Illinois	Holiday Inn, Rockford
May 30-June 2	New York	Villa Roma Resort, Calicoon
June 2-5	Michigan	Crystal Mountain Resort, Thompsonville
June 2-5	Minnesota	Fair Hills Resort, Detroit Lakes
June 2-5	Capitol-Atlantic Area	Raleigh, NC
June 9-11	Georgia	Sea Palms Resort, St. Simons Island
June 9-11	Pennsylvania	Cranberry Township
June 22-26	Texas	Schitterbahn Beach Resort, South Padre Island
June 23-26	Florida	Hilton Singer Island, Riviera Beach
June 26-27	New Jersey	Resorts Casino Hotel, Atlantic City

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

### SPAC-Mania

*Continued from page 5*

ordinating the LTS registration desk with Branch 11 and former NAPS New York Area VP Ann Konish, Jovan stepped up to be our SPAC Café expert and helped guide members to donate via payroll or OPM deduction. Jovan did not miss a step in keeping our SPAC payroll donations on track.

With all the excitement that surrounded SPAC, we must not forget that LTS also is an opportunity for NAPS members to message our legislative issues to our respective House and Senate leaders. We must continue the energy we had during SPAC-mania.

You made your voices heard at LTS with your SPAC donations. Now, make sure it is heard back in your congressional districts with more one-on-one visits.

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

## NAPS of Note

### Branch 100's Annual Dinner Dance and Scholarship Ceremony

Branch 100 held its 98th Annual Dinner Dance and Scholarship Award Ceremony on Sunday, Feb. 28, 2016. This affair, the third-largest-attended NAPS event, was celebrated by many. Four young adults were the recipients of the Andrew J. Sozzi scholarship award sponsored by M3 Technology. They will graduate from high school this spring and continue with their educations.

The event also was a fabulous day of networking among members, branch officers from across the area



and postal management. The presidents of all three management associations attended. Branch 100 thanked NAPS President Louis Atkins for all his years of dedicated service working for the betterment of NAPS members.

Recipients of the Andy J. Sozzi scholarships, sponsored by M3 Technology, were, from left: Jonathan Eng, son of Danny Eng, mail piece design analyst; Michael Byrne, son of Stephen Byrne, supervisor, Maintenance; Marina Shapiro from M3 Technology; Darius Strong, son of Karen Hargrove, supervisor, Customer Service; and Dustin Pham, son of Tu M. Tu, supervisor, Customer Service.



NAPS President Louis Atkins (center) with Branch 100's Executive Board, from left: Secretary/Treasurer Drew Martin, Communications Coordinator Jeff Wilensky, Vice President of Stations Jim Puccio, Treasurer Tu Tu, President Tom Hughes, Executive Vice President Kenneth Stanley, Recording Secretary Nichelle Gadsen, Vice President of Plant Juan Pastor and Sergeant-at-Arms Vincent Hall.

Among the attendees at Branch 100's annual Dinner Dance and Scholarship Ceremony were, from left: NAPUS President Tony Leonardi, NAPS New England Area Vice President Cy Dumas, NAPS Secretary/Treasurer Brian J. Wagner, NAPS President Louis Atkins, NAPS Branch 100 President Tom Hughes, former NAPS Eastern Region Vice President Dotty Wilman, NAPS New York Area Vice President Jimmy Warden, League of Postmasters President Sean Acord and NAPS Mideast Area Vice President Hans Aglidian.

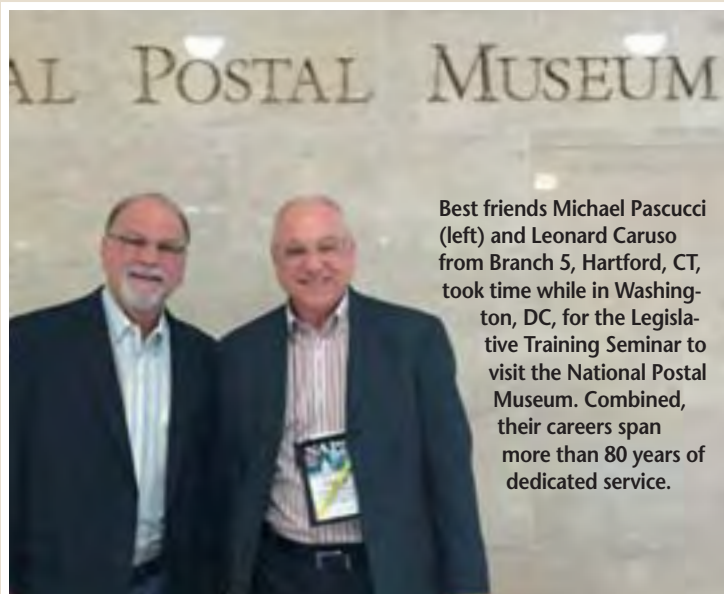




## In Memoriam

**Earl Edward Tasca** of West Warwick, RI, died Jan. 3. He was a former New England Area vice president and member of Branch 105, Providence, RI. He retired after a 40-year career with the Postal Service. He was a United States Navy veteran, serving during World War II on the destroyer *USS Livermore*.

**Harold F. Metts** of Memphis, TN, died March 7. He was a former Cotton Belt Area vice president and worked at the Memphis Bulk Mail Center. Metts continued attending NAPS national conventions; he was looking forward to attending the 2016 National Convention this August.



Best friends Michael Pascucci (left) and Leonard Caruso from Branch 5, Hartford, CT, took time while in Washington, DC, for the Legislative Training Seminar to visit the National Postal Museum. Combined, their careers span more than 80 years of dedicated service.

## New York Area Training Seminar



The New York Area Training Seminar, March 18-20, was well-attended and covered these topics: understanding NPA, analyzing *Title 39*, debt collection, as well as a discussion about what EAS employees would like to see in a pay package, followed by a Q&A session. It also was a great weekend for SPAC; \$5,150 was raised.

Executive Vice President Ivan D. Butts (left) and New York Area Vice President Jimmy Warden (right) presented tokens of appreciation to SPAC donors from the New York Area who achieved the top three levels for 2015. Achieving President's Ultimate Oval were (next to Butts, from left) Dennis Gawron, Thomas Roma and Joseph Amash. Next in the photo, achieving VP Elite, were James Duffy and Scott Slayton. Not available for the photo were Ann Konish (President's Ultimate Oval) and Teriann Burke, Scott Englerth, Isaac Middleton and Keith Krempa; they all achieved the Secretaries Roundtable.



# ELECT CHUCK MULIDORE

**NAPS NATIONAL SECRETARY/TREASURER**

**Strong-Experienced-Leadership**

- NAPS Branch 133 VP
- NAPS Branch 133 President
- NAPS Ohio State President
- NAPS Pioneer Area Vice-President
- NAPS Eastern Region Vice-President
- Supervisor
- Station Manager
- Postmaster
- Manager Post Office Operations (POOM)
- Manager Operations Programs Support (MOPS)

*I have no illusions about the difficult task ahead, but I feel called to serve at NAPS HQ.*

*I pledge to you my hard work, dedication, strength and resolve to improve this grand organization. My total commitment is to improving the lives of NAPS members across the country. We need leadership that will work together at NAPS HQ to forge a new future for our association ... these difficult times require strong leaders that want to be a part of that next generation of leadership that will drive us forward into the 21st century.*

## MY FAIRNESS PLATFORM

- **Improved EAS Pay System**
- **Improved Workplace for all EAS**
- **Maintain Financial Transparency at NAPS HQ**
- **Keep Tight Budget Controls at NAPS HQ**

## CHUCK MULIDORE

- **Strong Manager**
- **Experienced NAPS Leader**
- **Qualified and Prepared to Lead**







Portland Branch 66 hosted its annual brunch March 20 at the Riverview Restaurant in Troutdale, OR. There was a SPAC fund-raiser and scholarship presentation, as well as an opportunity to network with local members. From left: NAPS Executive Vice President Ivan D. Butts, Northwest Area Vice President Cindy McCracken, Western Region Vice President Marilyn Walton, Branch 66 President Aric Skjelstad and Portland District HR Manager Mike Norborm.

## March 9 Consultative

*Continued from page 9*

positions, except postmasters and officers-in-charge, are eligible during the designated Christmas period provided they are authorized to work over 8.5 hours on a scheduled day or any hours on a non-scheduled day and the additional hours are spent directly supervising bargaining-unit employees in mail processing or delivery functions."

While EAS-19 managers at CCCs do supervise bargaining-unit employees, they are not supervising bargaining-unit employees in mail processing or delivery functions as outlined in ELM 434.143. Additionally, only FLSA special-exempt employees in EAS-18 positions and below are eligible for additional pay.

The same rule applies to eligibility for overtime pay to exempt EAS-23-and-below employees during the Christmas period and is outlined in ELM Exhibit 434.141a, "Postal Overtime Pay Eligibility Table." FLSA-exempt EAS employees must supervise bargaining-unit employees in mail processing or delivery

functions in order to be eligible for additional pay.

The USPS is not interested in changing the policy. However, NAPS can provide a proposal to address this in the future.

NAPS contends that CCC employees are required to work the Christmas season as a result of plant and delivery operations and increased volume. The ELM existed before establishment of the CCCs. NAPS is requesting this compensation only for the Christmas season.

### Additional consultative issues and comments:

NAPS sent a Freedom of Information Act (FOIA) request to USPS Headquarters regarding EAS-12 and -14 confidential secretaries. The USPS provided a partial response to NAPS Headquarters, but additional information is forthcoming regarding the FOIA request.

NAPS discussed issues with VMF levels and how a position is reviewed for the field. NAPS and the USPS will follow up on reviewing the metrics of VMF.

## Executive Administrative Schedule (EAS)

Annual Salary

Effective Jan. 09, 2016

(Day 1, Week 1, PP 02-2016)

Grade	Minimum	Maximum
A-E	\$13.36	\$19.39
1	\$24,522	\$32,004
2	\$25,324	\$33,053
3	\$26,156	\$34,139
4	\$27,213	\$35,518
5	\$28,119	\$36,701
6	\$29,135	\$38,026
7	\$30,326	\$39,582
8	\$31,543	\$41,168
9	\$32,775	\$42,776
10	\$33,984	\$44,356
11	\$36,148	\$55,240
12	\$37,882	\$57,891
13	\$39,649	\$60,592
14	\$41,719	\$63,756
15	\$44,004	\$67,246
16	\$45,782	\$75,207
17	\$47,814	\$78,541
18	\$49,913	\$81,991
19	\$52,277	\$85,877
20	\$55,113	\$90,535
21	\$57,791	\$94,933
22	\$61,316	\$102,888
23	\$64,659	\$108,494
24	\$67,861	\$113,864
25	\$71,234	\$119,529
26	\$74,788	\$125,490

## The Postal Supervisor 2016 Production Schedule

Issue	Copy Deadline*	Mails
JUNE	APR 25	MAY 13
JULY	MAY 23	JUNE 10
AUG	JUNE 14	JULY 5
SEPT/OCT	AUG 30	SEPT 30
NOV	OCT 4	OCT 24
DEC	OCT 27	NOV 17
JAN 17	NOV 28	DEC 14

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





# Dillard

Financial Solutions, Inc.



Steve Dillard  
CHFEBC<sup>SM</sup>

SMARTER RETIREMENT PLANNING

## Learning How to Maximize Your Retirement Income

Steve Dillard, CHFEBC<sup>SM</sup>, President & CEO of Dillard Financial Solutions, Inc.

**M**any Postal Employees retire each month without knowing they could have received an additional \$2-5k in retirement income per year. That's a significant loss of income and it's easy to make sure this doesn't happen to you.

If you are under the FERS, CSRS or CSRS Offset system, there are many retirement income options available to you. Here at Dillard Financial Solutions, Inc., we have spent the past 5 years developing a program that will help you maximize your retirement income from Social Security, Thrift Savings Plan, and your Federal Pension.

We begin by showing you the maximum Social Security Benefit. There are literally hundreds of ways for you and your spouse to draw Social Security. We have looked at the different opportunities for Social Security as well as the rules that are in place and we are able to show you how to maximize this valuable income source including your options before and after age 62 and what happens at death.

The second step is to look at your Thrift Savings Plan. The government will not provide you with a Financial Team that will customize your options for retirement. We have a program to show you exactly what you need to do with your money, how to grow it and how to receive it throughout retirement. There are many options that the government doesn't share with Postal Employees — options that could give you more income while protecting your money and staying up with the rising costs due to inflation as well as new spouse benefits.

Next, we will take a look at the income provided by your Federal Pension Program. We can provide you with a current, up-to-date analysis that will show your monthly income and your Spouse Survivor Benefit Plan based on your 11i-3 Average as well as many of the costs you will incur during your retirement years. The decisions you make before retirement will affect your income for the rest of your life.

**To receive your customized Retirement Income Maximization Analysis, contact us today at [Info@dillardfinancial.com](mailto:Info@dillardfinancial.com) or toll-free at 800.692.7643 and one of our licensed representatives will assist you with your personalized financial analysis.**

Your personal information will never be sold or used for any reason other than to obtain your personalized income analysis. We have helped over 20% of NAPS members maximize their retirement income with our Retirement Income Maximization Analysis, often times gaining them thousands of dollars throughout their retirement. Don't miss out on this valuable asset. Call us today!

*The above article was written by Steve Dillard, CHFEBC<sup>SM</sup>, President & CEO of Dillard Financial Solutions, Inc. Dillard Financial Solutions, Inc. is not endorsed by NAPS or the US Postal Service. All information is provided free of charge to NAPS members. DFS, Inc. is not a member of any government organization. Returns are guaranteed by the reserves of the issuing insurance companies. Applicants must meet suitability requirements. State and Federal Regulations in your area apply. Contact us to find out more about the options available in your area.*

## Bruce Moyer

NAPS Legislative Counsel



One of the more controversial proposals within Sen.

Tom Carper's postal reform measure, S. 2051, is the provision establishing a separate health insurance pool for cur-

the postal Medicare integration, especially during an election year.

While Carper's bill hasn't yet been scored by the Congressional Budget Office,

the agency earlier estimated that a similar Medicare integration proposal included in a postal reform bill in the

previous Congress would push Medicare costs up by \$13.2 billion over 10 years.

While that's a lot

of money, it's a tiny percentage of the overall assets held in the Medicare Trust Fund.

The Medicare enrollment mandate has riled some postal retirees because of its arbitrariness and increased premiums. The prospect of relentlessly rising Medicare premiums far into the future fuels their uneasiness. While all four postal unions strongly support postal Medicare integration, the National Active and Retired Federal Employees Association has expressed concerns.

Currently, Postal Service retirees, like all other federal retirees, receive full FEHBP coverage in retirement. They, like all Americans, have also paid into and are eligible for Medicare. In fact, approximately 92 percent of Medicare-eligible postal annuitants participate in Medicare Part A and approximately 78 percent participate in Medicare Part B.

Cost savings are the primary motivator to create a Medicare-integrated postal health plan. The Postal Service has paid nearly \$50 billion toward the future costs of retiree health care, as required by the 2006 postal law and its prefunding obligation. But the Postal Service still owes another \$50 billion under the law, a considerable portion of which could be wiped away

by Medicare integration. The agency estimates it could reduce that liability by up to \$32 billion with this proposal.

Many private companies require their retirees to fully participate in Medicare. But, under current law, the Postal Service, as a government entity, cannot impose that requirement. The USPS is the largest single payer into Medicare, second only to the entire federal government, with payments of \$29 billion into Medicare since 1983.

### How It Would Work

Medicare integration would require Medicare enrollment by postal retirees who are eligible (age 65 or older) for Medicare parts A and B and would provide prescription drugs through a Medicare Part D Employee Group Waiver plan.

Carper's bill would require the Postal Service to create separately rated plans within FEHBP, beginning with the 2017 contract year. Those plans would be fully integrated with Medicare and offered by any existing FEHBP carrier that currently covers at least 1,500 postal employees and retirees.

At the end of the day, will Medicare integration be a good move for postal retirees? Many NAPS retirees believe it will. According to Blue Cross, retirees with Blue Cross/Blue Shield Basic Option coverage, for example, who sign up for Medicare coverage as their primary insurer likely would see their co-payment amounts waived for covered services when they used preferred providers. Blue Cross also says the cost of Medicare premiums may be offset entirely by the breadth of free and low-cost coverage made available. The experience of many NAPS retiree members who have signed up for Medicare has borne that out.

[bruce@moyergroup.net](mailto:bruce@moyergroup.net)

## Medicare Integration: A Good Move?

rent and former postal workers, along with the requirement that postal retirees enroll in Medicare when they become eligible.

The proposal would create a new postal-only health program within the Federal Employees Health Benefits Program (FEHBP) for all postal employees and annuitants that is integrated with Medicare parts A, B and D. Medicare would become the primary insurer; the FEHBP would become the secondary insurer. All postal retirees and their dependents would have to sign up for Medicare to continue coverage under FEHBP, but a standard penalty for previously failing to sign up for Medicare would be waived.

### Where NAPS Stands

NAPS has supported the Carper postal reform measure, but considers the Medicare integration proposal as a work in progress as congressional committees with jurisdiction over Medicare continue to look closer at the proposal and its costs. Discussions have dragged slowly in both chambers—especially the House—standing in the way of introducing a possible comprehensive bill. Some lawmakers don't relish the likely increase in Medicare program costs generated by



# Support Operation Comfort Warriors



**Operation Comfort Warriors** is a program dedicated to meeting the needs of wounded, injured or ill military personnel by providing them with comfort items not usually supplied by the government.

**About OCW**—As the war in Afghanistan winds down, U.S. military personnel are coming home where they join other recent veterans who served in Iraq. Many of these service members have left the battlefield only to be faced with a new fight: a struggle to overcome the mental and physical wounds suffered during deployment. Those with traumatic brain injury (TBI) or post-traumatic stress disorder (PTSD) are returning home in unprecedented numbers. In fact, the Army has said that up to 20 percent of the men and women who served in Afghanistan or Iraq have suffered TBI.

Even as the wars conclude, those in the military still face inherent dangers while fighting the global war on terrorism, during training exercises and while performing other dangerous duties. While the care at many military hospitals and warrior transition units is extraordinary, the American Legion's Operation Comfort Warriors (OCW) program was created to provide "nonessentials"—items that help wounded warriors' recovery, but

don't usually show up as a budget line on government spreadsheets.

**How it Works**—The Legion contacts officials at military hospitals, warrior transition units and surrounding communities and obtains lists to determine which items are needed by wounded, injured or ill service members. Once a need is identified, the items are ordered by the Legion and delivered in an expeditious manner. It's as simple as that; no red tape.

**How You Can Help**—Most military medical centers are not equipped to store large quantities of care packages. The Legion strongly prefers monetary donations so it can expedite the purchase and delivery of items to troops.

**How to donate**—Go to <https://www.members.legion.org/tal/donate?trantype=OCW> to contribute a donation electronically.

Checks may be mailed to:  
Operation Comfort Warriors  
The American Legion  
5745 Lee Road  
Indianapolis, IN 46216

*Thank you,  
NAPS Headquarters*

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# Securing a Prosperous *for the Postal*

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

**N**APS members came to Washington, DC, for the annual Legislative Training Seminar at a critical time for postal reform. More than 500 NAPS and Auxiliary members attended the seminar March 6-9. Ex-

ecutive Vice President Ivan D. Butts welcomed everyone at the opening session Monday morning. He told delegates this is an important time not just for NAPS, but the Postal Service, as well, to make postal reform a reality and keep the USPS moving forward.

“Thanks for taking time out of your busy schedules to come and participate in this event,” he said. “As EAS employees, we show resilience and dedication as we lead America; let’s use that same resilience and dedication this week to make a real dif-



**U.S. Marine Band**



Executive Vice President  
Ivan D. Butts



President Louis Atkins



Secretary/Treasurer  
Brian J. Wagner

# Future *Service*

ference on Capitol Hill.”

Indiana Legislative Chair Paul Norton recognized the members who participated in Sunday’s wreath-laying ceremony at Arlington National Cemetery’s Tomb of the Unknown Soldier: Greg Murphy, Branch 102, CT; Virginia Price-Booker, Branch 131, MO; Jesse Austin, Branch 122, TX; and Karen Douglas, Branch 183, NC. Norton also recognized Ivan Butts for his involvement in veterans’ organizations, including Wounded

Warrior Project and Operation Comfort Warriors. “Ivan has a passion for veterans!” he declared.

President Louis

Patti Lynn, Branch 296, Ft. Lauderdale, FL, gave Monday morning’s invocation.

Atkins welcomed everyone to Washington, DC, explaining that, over the next couple days, delegates would gain a better understanding of the situation facing the USPS and have the opportunity to educate legislators about these challenges. “The current situation on Capitol Hill makes your work challenging, but important,” he said. “This LTS is a very important event. Your meetings





**2016  
LTS**



Executive Vice President Ivan D. Butts (right) and Paul Norton (left), Branch 8, recognized the NAPS members who participated in Sunday's wreath-laying ceremony at Arlington National Cemetery: Jesse Austin, Branch 122, who served in the U.S. Navy; Karen Douglas, Branch 183, who served in the U.S. Naval Reserves; Greg Murphy, Branch 102, who served in the U.S. Air Force; and Virginia Price-Booker, Branch 131, who served in the U.S. Navy.

with lawmakers will lay the foundation for postal reform measures. We need common-sense legislation!"

Atkins said the effects of service standard reductions are being felt throughout the network. "We need to take action and educate Congress on the simple fact they are key to the survival of the USPS," he added. "Everyone in this room has a unique perspective as managers, postmasters and supervisors. We understand the impact service standards are having. We understand the harm it causes our communities."

He pointed out the USPS is doing something right because revenues are higher than they have been in the past three years, but the agency must stop stunting its own growth. "Saving the Postal Service can happen," he told delegates. "Think of yourself as a teacher; you are responsible for educating members of Congress and their staffs on a healthy USPS. It is an American

issue—not Democrat, Republican or Independent. We are not a government agency that wastes taxpayer dollars; we are driving the economy."

Atkins described the Postal Service as a vibrant and functional enterprise that helps large and small businesses across the country. "If we get the message across, we can secure a prosperous tomorrow for the Postal Service," he urged. "We make a difference in the lives of our members and the American people. Let's do it!"

Butts discussed the importance of the Supervisors' Political Action Committee (SPAC). He stressed the importance of building strong relationships with Congress and supporting SPAC. He said NAPS members' voluntary financial support enables NAPS to grow its relationships with its champions on Capitol Hill. "We need a strong SPAC treasury to support these efforts," he explained. "With your continued support, we can be involved in





**Auxiliary President Sharon Mathews**

fund-raisers here and in your home districts.”

Butts said the NAPS Legislative Team identifies legislators who support NAPS efforts and then directs funds to them to increase chances for legislative success. The SPAC Internet Café was set up near LTS registration for members to easily sign up for payroll or OPM deductions. Butts also urged members to sign up for the new “Drive for Five” campaign. He pointed out that dedicated Auxiliary members were on hand to take individual donations for SPAC.

National Auxiliary President Sharon Mathews also welcomed everyone to LTS, reiterating that Auxiliary members would be supporting NAPS and selling raffle tick-



**Legislative Counsel Bruce Moyer**

ets for SPAC during LTS. She spoke of past Auxiliary President Kris Michaelson, who died this past December, and her longtime support of SPAC. In her memory, Mathews presented a necklace for the SPAC gift raffle. “Kris was a sparkling jewel,” she said, “and is missed by all.”

NAPS Legislative Counsel Bruce Moyer asked the nearly 50 first-timers to stand and be recognized. He said NAPS is like a family and welcomes its new “members.” He told delegates that, despite the House not being in session dur-



**Auxiliary members helped raise money for SPAC.**

# 2016 LTS



**Auxiliary members sold limited-edition travel blankets emblazoned with the NAPS logo.**

ing LTS, they would be meeting with House and Senate staffs—the real work-horses of Congress. “Their bosses rely on them for expert judgments,” he explained. “In every office, someone is designated as the ‘postal’ person.”

Moyer also encouraged NAPS members to meet with their representatives back home, describing this week’s visits to the Hill as a warm-up for the meetings back home. “The only way to convey the need for postal reform is to talk face-to-face,” he urged.

He talked about the Postal Service’s package business, describing it as a growing aspect of the agency’s revenue stream. PMG Megan Brennan said in February that shipping and package revenue had grown 13.5 percent over SPLY; it was particularly strong over the holiday season, with a 16 percent increase. And the agency continues to grow its e-commerce business. Revenue dropped in 2008 and 2009; around 2012, it started to pick up.

Brennan added, “Despite these achievements and the best efforts of our

employees, our financial condition will worsen without legislative reform. It is solvable through the enactment of prudent legislative reform.”

“That is the message we’re taking to Capitol Hill,” Moyer said. “Prudent legislative reform. There is a chance Congress could get it done this year. We’ve been through and through these issues, but there still are barriers.”

Congress remains frozen in gridlock, he said. Sen. Ron Johnson of Wisconsin, chairman of the Senate Homeland Security and Governmental Affairs Committee, is impeding progress toward achieving reform. He is facing a tough re-election battle and playing it safe; postal issues are a rocky road for him because of Wisconsin’s many jobs associated with the printing and paper industries.

On the House side, Rep. Jason Chaffetz of Utah, chairman of the House Oversight and Government Reform Committee, has talked about postal issues, but has yet to put together a bill. Moyer said if anything happens regarding postal





reform legislation, it will happen first in the Senate.

“We have to keep pushing,” he stressed. “This town only works when it hears the wheels squealing. You have to be pushing on those wheels tomorrow on Capitol Hill.”

He talked about the exigency surcharge set to expire on April 10. “What are the chances the exigency will be sustained and made permanent past April 10?” he posed. “Probably not a big chance.” The USPS has estimated losing the exigent surcharge will cost \$2 billion a year.

Moyer told delegates Postal Headquarters has not announced what it will do in

response to the drop in revenue. The fear is the agency will start closing and consolidating plants again, with resulting erosions in service.

Sen. Tom Carper’s (D-DE) bill, *iPost* (S. 2051), has bi-partisan support. Since its introduction, Carper and his staff continue to have discussions to get all stakeholders on board with the bill. “We’re nearly there,” Moyer said. “But not all hands are on deck—particularly the rate-payers and mailers. They have focused on the rate issue, knowing that rates will be reset next year and wanting to preserve those decreases as a result of the April 10 expiration of the exigency surcharge.” In 2017, the Postal Regulatory Commission (PRC) is required by the 2006 “Postal Accountability and Enhancement Act” to undertake a massive assessment of rates.

Moyer summarized the main elements of S. 2051:

1. Make the exigency surcharge permanent.
2. Fix the retiree health prefunding burden.
3. Integrate Medicare coverage for eligible postal retirees.
4. Impose a three-year moratorium







**2016  
LTS**



**Deputy PMG Ron Stroman**

on plant consolidations and suspend further reductions in the hours of rural post offices.

5. Provide the Postal Service pricing and product flexibility with greater opportunities to push new products, as well as ship beer and wine.

6. Provide MSPB appeal rights to non-supervisory employees. Also, the Postal Service would not be able to change agreements with the management associations after pay talks are concluded.

"These are the main provisions of S. 2051," he said. "We've been around this park many times before. We need to get it done, finally, this time."

President Atkins introduced Deputy Postmaster General Ron Stroman, calling him a friend of NAPS who always listens to its concerns and issues. Stroman said he was delighted to be among friends at LTS. "Thank you for all the great work the peo-

ple in this room have done over the past year," he said. "You have kept the ship afloat and moving in the right direction."

He referred to the agency's increase in package deliveries this past year at an unprecedented rate. "The processing of those packages has been a challenge and continues as it grows," he said, "but it is essential to make sure we are able to get those packages processed and keep Standard Mail going. People see value in the mail and our mailers are seeing more and more value in the mail as they take advantage of our digital offerings."

Despite the positives, though, there are financial issues that continue to confront the Postal Service; First-Class Mail continues to decline about 4 percent a year. "Coming together and getting postal reform legislation passed is the only way we will ultimately stabilize the finances of the Postal Service," he declared. "It is so

important to the people in this room and the American people that we have a Postal Service that doesn't have to go year to year looking over its shoulder."

Stroman pointed out the need to invest significant money in new vehicles and infrastructure, including new package-sorting equipment. And the only way to make these kinds of investments in equipment, vehicles and the employees is with postal reform legislation. "Even though we are in an election year," he said, "there are changes that have made this year more interesting, more exciting and the prospect for legislation more real and tangible than in the past four years—driven largely by a decision to work with our stakeholders."

Stroman described the discussions regarding legislation going on behind the scenes as unprecedented; that's where the work really gets done. "The real work of Congress is staff members sitting down at the table and doing the tough work with stakeholders—discussing their issues and getting something accomplished," he said.

"At the end of the day, we're in a stronger position today, I believe, than we



**PRC Vice Chairman Nanci Langley**

have been at any time since 2006 on getting postal reform enacted. Your presence today could not have come at a more appropriate time. The American people are counting on us to get this done."

PRC Vice Chairman

Nanci Langley addressed NAPS delegates, thanking them for the great work they do to educate people on the need for a strong and vital Postal Service. She provided background on the 4.3 percent exigent rate surcharge approved by the commission in 2013.

The PRC's intent was to provide transparency to the public and ensure the USPS did not over-collect. By the end of February, the agency had collected \$4.423 billion







in cumulative surcharges. Hence, the surcharge will expire on April 10. The Postal Service has filed an appeal, contending it is due an additional \$3 to \$8 billion in revenue surcharge; the appeal remains pending in the courts.

Langley said that, absent congressional action or a favorable decision on the appeal, rates for market-dominant products will go down. It will be the first price reduction in nearly 100 years, she pointed out.

Tammy Whitcomb, acting Postal Service inspector general, joined Butts and Moyer for a discussion about USPS innovation. Whitcomb noted that the Office of Inspector General (OIG) is focused on promoting economy and efficiency in the Postal Service and looks to detect and prevent fraud and abuse. She thanked NAPS members for providing information that has helped the OIG do its work. "You see



**Acting USPS Inspector General Tammy Whitcomb**

things we might never see," she said. "The more we get from you about concerns, the better we can work together to address the issues."

The world is changing and it's important that the Postal Service be innovative, she pointed out. Among the initiatives are innovations in mailpieces, looking at how the human brain responds to mail, providing financial services, using postal vehicles to perform a variety of functions and look-



**David Williams retired in February as the Postal Service Inspector General. In appreciation of his service, the resident officers presented him with a crystal Capitol dome.**



**Ivan Butts and Bruce Moyer thanked Tammy Whitcomb for chatting with them about the exciting ideas for innovation being considered for the Postal Service.**

ing at public-private partnerships the USPS can pursue.

Whitcomb pointed out the importance of bringing mail pieces into the digital age and interacting with smartphones. "Mail still remains the largest revenue source for the Postal Service," she said. "Packages are hot, but mail still is a very important product."

Some of the interactive elements that have been explored include connected mail using QR codes. Electronic mail features include a video embedded in a mail piece—making mail intriguing and interesting. The agency also has done pilots with "informed delivery."

"I get an e-mail to my personal account that shows a photo of all the mail I'm going to receive that day," she explained. "It's an interesting way the USPS is making mail more relevant in the 21st century."

She said the OIG worked with younger focus groups to explore how they

value the mail. "They were very intrigued with how to make it more digitized; I think there's tons of opportunity," she observed.

Regarding how the brain responds to mail, the OIG partnered with Temple University in Philadelphia, which used neuroscience to look at responses to digital and physical advertising—how the brain processes the content. "Advertising mail still composes almost \$20 billion of USPS revenue—about 31 percent," she said. "Understanding how to make it more valuable is essential."

The research found that digital ads trigger a faster response, but that physical ads trigger the part of the brain responsible for valuing and desirability—they resonate longer. This raises the question: What is the right sequence a marketer should use—send a mail piece, then follow up with a digital ad? More research needs to be done.

Moyer referred to two reports the OIG





issued regarding the potential use of banking to create more revenue—potentially a \$9 billion market. Whitcomb said about 25 percent of households are underserved by the current banking system. The Postal Service has experience in remittance services and other areas the OIG looked at as a natural springboard that could use infrastructure already in place.

There has been pushback from the banking industry, but many people don't realize the Postal Service offered a savings program until 1967; around the world, posts offer these kinds of services. "Our first paper was more exploratory," she explained. "The second was more targeted and looked at how it could be done. The agency could expand its suite of financial services, possibly in partnership with other financial institutions. Also, many underserved areas—so-called banking deserts—have post offices. We see opportunities." Butts commented that pushback from the banking industry is part of the challenge in expanding these services.

The Postal Service does significant business in money orders, but, surpris-

ingly, the percentage is going down, while money orders in other areas are increasing. According to Whitcomb, there has not been attention on growing this business. In post offices where it is a focus, it has been profitable.

Butts asked Whitcomb how the OIG sees the Postal Service getting into an exciting new market—the Internet of Things (IOT). She reiterated how everything is going digital; everything is connected with sensors. The OIG looked at the Internet of postal things. Postal vehicles are on the road every day and could help cities by reporting potholes and what streets need snow plows. Mailboxes could communicate the need for stops; pickups could be scheduled in real time.

"There are a lot of exciting opportunities," she said. "We need to explore how the Postal Service can participate with the infrastructure already in place. The worldwide market for these types of proximity services is estimated to be about \$10 billion."

Next, Butts discussed the importance of SPAC. He told delegates that, at last year's LTS, \$24,000 was raised. "This helped us set the course for the rest of the year and what we accomplished," he said.



Jovan Duncan, NAPS membership manager, invited delegates to visit the SPAC Internet Café to sign up for regular SPAC contributions.



Ivan Butts introduced Katie Maddocks, NAPS' new legislative representative/PAC manager.

"We talked about being at the top of the pyramid; that's what we did. We used our funds judiciously and went to events in DC and at home districts, which put us at the top of the pyramid. Thank you for being available in your home districts."

With SPAC funds, NAPS hosted a luncheon last April for Sen. Heidi Heitkamp (D-ND). "When you're the host," he explained, "you get to be at the forefront of the event and drive the con-

versation." They talked about focusing on service as it stood with the plant closings and consolidations.

"We were able to connect plant closings and POSTPlan to declining and poor service for the senator," Butts said. "That's something she had heard from her constituents; service was getting bad. We talked about the effects from closing the Minot, ND, plant. From that, she was available to make that connection—bad service and plant closings."

Following the luncheon, on May 6, Heitkamp and six other senators met with PMG Megan Brennan to talk about rural service and the impact of rural consolidations. On May 22, Brennan announced that consolidations would be put on hold.

"That's our SPAC dollars being used smartly," he declared. "It put us at the top of the pyramid with a champion being willing to advocate for us. She had the meeting scheduled, but we







**Top 2015 SPAC donors were, from left: Kevin Trayer, Jimmy Warden, Ann Konish, Ivan D. Butts and Kym Mullins.**

made the picture clearer for her because of how we used our SPAC dollars. That's why I talk about SPAC so much and why you need to be engaged so much and give these funds to support these champions who will fight for us in DC."

The total for SPAC contributions for 2015—a non-convention year—was \$223,850. Butts announced the top achievers in the SPAC categories:

Top region: Southern, \$53,901

Top per-capita region: Central, \$9.63

Top area: Southeast, \$29,410

Top per-capita area: Michiana, \$12.93

Top state per-capita: Maine, \$31.22

Top state: Florida, \$25,816

Butts recognized the top-five donors: 5th—Kevin Trayer, Branch 142; 4th—Jimmy Warden, Branch 100; 3rd—Ivan Butts, Branch 355; 2nd—Ann Konish, Branch 11; 1st—Kym Mullins, Branch 81.

Donations from the 323 members of the Continuous Contributors Club (CCC) totaled \$122,929. Knowing how much will

come in on a regular basis helps NAPS forecast how it will use its funds to support its champions and help legislators in their efforts to support the issues important to NAPS and the Postal Service.

This year, CCC was rebranded the "Drive for Five" campaign. Western Region Vice President Marilyn Walton chairs the Executive Board's Legislative Committee. She recognized her fellow committee members—VPs Jimmy Warden, Kevin Trayer, Richard Green and Bob Bradford—and said it's great to work with such an energetic group dedicated to raising funds for SPAC. She also is communicator for the California Postal Legislative Coalition; its members are committed through their PACS to help save the Postal Service.

The "Drive for Five" campaign's goal is to get NAPS members to commit to being continuous contributors. "Ivan and Bruce need to plan on how they can give money," she said. "We need access to these legislators. You see the foolishness



**Western Region Vice President Marilyn Walton urged NAPS members to join the “Drive for Five” campaign.**

going on; it’s ugly out there. We have to get their attention. I know you can do it!”

“It’s an honor to do what I’m doing and do what we do,” Butts told NAPS members. “There’s a lot going on here; things move up and stall or stop up. Just like the gears in the LTS theme this year, we’re pushing and turning these gears to continue to move forward. I ask for your continued support to keep NAPS moving forward. We’ve got to keep moving when the wheels of progress stop moving.”

Moyer introduced Jessica Klement, NARFE’s legislative director. NAPS is a member of the Federal Postal Coalition—31 organizations that represent the interests of active and retired federal and postal employees. When you consider family members, as well, that represents 5 million Americans. “That’s a lot of constituents,” Moyer said. NARFE, a member of the coalition, works with NAPS on a number of issues because they have some of the same interests and members. NARFE also has been a partner in urging postal reform.

Klement said NARFE does not represent just retirees; about 10 years ago, it opened up membership to active workers. About 35 percent of its membership is active and retired postal employees. “Postal reform is a big part of our legislative agenda,” she explained. “NARFE agrees you get

more done when you work with your coalition partners.” The camaraderie among the federal and postal groups has been a plus when fighting back attacks on federal pay and benefits.

She discussed the latest windfall elimination provision (WEP) legislation. As postal employees know, the WEP is a penalty on retirees’ Social Security benefits if they worked in a private- or public-sector job and did not pay into Social Security. The WEP reduces the Social Security benefit.

Bills have been introduced every Con-



**NARFE Legislative Director Jessica Klement**





## 2016 LTS

gress to repeal these unfair provisions, but they don't go anywhere because of the potential costs. The latest WEP reform bill, H.R. 711, was introduced by Rep. Kevin Brady (R-TX) who is chairman of the House Ways and Means Committee.

Klement explained that the bill puts people into two categories: those who will turn 62 after 2016 and those already 62. The first group—not yet 62—will be facing the WEP penalty in the future. The bill uses a new formula to more fairly calculate the penalty. Most would see a lower WEP penalty after they turn 62 and start collecting Social Security.

For those already 62 and collecting Social Security, the bill doesn't change the formula, but reduces the WEP penalty; annuitants would get some money back. The bill gives the Social Security Administration (SSA) greater enforcement power to find people who are dodging the WEP and recoup some money. This money would go to those already 62. Klement pointed out it is highly unlikely federal retirees are willingly dodging the penalty.

"By how much will this reduce your penalty?" she posed. "We don't know; we can guess what it may be. The bill states the WEP penalty would be no more than 50 percent. Those penalized the most are capped at \$400. Under the bill, that penalty would be reduced by no more than \$200, if everything works out perfectly. The SSA actuaries decided people would see a 30 percent reduction in their WEP penalties."

Klement said she has gotten a lot of grief from NARFE members who think there should be full repeal or nothing. "These bills are unfair," she said, "but it has been decades without any action. We think this bill may move and NARFE can play a part."

It helps that Brady is chairman of the House Ways and Means Committee, which has jurisdiction over Social Security and this bill. She pointed out it has wide bipartisan support because it is not a partisan issue. It affects more than 1.5 million people. Also, the legislation is cost-neutral; they collect the money and give the money back. "When you're trying to get something through this very polarized Congress," she said, "you need something that doesn't cost money."

Klement said she is hopeful the committee will hold a hearing; there is no guarantee it will get to the House floor. NARFE is working on convincing the Senate to take up the measure. H.R. 711, "The Equal Treatment of Public Servants Act," is a priority for Brady and his staff.

Butts introduced Sen. Heidi Heitkamp (D-ND) as "one of the most forceful advocates in the Senate for a robust, customer-oriented Postal Service." She truly has been a champion for NAPS members.

Heitkamp told delegates she loves what they do and how committed they are to their customers—the people they serve every day. "It doesn't go unrecognized by the citizens of this country," she declared. "I think one of the reasons I'm so passionate about this issue and management of the Postal Service is I know how important it is to keep morale up and continue to say 'thank you' to the men and women who work incredibly hard every day."

She said she is heartened with the new leadership at Postal Headquarters; there is a new opportunity to change things. But there are problems. "We used to do better," she said. "Now, we're hampered because we closed too many service centers, we don't staff appropriately and we don't appreciate the people who work there."



**Sen. Heidi Heitkamp**

How do we get rid of prefunding? How do we innovate equipment? How do we create a reward system and recognize the commitment of Postal Service employees who have earned the reputation as the number one federal agency in America?

Heitkamp said she takes her responsi-

bility on the committee with jurisdiction over the Postal Service very seriously. She credited the work of Sen. Tom Carper (D-DE), saying no one has been more of an advocate to make sure committee members do their jobs in regard to the Postal Service.

“One thing I learned after the first bill,” she said, “is if I am not more forceful in what I believe should happen, I won’t achieve the results my state wants achieved. I need higher quality, better delivery and better commit-

ment to delivery in rural America.”

To address service issues in her state, Heitkamp started the “Fix My Mail” initiative in January 2014. It’s a grass-roots effort to hear from North Dakota residents about problems they have encountered with delayed mail delivery and poor service. In response, she introduced the



**Sen. Heidi Heitkamp—a champion for NAPS members—and the resident officers**



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"Rural Postal Act of 2015" to call attention to rural delivery and post offices.

Heitkamp told NAPS members people in rural communities are more isolated and more elderly; they depend on their mail. "They want to get their newspaper every day; they want to get their meds," she stressed. "They want to know that the system works and the person who delivers the mail cares about them."

She pledged to continue to work on service standards and represent rural customers, but was not optimistic that postal reform will be accomplished in this Congress. "We have a lot of work to do between now and next year," she said. "I see some growing interest in the House to address this issue."

Heitkamp urged NAPS members to deliver one simple message to their lawmakers: "We're doing our job every day and our job is getting harder because you're not doing your job." She said it's impor-

tant to reinforce this message so Congress is reminded of the role it must play to return the Postal Service to quality standards.

"We will do everything we can for the men and women who work hard every day delivering the mail and being the most trusted employees in the country," she promised.

Sen. Jon Tester (D-MT) greeted NAPS delegates. "As I walked in here," he said, "I saw one of my favorite senators, Heidi Heitkamp, standing outside. We both agreed there is no reason we should still be here today talking about this issue!"

Tester thanked members for their work, observing they have been under almost constant attack for a decade. "A previous administration and Congress decided you would prefund your retiree health benefits," he said. "Since then, the USPS has gone from the black to the red. Now, on April 10, we're facing a deadline to

**Sen. Heidi Heitkamp with NAPS North Dakota delegates**





**Sen. Jon Tester**

force the USPS to lower prices—a \$2 billion hit. Without a fix, the agency simply won't be able to meet the needs of its customers; it will have a negative impact across the country, especially in rural states like mine."

Tester said that, without the Postal Service, residents in Montana won't get their stuff. Private couriers don't go on dirt roads and over mountain passes, he pointed out. He admitted that Congress is not doing its job.

He is encouraged with the change of leadership at Postal Service Headquarters, but is concerned it still is making short-sighted decisions. Plant closings and consolidations have had a real impact. "When it hurts delivery and its financial picture, the Postal Service can't cut its way to prosperity," he insisted, "especially when these cuts cost money. And Congress has to do its job."

Tester said Carper's postal bill, *iPost*, is an improvement over the 2014 bill. It strengthens workers' rights via the MSPB, addresses the retiree health benefits pre-funding, looks to invest payments in a TSP-like account, imposes a moratorium on closing processing plants and prevents further post office hour reductions.

"When it comes to fixing the underlying problems," he said, "we're on the same page. I want a page that strengthens service standards and delivers mail

timely in every location. That means strengthening the mail infrastructure."

He described post offices as the backbones of rural communities across the country. The agency cannot abandon the principles of universal service. Also, the USPS needs to invest in necessary equipment and vehicles, as well as get creative in how to better serve customers in the 21st century.

Tester told NAPS delegates their voices are critical to educating his colleagues on Capitol Hill on the need for a strong Postal Service. "We haven't prioritized postal reform this Congress," he said, "which leads me to believe the chairman doesn't believe it's an economic issue or constitutional responsibility. I need your help to get the word out. Nothing gets done without bipartisan support; I will continue to fight for these issues. This is an issue of under-standing performance.

"That is why I hope this is the last



# 2016 LTS



Paul Norton, IN legislative chair, was the recipient of the 2016 “Gold Standard Legislative Leadership” award.

time I stand before you and talk about postal issues. We need to get this thing done! You are in town; you’ve got clout. Tell them what needs to be done. You’re a huge part of our economy and rural American and a huge part of America.”

Butts told delegates Heitkamp and Tester are two powerhouses for NAPS on the Hill representing its members. He thanked all the legislative chairs, commending them for the outstanding job they do, as well as all NAPS members. He



Paul Norton with the award’s namesake, Stanley Gold.

concluded Monday’s session by presenting the “Gold Standard Legislative Leadership” award to Paul Norton, Indiana’s legislative chair, for not just his legislative work, but the work he does for his military brethren, as well.



The Holloway Family provided music at Sunday’s Worship Service.



# ***Wreath-Laying***



NAPS resident officers with members who participated in the wreath-laying ceremony at the Tomb of the Unknown Soldier at Arlington National Cemetery, from left: Executive Vice President Ivan D. Butts; Greg Murphy, Branch 102; Karen Douglas, Branch 183; Virginia Price-Booker, Branch 131; Jesse Austin, Branch 122; President Louis Atkins; and Secretary/Treasurer Brian Wagner.







Rocky Mountain Area Vice President John Aceves and Branch 376 President Shawn Bruffett



# ***First-Timers***



President Louis Atkins



Executive Vice President Ivan D. Butts



Secretary/Treasurer Brian Wagner







Indiana Legislative Chair Paul Norton

Legislative Counsel Bruce Moyer



Miami Branch 146 Legislative Chair and longtime legislative advocate Stanley Gold



Florida State Legislative Chair Ann Strickland

# ***Town Hall Meeting***



Executive Board Chair Larry Ewing

Secretary/Treasurer Brian Wagner



President Louis Atkins







Executive Vice President Ivan D. Butts (center)



Capitol-Atlantic Area VP Richard Green



Pacific Area VP Hayes Cherry and Northwest Area VP Cindy McCracken







Southern Region VP Tim Ford



New York Area VP Jimmy Warden



New England Area VP Cy Dumas



North Central Area VP Dan Mooney (right)





# ***2015 SPAC Contributors at LTS***

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



**VP Elite (\$750)**





## **Secretaries Roundtable (\$500)**



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



## **Supporter (\$100)**





# Capitol Hill Photo Album



The New York delegation met with an aide to Sen. Charles Schumer (D-NY) (left) and an aide to Sen. Kirsten Gillibrand (D-NY).



The Arizona delegation met with Alexandra Lightenstien (center), the aide for Rep. Ruben Gallego (D-AZ), from left: Jimmy Salmon, Tana Ducharme, Juan Luna, Debbie Larochelle, Shawn Bruffett, George Hernandez, John Aceves and Wendell March.



Meeting with Rep. Eleanor Holmes Norton (D-DC) were, from left: Troy Griffin, Tony Jones, Marcellus Wright and Alvin Harper.



Tim Puckett and Jenise Hale met with Sen. Rand Paul (R-KY).



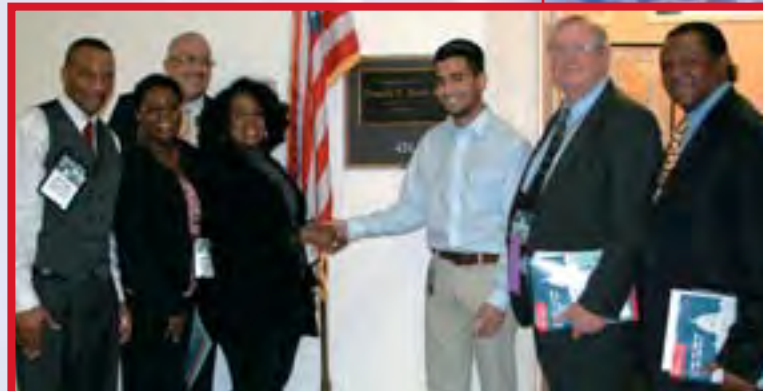
Blanche Olliviere and Ann Thomas with Sen. Tom Carper (D-DE)



The Virginia delegation arrived on Capitol Hill, ready for a busy agenda.



They met with an aide to Sen. Tim Kaine (D-VA).



They discussed legislative issues with an aide to Rep. Don Beyer (D-VA).



They had lots to talk about with an aide to Rep. Bob Goodlatte (R-VA).



And they had a productive meeting at Rep. Bobby Scott's (D-VA) office.



# NAPS Executive Board Directory

## Resident Officers

The resident officers may be contacted at 1727 King St., Suite 400, Alexandria, VA 22314-2753; (703) 836-9660; (703) 836-9665 (fax)



**Louis M. Atkins**  
President  
naps.la@naps.org



**Ivan Butts**  
Executive Vice President  
naps.ib@naps.org



**Brian J. Wagner**  
Secretary/Treasurer  
naps.bw@naps.org

## Regional Vice Presidents

### Central Region (Areas 6, 7, 8 and 9)



**Craig O. Johnson**  
6703 N. Saint Clair Ave., Kansas City, MO 64151-2399; (816) 741-6064 (H) (816) 914-6061 (cell)  
craigj23@sbcglobal.net

### Northeast Region (Areas 1, 2 and 3, including all NJ, except Branches 71 and 74)



**Thomas Roma**  
385 Colon Ave., Staten Island, NY 10308-1417; (718) 338-1351 (W) (718) 605-0357 (H)  
troma927@cs.com

### Eastern Region (Areas 3, 4 and 5, including NJ Branches 71 and 74 only)



**Chuck Mulidore**  
1137 Fort Congaree Trail, Apt. 2031, Cayce, SC 29033-3740  
(330) 559-4642 (cell)  
eastregionvp@icloud.com

### Southern Region (Areas 10, 11, 12 and 13)



**Tim Ford**  
6214 Klondike Dr., Port Orange, FL 32127-6783; (386) 767-FORD (H) (386) 679-3774 (cell)  
seareavp@aol.com

### Western Region (Areas 14, 15 and 16)



**Marilyn Walton**  
PO Box 103, Vacaville, CA 95696-0103  
(707) 449-8223 (H)  
marilynwalton@comcast.net

## Area Vice Presidents

### 3—Midwest Area (DE/NJ/PA)



**Hans P. Aglidian**  
5 Chester Pike, Apt. D, Ridley Park, PA 19078-2005  
(610) 521-2625 (H)  
(610) 659-0905 (cell)  
hпасoccer@comcast.net

### 4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



**Richard L. Green Jr.**  
7734 Leyland Cypress Lane, Quinton, VA 23141-1377; (804) 932-4807 (H and fax); (804) 928-8261 (cell)  
rgreen151929@aol.com

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



**Timothy Needham**  
PO Box 21, Niles, OH 44446  
(330) 550-9960 (cell)  
napspioavp@gmail.com

### 6—Michiana Area (IN/MI)



**Kevin Trayer**  
8943 E. DE Ave., Richland, MI 49083-9639  
(269) 366-9810 (cell)  
kevintrayer@att.net

### 7—Illini Area (IL)



**Luz Moreno**  
625 Alhambra Ln., Hoffman Estates, IL 60169-1907; (847) 884-7875 (H) (773) 726-4357 (cell)  
luznaps@yahoo.com

### 8—North Central Area (MN/ND/SD/WI)



**Dan Mooney**  
10105 47th Ave. N, Plymouth, MN 55442  
(612) 242-3133 (cell)  
dan\_9999@msn.com

### 9—MINK Area (IA/KS/MO/NE)



**Larry D. Ewing**  
4049 SE 21st St., Tecumseh, KS 66542-2604  
(785) 249-3936 (cell)  
larrydewing@hotmail.com

### 10—Southeast Area (FL/GA)



**Bob Quinlan**  
PO Box 490363, Leesburg, FL 34749-0363; (352) 217-7473 (cell)  
(352) 728-5992 (H)  
bjq@aol.com

### 11—Central Gulf Area (AL/LA/MS)



**Cornel Rowel Sr.**  
808 N Sabine Dr., Baton Rouge, LA 70810  
(504) 450-1993 (cell)  
lenroc10@bellsouth.net

### 12—Cotton Belt Area (AR/OK/TN)



**Shri L. Green**  
4072 Royalcrest Dr., Memphis, TN 38115-6438  
(901) 362-5436 (H)  
slbg@comcast.net

### 13—Texas Area (TX)



**Bob Bradford**  
PO Box 456, Hewitt TX 76643-0456  
(972) 264-3717 (cell)  
texasbob49@gmail.com

### 14—Northwest Area (AK/ID/MT/OR/WA)



**Cindy McCracken**  
PO Box 1431, Issaquah, WA 98027-0270  
(206) 465-8689 (cell)  
nwareavp@comcast.net

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



**John B. Aceves**  
4245 W. Mine Shaft Way, Tucson, AZ 85745-4146; (520) 743-9020 (H and fax); (520) 909-0301 (cell)  
napstheace@msn.com

### 16—Pacific Area (CA, HI, Guam, American Samoa)



**Hayes Cherry**  
PO Box 7455, Moreno Valley, CA 92552-7455  
(951) 242-7960 (H)  
hcherry242@aol.com

# Stand Up—Even If You Have to Stand Alone

By Toni A. Coleman-Scruggs

**N**ow that another LTS is over and we begin preparing for our 2016 National Convention, I'd like to reflect on some issues. This year was the first time I was able to attend LTS since 2013, when I broke my ankle just two hours away from Washington, DC. My ankle was broken in three places and I had to make the long journey back home.



This year, I saw many old friends and, as always, got to make new friends. Zooming around in my scooter and ankle boot from my third ankle surgery this past December, I was limited in walking, but, as many know, never limited in *talking*.

The House was in recess and many senators were back home in light of elections later this year in their home states. Although I was at LTS, my duties as Branch 171 president continued. I had one suitcase full of documents on a case for which I had to prepare an appeal that was due in a few days.

This year, I felt somewhat disconnected—maybe because the appeal I was working on was so important, just as so many others that deal with adverse actions. But this one had even more meaning because I have been dealing with this person's case going back to 2014, which is a very long time. This person finally had decided to stand up and say enough is enough.

Many of us eventually get to that point after the constant bullying, disrespect, harassment and violations of our right to speak up! We are faced with demanding that we receive due process, dignity and respect.

We always will be the best advo-

cates for our rights. But first, we must empower ourselves with the knowledge of the rights we have. Then we must document, research and catalogue a record that you must maintain. I make it a habit to save e-mails, documents, notes and anything I believe may later be a tool I can use in my cases. I scan everything, then e-mail the information to myself and create files for reference.

My computer should have crashed by now with the number of e-mails and files I have stored, going back as far as 2003. There may come a time you will have to stand alone—advocating for your rights and believing in them. Even if you have to stand alone, it won't be forever. When I thought I was alone, others came along later and let me know I wasn't alone; others stood in the gap with me.

As a branch president and advocate, I receive calls from not only my branch, but from NAPS members in other states asking for my help. In the past year or so, I have handled several cases for members who did not belong to my branch. I spent countless hours and money representing a fellow NAPS member who did not get the assistance they should have.

We all are NAPS members—no matter what branch we belong to; we should conduct ourselves that way. How can you leave your fellow NAPS member alone to stand up for themselves when we all are in this together?

Working, retired, plant, Customer Service or postmaster—if you belong to this organization, you should never feel alone. We have countless fellow NAPS members all over and we should all be willing to embrace that philosophy instead of being divided. There is

more power as one entity than several entities in one organization.

Stand up! Don't let a wrong silence you. Don't let fear of retaliation, humiliation or the mere fact that what you have to say is not the flavor of the month or not the right forum or the entire room is silent and everyone walks out on you prevent you from standing up for yourself. Someone said to me recently that I must have a lot of power if I can clear an entire room.

I thought about that comment because I remember attending a NAPS state convention several years ago when, abruptly, the entire postal management team, which included the district and Human Resources manager and every POOM with him walked out because they did not want to hear what I had to say. What I had to say was not about me, but involved the rights of all NAPS members in that state. If you stay silent, you are telling your harassers it's okay and they will do it again—if not to you, then to someone else. I can't stop drilling this message: Stand up!

Throughout our history—women's suffrage, civil rights, discrimination, voting rights, freedom of speech—change happened because one person or more stood up. Things changed on Sept. 7, 1908, when 50 postal supervisors from post offices in 13 states met in Louisville, KY, to establish an association that comprised members dedicated to the welfare of supervisors within the United States Post Office Department. They stood up! Even at a time when standing up may have not been popular and it may have felt like they were standing alone.

So, as we prepare for our national

*Continued on page 55*





## WORKING TOGETHER FOR OUR TOMORROW

2016 NAPS National Convention  
Aug. 15-19, 2016

Gaylord Resort & Convention Center  
National Harbor, MD

# 2016 NAPS National Convention Registration Form

Download the form at [www.naps.org](http://www.naps.org)

### Registration Fee and Mailing Instructions—\$225

Mail-in or online national convention fee is \$225 if registration form and fee are RECEIVED at NAPS Headquarters on or before July 15, 2016. After July 15, fee is \$300. Make check or money order payable to: NAPS Headquarters. The convention fee may be paid online at [www.naps.org](http://www.naps.org). No convention registrations and payments will be accepted after Monday, Aug. 1.

**NOTE:** Online convention fee payment is not an official national convention registration; it is a payment portal only. If paying the convention fee online, you **MUST** complete a convention registration form, too. Mail, e-mail or fax your convention registration and online payment receipt to NAPS Headquarters by the respective deadlines. If you correctly paid online, you will receive an e-mail receipt from the payment portal provider. If you do not receive this e-mail receipt, your payment was not properly completed. Contact NAPS Headquarters for assistance. Online registration closes at midnight, Aug. 1, 2016.

All national convention registrations are considered official when both the fee **AND** registration form(s) are received at NAPS Headquarters by Aug. 1. No registrations and payments will be accepted after Aug. 1. There are no walk-in/on-site convention registrations or substitutions.

By Aug. 8, each official convention registrant should receive a convention confirmation receipt via mail or e-mail from NAPS Headquarters. If you have not received your convention confirmation receipt by Aug. 8, contact NAPS Headquarters immediately.

### Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before July 22 to receive a full refund. There is a \$50 cancellation fee for refund requests received after July 22 through Aug. 1; no refunds after Aug. 1. If registration is paid by branch check, the refund will be sent via ACH direct deposit to the branch's bank account. All other refunds will be by check via mail. All approved refunds will be paid within 30 days after the national convention ends.

### Mailing Instructions

Please complete and mail this entire page (one for each registrant), along with the registration fee (check/money order/online receipt), to 2016 NAPS National Convention, 1727 King St., Suite 400, Alexandria, VA 22314-2753. No registration will be considered valid if received without payment.

### Substitutions

All requests for substitutions must be received in writing no later than Aug. 1. No substitutions will be honored after Aug. 1. No on-site substitutions. If you need assistance with a convention substitution, call NAPS Headquarters at 703-836-9660. Substitution requests received after July 22 for a registration paid at the \$225 rate will require an additional \$75 fee paid before honoring the substitution.

### Hotel Room Rates and Reservations (Room Block Cut-Off is Friday, July 22, 2016)

Convention attendees are responsible for making their own lodging reservations directly with the Gaylord National Resort & Convention Center. To make a reservation, call the Gaylord National at 301-965-4000 or 1-877-382-7299. Reference the group's name, **National Association of Postal Supervisors**. To reserve a room online, go to [www.naps.org](http://www.naps.org), click on "National Convention" at the right side of the page, then click on "Hotel Reservations."

The single/double room rate is \$189, triple-\$209, quad-\$229 and executive suites-\$399, plus applicable state and local taxes. Check-in time is 4 p.m.; check-out, 11 a.m. Resort fee has been waived (includes daily newspaper, Internet, swimming pool and fitness center access, local calls and 1-800 calls—first 20 minutes). Complimentary parking, Internet and 10 percent discount on hotel restaurants for all registered hotel guests also are included. Room rates are in effect Aug. 10-20, 2016.

The room block expires on July 22, 2016. Reservations made after that date may be at a higher room rate, if available at all.

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

Use only ONE FORM per registrant. Written refund and substitution requests must be received by Aug. 1. Call NAPS Headquarters at 703-836-9660 for assistance.

Nickname on badge (if other than first name below)

Full Name (First, Last)

PO Box/Home Street Address (for confirmation receipt)

City

State

ZIP+4

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

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

Registrant is:

- ☐ NAPS delegate    ☐ Auxiliary delegate    ☐ Guest
- ☐ Check here if you are an associate member (voluntary/information only).
- ☐ Check here if you will be attending your first NAPS national convention.

To guarantee reservations, the hotel must receive a deposit of one night's room rate and tax by major credit card at the time of reservation. Cancellations must be received at least 24 hours before arrival or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.

### DO NOT WRITE IN THIS BOX

Amount \$

Date

- ☐ Branch check    ☐ Personal check
- ☐ Money order

Check/Money Order number

Receipt number



# *The Best Thing About Memories ... Is Making Them*

By Sheri Davies, *vice president, ConferenceDirect*

**T**he 2016 National Convention is right around the corner; we are working hard to make this convention the best ever! In this month's article, I have noted a few fun and exciting points of interest for you to see and enjoy while attending the convention at the magnificent Gaylord Resort & Convention Center. This year's venue offers many exciting restaurants, shops and fun amusements—right outside the hotel entrance.

NAPS delegates attending the

convention will have an opportunity to network, meet new people, learn, enjoy and, most of all, cherish the memories they make. Thank you for all you do every day to make a difference!

## **The Capital Wheel**

As you soar 180 feet above the Potomac River waterfront, you will marvel at the incomparable views. Sights include the White House, Capitol Hill, the National Mall, Arlington National Cemetery, city of





Alexandria, Prince George's County and the lush parklands throughout the DC-Maryland-Virginia region.

With its 42-closed, climate-controlled gondolas—each seating up to eight—the Capital Wheel operates year-round. Take in the changing seasons from a bird's eye view!

Be sure and plan on experiencing this new and exciting ride. I have arranged for discounted tickets for NAPS members staying at the Gaylord National Resort & Convention Center: \$12—20 percent off the regular price of \$15. You will find this coupon in your room key packet at check-in.

**Hours of operation:** Monday through Friday, 4 p.m. – 10 p.m.; Saturday and Sunday, noon – 10 p.m.

## The Carousel

The Carousel at National Harbor is a 36-foot Americana-themed carousel featuring a herd of whimsical creatures with the sparkling Potomac as a backdrop. The area housing The Carousel features a newly built playground, toddler play area and picnic tables for families looking to relax and soak up some sun at the harbor.



Just one of many family activities in DC, The Carousel is on National Plaza at the north end of National Harbor along the waterfront.

**Hours of operation:** Now open for the season, Fridays through Sundays, noon – 8 p.m.



## Movies on the Potomac

Movie night at National Harbor is returning for summer 2016 beginning in May. Stay tuned for the schedule of summer flicks. Date-night movies are on Thursdays; family movies are on Sundays. Movie times and dates may be changed or canceled due to weather. Be sure to follow National Harbor on social media—Facebook, Twitter and Instagram—for the latest updates on Movies on the Potomac.

## Executive Suites

Six suites are available for NAPS members at the Gaylord National on a first-come, first-served basis. The discounted rate is \$399 per night. The suites are available from Saturday, Aug. 13, through Saturday, Aug. 20. Suites are 850 square feet and have a living area (see photo), a small dining room, a king sleeping room and bathroom.



Please contact NAPS Headquarters if you are interested in securing one of these suites.



# 2016 SPAC Contributors



## March Donors

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

Wagner, Brian	IL	Branch 255
Mathews, Sharon	IN	Branch 576
Atkins, Louis	LA	Branch 209
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

### VP Elite (\$750)

Harmon, Rosemary	KY	Branch 920
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### Secretary's Roundtable (\$500)

Sebastian, Gerald	FL	Branch 386
Bradford, Robert	TX	Branch 203

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

Burkhard, Mary	CA	Branch 244
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159
Wong, Tom	CA	Branch 127
Lynn, Patti	FL	Branch 296
Strickland, Ann	FL	Branch 146
Maxwell, Sherry	IL	Branch 255
Moreno, Luz	IL	Branch 489
Winters, Michael	IL	Branch 255
Randall, C. Michele	MD	Branch 531
Shawn, Steve	MD	Branch 403
Trayer, Kevin	MI	Branch 142
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Carmody, Russell	NJ	Branch 74
Walton, Irma	NJ	Branch 75
Duffy, James	NY	Branch 85
Kennell, Donna	NY	Branch 11
Muhammad, Jamaal	NY	Branch 68
Williams, Darryl	PA	Branch 554
Austin, Jessie	TX	Branch 122
Bradford, Shirley	TX	Branch 203
Cooper, Karen	TX	Branch 124
Elizondo Jr., Jaime	TX	Branch 122

***Did you know*** that SPAC funds can send you to fund-raising events in your neighborhood? Congressional candidates often host fund-raisers back in their districts. This is a great opportunity to meet one-on-one with your elected officials, sharing with them your experience as a NAPS member and the importance of the Postal Service. If you would like more information on how to attend a local fund-raiser, please contact PAC Manager Katie Maddocks at NAPS Headquarters by e-mail at [naps.km@naps.org](mailto:naps.km@naps.org), or by phone at (703) 836-9660.

Green Jr., Richard	VA	Branch 98
Gillett, Michael	WA	Branch 31
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61

### Supporter (\$100)

Brathwaite, Rafael	AL	Branch 45
Mannings, Judy	AL	Branch 45
Hernandez, George	AZ	Branch 246
Luna, Juan	AZ	Branch 246
Aceves, John	CA	Branch 77
Buckley, Kent	CA	Branch 39
Danzy, Marsha	CA	Branch 197
Gishi, Sharon	CA	Branch 94
Jackson-Kelley, Patricia	CA	Branch 39
Johnson, Carmen	CA	Branch 39
Martin, Robert	CA	Branch 127
Rahming, Karyn	CA	Branch 77
Rominger, Jackie	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Swygert, Vontina	CA	Branch 127
Walton, Marilyn	CA	Branch 77
Guyton, Marie	CO	Branch 141
Perkins, Marcia	CT	Branch 3
Viola Jr., Joseph	CT	Branch 3
Garland, Angela	DE	Branch 909
Gold, Stanley	FL	Branch 146
LeCompte, Cynthia	FL	Branch 81
Van Horn, Gail	FL	Branch 154



# SPAC Scoreboard

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

## National Aggregate:

\$68,231.49

## National Per Capita:

\$2.63

## Region Aggregate:

1. Northeast.....	\$16,242
2. Eastern .....	\$15,001
3. Southern .....	\$13,280
4. Central .....	\$12,962
5. Western .....	\$10,746

## Region Per Capita:

1. Northeast.....	\$3.25
2. Central .....	\$2.95
3. Eastern .....	\$2.80
4. Southern .....	\$2.31
5. Western .....	\$1.99

## Area Aggregate:

1. New York.....	\$10,402
2. Mideast.....	\$7,661
3. Capitol-Atlantic .....	\$5,356
4. Pacific.....	\$5,287
5. Texas .....	\$4,991
6. Southeast.....	\$4,530
7. New England.....	\$4,259
8. Michiana.....	\$4,020
9. Illini.....	\$3,871
10. Pioneer .....	\$3,565
11. Rocky Mountain .....	\$2,990
12. North Central .....	\$2,543
13. MINK.....	\$2,529
14. Central Gulf.....	\$2,480
15. Northwest.....	\$2,469
16. Cotton Belt.....	\$1,280

## Area Per Capita:

1. New York.....	\$4.26
2. Michiana.....	\$3.79
3. Mideast.....	\$3.42
4. Central Gulf.....	\$3.22
5. Illini.....	\$3.03
6. North Central .....	\$2.87
7. Texas .....	\$2.83
8. Pioneer .....	\$2.58
9. New England.....	\$2.51
10. Northwest .....	\$2.39
11. MINK.....	\$2.15
12. Capitol-Atlantic .....	\$2.06
13. Rocky Mountain .....	\$1.98
14. Southeast.....	\$1.96
15. Pacific.....	\$1.84
16. Cotton Belt.....	\$1.61

## State Aggregate:

1. New York.....	\$10,252
2. Pennsylvania.....	\$5,434
3. Texas .....	\$4,991
4. California .....	\$4,907
5. Illinois .....	\$3,871

## State Per Capita:

1. Louisiana .....	\$4.88
2. Indiana.....	\$4.86
3. Pennsylvania.....	\$4.77
4. Rhode Island .....	\$4.68
5. New York.....	\$4.52

## Drive for Five

## Members by Region:

1. Central .....	86
2. Western.....	70
3. Southern .....	69
4. Eastern .....	64
5. Northeast.....	53

## Aggregate by Region:

1. Central .....	\$7,765.50
2. Western .....	\$7,538.75
3. Eastern .....	\$7,181.00
4. Southern .....	\$5,604.50
5. Northeast.....	\$4,865.00

Williams, Carolyn	FL	Branch 146
Finley, Roger	GA	Branch 595
Smyly, Jose	GA	Branch 82
Wooley, Josephine	GA	Branch 82
Lum, Chuck	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Levernier, Catherine	IL	Branch 270
Matuszak, Kevin	IL	Branch 489
Pierce, Annette	IL	Branch 255
Pitts, La Neda	IL	Branch 14
Rendleman, Daniel	IL	Branch 255
Smith, Robert	IL	Branch 14
Toles, Francee	IL	Branch 14
Mosley, Monique	IN	Branch 8
Hale, Jenise	KY	Branch 1
Feazell, Albert	LA	Branch 73
Hacker, Patricia	MA	Branch 6
Ledoux, Arthur	MA	Branch 6
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Russell, John	MA	Branch 43
Walsh, John	MA	Branch 43
Walter, Richard	MA	Branch 120
Mason Jr., Garland	MD	Branch 592
Wileman, Dotty	MD	Branch 923
Bartlett, Bruce	ME	Branch 96
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Alsnayyan, Sandra	MI	Branch 268
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Cogar, Laurie	MI	Branch 268
Ice, Marilyn	MI	Branch 23
Krzycki Jr., Kenneth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Pack, Roderick	MI	Branch 23
Van Norman, Gerald	MI	Branch 130
Baker, Neil	MN	Branch 104
Harvey, Kristen	MN	Branch 16
Mooney, Dan	MN	Branch 16
Vance, Julianne	MN	Branch 104
Vasquez Elms, Valerie	MN	Branch 16
Adams, David	MO	Branch 36
Davis, Lisa	MO	Branch 131
Geter, John	NC	Branch 183
Caruso, Richard	NE	Branch 10
Goedeken, Carrie	NE	Branch 10
Newman, Edward	NE	Branch 10
Barrett, George	NJ	Branch 74
Farrell, John	NJ	Branch 53
Santiago, Jose	NJ	Branch 538

Scales-Bradley, Constance	NJ	Branch 53
Doruth, Patrick	NV	Branch 249
Arroyo, Victor	NY	Branch 85
Burke, Terriann	NY	Branch 11
Chen, Dong	NY	Branch 68
Dispensa, Joseph	NY	Branch 110
Duncan, Diane	NY	Branch 85
Englerth, Scott	NY	Branch 11
Hooftallen, Paul	NY	Branch 27
Hughes, Thomas	NY	Branch 100
Krempa, Keith	NY	Branch 27
Middleton, Isaac	NY	Branch 68
Puccio, James	NY	Branch 100
Robinson, Calvin	NY	Branch 85
Russell, Donna	NY	Branch 68
Tu, Tu	NY	Branch 100
Vincenzi, John	NY	Branch 459
Zimolka, Paul	NY	Branch 83
Burgasser, Ted	OH	Branch 29
Burton, Mary	OH	Branch 46
Kimbrough, Marcia	OH	Branch 46
Mayes, Sean	OH	Branch 29
Miegl, Cynthia	OH	Branch 2
Mulidore, Chuck	OH	Branch 133
Needham, Timothy	OH	Branch 133
Paige, Lillie	OH	Branch 46
Smith, Ronald	OH	Branch 46
Fearrington, Melvin	OK	Branch 80
Adams, James	PA	Branch 20
Agliadian, Hans	PA	Branch 35
Kolecki, Michele	PA	Branch 941
Lehman, Jason	PA	Branch 554
Smith, Robert	PA	Branch 35
Cabrera, Antonio	PR	Branch 216
Dumas, Cyril	RI	Branch 105
Halm, Frank	RI	Branch 105
Keeling, Joanne	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Croswell, Darnel	SC	Branch 225
Magnuson, Sonny	SD	Branch 946
Bowen, Randy	TN	Branch 97
Green, Shri	TN	Branch 41
Clark Jr., Bobby	TX	Branch 124
Davis Washington, Pamela	TX	Branch 122
Foster, Debra	TX	Branch 9
Griffin-Earnest, Gi Gi	TX	Branch 124
Lomba, John	TX	Branch 103
Longoria, Richard	TX	Branch 229
McKelvey, Courtney	TX	Branch 122
Mitchell, Annie	TX	Branch 124
Nettles, Mark	TX	Branch 9

Staub, Mary	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Tresner, Kristen	UT	Branch 139
Archer, Sylvia	VA	Branch 98
Jacobs, Charles	VA	Branch 132
Baldwin, Dexter	WA	Branch 31
Wilson, Richard	WA	Branch 61

## 'Drive for Five' Earned in March

Melchert, Pamela	AK	Branch 435
Bruffet, Shawn	CA	Branch 376
Gavin, Angela	CA	Branch 159
Swygert, Vontian	CA	Branch 127
Thomas, Linda	CA	Branch 88
Thompson, Carolyn	CA	Branch 88
Erfman, Glen	CO	Branch 65
Gilbert, Belinda	FL	Branch 425
Rodriguez, William	FL	Branch 146
Roundtree, Edith	FL	Branch 154
Maxwell, Sherry	IL	Branch 255
Webb, Marcel	IN	Branch 8
Aguilera, Patricia	KS	Branch 205
Duplessis, Tomica	LA	Branch 73
Grayson, Yolanda	LA	Branch 170
Parfait, Ernest	LA	Branch 73
Sevalia, Rosalind	LA	Branch 73
Kuiper, Bruce	MN	Branch 16
Brown, Latasha	MO	Branch 131
Evans, Darius	NY	Branch 85
Timothy, Pat	NY	Branch 548
Mulidore, Charles	SC	Branch 133
Davis, Pamela	TX	Branch 527
Johnson, Stanley	WA	Branch 60

## The Associate Member

*Continued from page 49*

convention this August, remember these words: Stand up! Even if it seems like you're standing alone. Get your resolutions in; listen to the issues. Get involved! If others walk out because what you have to say is not what they want to hear, don't fret because someone is listening.

Have a productive convention year. Stand up! You are not alone.

**toni.scruggs@yahoo.com**

*Toni A. Coleman-Scruggs is Branch 17, Gary, IN, president.*



# National Convention SPAC Walkathon

By Ann Strickland

It's time to get your walking shoes on and join us at the beautiful Gaylord National Resort & Convention Center, Thursday, Aug. 18, for our 4th National Convention SPAC Walkathon! Time sure does fly. It seems like just yesterday when we were in San Diego, walking around the Town and Country Resort. "Texas Bob" Bradford had it going on there! He collected the most money—\$1,655—and won first prize. He had a gimmick, you know, but I'm not telling! Let's see what he has up his big ol' Texan sleeve this year!

In this issue of *The Postal Supervisor*, you will find the registration form and pledge sheet to complete; to secure your souvenir Walk-a-Thon T-shirt, be sure to indicate your size. Keep the pledge sheet so you can start gather-



ing pledges and submit them at the national convention. You also can just register, pick up your T-shirt and roll out on Thursday morning at the convention.

All monies go to SPAC, so just register! The rest of us will be up and out at 7 a.m., on Thursday morning, Aug. 18, getting our exercise! Dillard Financial Solutions, Inc. is the proud sponsor of our walkathon again this year, so all proceeds are going to SPAC. The pledges and your registration will count toward your personal total contribution to SPAC. Please give me a call if you have any questions or concerns or drop me an e-mail—(954) 240-3369; annstrickland1@comcast.net. Looking forward to seeing you all at the Gaylord!

*This is the easiest way to raise money for SPAC and have fun while you're at it! Join us for a one-mile fun walk at the Gaylord National Resort & Convention Center*

Walkathon will be on Thursday, Aug. 18, at 7 a.m.

Entry fee: \$20 per walker

Sleep-in registrations graciously accepted

Make checks payable to SPAC, if individual, or to Ann Strickland if a group registration. NAPS members should make donations and pledges raised for this event to SPAC!

**First Prize:** Certificate for the most money collected.

**Second Prize:** Certificate for the second highest amount of money collected.

You will receive your T-shirt at registration at the convention.

Mail form and entry fee to Ann Strickland, 13300 SW 10 Place, Davie, FL 33325-1602

## SPAC Walkathon Registration Form

Name \_\_\_\_\_

Branch Number \_\_\_\_\_

Street Address/PO Box \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

ZIP Code \_\_\_\_\_

Phone \_\_\_\_\_

### T-shirt Size

Small

Medium

Large

X Large

XX Large

XXX

*All proceeds go to SPAC.*

**Gaylord National Resort & Convention Center, National Harbor, MD, Aug. 18.**  
**All proceeds go to SPAC.**

The Postal Supervisor / May 2016 57



# Go Outside

Submitted by the USPS Employee Assistance Program

**M**any of us tend to have lives full of activity. From work to school, volunteer activities, our children's sports and activities, we constantly are on the run. Do you feel as if your life is dictated by a calendar and you even need to schedule your free time? Even that time seems to be spent "plugged in" to the television, video games, cell phones and computers. Rarely do we find ourselves without scheduled events or activities.

However, we fondly remember the bygone era when we were kids and played outside without a care, as long as we were within earshot of our parents' voices. Yes, our world has changed and the days of kids staying outside until the street lights came on seem like a fond memory. But we can decide to bring back some of that innocence and free-spirited charm by being deliberate and remembering to have fun in life—by going outside to play!

Why not throw out the schedule for a little while and play? Be spontaneous. It may feel odd at first but, once you are doing it, it is worth it and the benefits are many. When our schedules find us running from one activity to another, we often feel stressed and tired. We may have anxiety, high blood pressure and an overwhelmed immune system.

But when we incorporate play into our lives, we tend to discover new things. By developing a habit of physical activity, we use our imagina-

tions, keep health and exercise a part of our daily living and often can create lifelong memories with family and friends. And, we have fun!

Now, when we say play, we don't mean you need to gather your neighbors and play a game of tag (but you could). Really, we are suggesting that you work into your schedule a time to have fun and enjoy yourself. Go for a walk, run or bike ride. You even could challenge yourself to take a hike. There are so many options once you open up your mind to this concept.

Find an activity you enjoy and do it. There are added benefits if these activities occur outside. Fresh air, sunshine and the chance to experience nature all can benefit our mental and physical health. If your idea of play includes a board game with friends, try setting up the patio table for the afternoon. If the weather doesn't allow you to be outside, do what you can to bring the outside in—open the blinds/curtains, position the kitchen table so it is in the sun or use potted plants to give the inside an outdoor feel.

It's not all about physical activity. Lowering blood pressure, activating your immune system and

calming your nerves are attained through slowing down your pace. You can improve your health with meditation and mindfulness. Watching a sunset or sunrise can bring true serenity. The goal is to slow down on the "work" and "errands" of everyday life.

While you are working this new "routine" of playing into your calendar, enlist your entire family to join



# and Play!

you. Enriching your relationships and building memories can occur when you build a snowman together, run in the local 5K benefit or have a weekly card tournament. If you have young children, remember the importance of playing outside. When kids play outside, it can help develop their sense of discipline and inde-

pendence. Kids need time to explore and create their own rules and boundaries; being free to play outside can offer this.

Childhood can be a time of freedom and character building. A pickup game without coaches and structured leagues can help develop a passion and instinct for the sport. Although it has become the norm, over-scheduled children and helicopter parents may miss the mark. Our kids deserve the opportunity to play outside until the street lights come on and use their imagination to invent games and fun for themselves.

Just as important for kids and adults alike is the need to “unplug.” Taking breaks from technology is good for us. While the use of electronic communication isn’t always a bad thing, some important parts of communication are lost. Put away the cell phone and have a conversation with someone face-to-face.

This much richer form of communication allows us to see body language, facial expressions and exchange a touch. The use of electronic entertainment often reduces the need to incorporate your imagination and almost always reduces the amount of physical activity. Save your electronics for your busy schedule—not your play time.

If we had to summarize all of this advice into one word it would be “laugh.” Laughter helps reduce stress and has a number of other healthy benefits; laughter really is the best

medicine. Look for reasons to laugh and don’t hold back. Enjoy the moment and find ways to feel relaxed and happy. After all, that’s the point; find time to do what makes you happy.

How will you start this new adventure of incorporating play into your life? That’s easy: Decide. Decide to set aside time in each day, week or month to do something you enjoy, something that makes you happy, to, well, go outside and play!

Now, some of you may find this hard to do. Your schedule is just too packed, your stress level doesn’t allow you to let go or it’s been so long since you last played that you don’t remember how. You may have many reasons and excuses as to why you cannot do something as silly as play. If this describes you, call your Employee Assistance Program. This free service can help you manage your time to clear a spot in your schedule. They can help you reduce your stress so you can remember how to have fun. They can even help you explore different activities that you may enjoy.

Your EAP is there to help you remember what it was like to have the freedom to play and enjoy the moment. They can help you look at anything that prevents you from taking that moment to play and find a way around the obstacle. Call them today at 800-327-4968 (TTY: 877-492-7341) to learn more about how the EAP can help you find enjoyment in your life.

Now, it’s time to put this article down and go outside and play!





## Does the End Ever Justify the Means?

By **Mary Burkhard**

If the goals are good and noble and the means we use to achieve them also are good and noble, then, yes, the end probably justifies the means. But that's not what most people mean when they use this expression. Most use it as an excuse to achieve their goals through any means necessary, no matter how a policy is violated, even if the means used are immoral, illegal or unpleasant. What it usually means is it doesn't matter how you get what you want, as long as you get it.

The daily pressure to achieve continually higher goals and expectations in the Postal Service can make this tactic seem tempting. Using bullying, intimidation, threats, unsafe shortcuts, manipulation of data or simply not following mandated processes and procedures might get you where you want to go for now, but, eventually, this usually catches up to the perpetrator.

Why risk it and put so much extra stress on yourself? It is a lot easier to defend someone who fell short of a goal, but did everything they could reasonably do in an ethical manner, than one who achieved the goal, but got caught cheating or being unethical.

In Dr. Martin Luther King's 1967 "A Christmas Sermon on Peace," he said, in part: "One of the great philosophical debates of history has been over the whole question of means and ends. And there have always been those who argued that the end justifies the means, that the means really aren't important. The important thing

is to get to the end, you see.

"So, if you're seeking to develop a just society, they say, the important thing is to get there, and the means are really unimportant; any means will do so long as they get you there.

They may be violent, they may be untruthful means; they may even be unjust means to a just end. ... But we will never have peace in the world until men everywhere recognize that ends are not cut off from means,

because the means represent the ideal in the making, and the end in process, and ultimately you can't reach good ends through evil means, because the means represent the seed and the end represents the tree."

I am confident most of our parents taught us you can't get good

things if you use evil means; my parents lived by this. Somehow, stress and rationalization can cause good people to do bad things.

In the Postal Service, actions you take can come back to bite you very fast. All those people you thought were also "doing it" suddenly are not only denying it, but are avoiding you. Your reputation is precious; why take chances with it?

If you are known as a person who is ethical and strives to do things right, you will sleep better, have a long career and probably live a longer, healthier life. Be proud of not just your accomplishments, but the honorable way in which you achieved them!

**mary4rep@gmail.com**

*Mary Burkhard is NAPS Branch 244 president.*



## Random Thoughts About Our Work Environment

By **Dioenis D. Perez**

After reading e-mails from members throughout the country, many topics of frustration are being expressed. I'll try and list most; my apologies if I failed to mention your topic. In no particular order, these topics tell you all you need to know about the state of our "work environment:"

- When is the USPS going to understand we can't achieve our NPA goals when we don't have *authorized employee complement levels*

with which to work?

- Nearly 38 percent of all EAS employees did not receive an NPA payout in FY 2015. That doesn't mean they didn't work any less than those who received payouts.

- USPS Headquarters refused to pay the remainder of EAS employees who didn't receive payouts a lousy extra 1 percent. According to my Gallup Poll, you're not appreciated.

- Currently in a NEA district, Gallup Poll participation is at 25 percent—up by 1 percent. We recently were reminded we had until the end of



March to increase this number to reach the goal of 54 percent. Are they going to use these findings against us in pay consultations, as they did many years ago, if we meet their goals?

- RCE program. All offices are required to adhere to the same program, although there is less EAS employee staffing to help in lower-level offices, such as 20-and-below, to be successful.

- COLAS—there is no correct justification for not having this in our pay any longer.

- PFP scores always are months behind.

- DPS excessive rejects and missent mail every day.

- Mondays—whatever happened to load-leveling?

- Amazon Sundays—geographic alignment is needed for all CCA and PSE; when will it occur?

- It's obvious there's a need for SCS relief based on 204-Bs' hour usage.

- SWCs still are a problem; they don't take into account everything we do nor does it factor in offices with Amazon Sunday and Fresh.

- Holding upper-level managers to a much higher accountability standard when they intentionally issue corrective action without a basis.

- Excessively high EAS corrective actions issued for first-time offenders.

- EAS pay—everyone needs to reach the top of their pay grade in a respectable/achievable time frame.

- Excessive e-mails from Amazon about their trucks breaking down or running late. I'm receiving e-mails even if a truck doesn't affect my office.

- Dignity and respect in person and on telecons still are lacking.

USPS Headquarters: If you want to know what your EAS employees are thinking: Pay, benefits and the working environment stink!

**pmob2020@aol.com**

*Dioenis D. Perez is NAPS Branch 202 vice president.*

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

## Balance Sheet—Feb. 29, 2016

### Assets:

Cash and Investments	\$14,028,903.02
Dues Withholding Receivable	155,476.05
Prepaid Expenses and Other Assets	432,447.85
Total Current Assets	14,616,826.92
Building and Equipment, Net of Accumulated Depreciation	3,202,953.14
Total Assets	\$17,819,780.06

### Liabilities and Fund Balances:

Accounts Payable	\$ 64,343.51
Accrued Expenses	199,070.02
Deferred Revenues	127,640.88
Dues to be Remitted to Branches	439,822.83
Total Liabilities	830,877.24
General and Designated Fund Balances	16,988,902.82
Total Liabilities and Fund Balances	\$17,819,780.06

## Statement of Revenues and Expenses

(For the period Dec. 1, 2015, through Feb. 29, 2016)

### Revenues:

Dues and Assessments	\$ 1,683,789.47
Less: Dues Remitted to Branches	1,104,278.18
Net Dues and Assessment Revenue	579,511.29
Investment Loss	(585,345.99)
Royalties	6,987.22
NAPS Property, Inc. Net Income Before Depreciation	\$98,917.14
Less Depreciation	(69,683.91)
NAPS Property, Inc. Net Income	29,233.23
Training Registration Income	20,367.43
Other	11,244.06
Total Revenues	61,997.24

### Expenses:

National Headquarters	308,200.15
Executive Board	122,151.59
<i>The Postal Supervisor</i>	69,115.39
Legal and/or Fact Finding	14,249.04
Legislative Counsel	21,952.74
Legislative Expenses	21,402.11
Education and Training	27,320.46
Training Registration Expense	45,255.99
Disciplinary Defense	69,906.28
Total Expenses	699,553.75

**Revenues Less Expenses** \$ (637,556.51)



## Preparing for the National Convention

**By Sharon Mathews**  
President

In just a few months we will be gathering at the Gaylord National Resort & Convention Center in National Harbor, MD, for the 2016 National Convention. The closest airport is Reagan National, which is familiar to many who have attended our Legislative Training Seminars.

The National Auxiliary will be conducting fund-raising during the convention. This is the only time the National Auxiliary raises funds for its operation. Auxiliary fund-raising currency is cash only during the convention! Be sure to stop by the Auxiliary fund-raising tables early and often. We



also will be selling the limited-edition travel blankets for \$15. The fleece blankets (51 inches by 63 inches) fold up into their own zippered carry bags, with front and back pockets for programs, tablets and more, with top carrying handles and the NAPS logo. They also can be used as a car blanket, concert seat, door prize, first-timer gift, in-flight personal item, nap cover-up, parade cover-up, picnic blanket, pillow or stadium cushion. Advance orders for travel blankets may be made using the accompanying order form.

State conventions are being held from April through the end of June. Auxiliary delegates will be finalizing plans for attending the national con-

vention. They are encouraged to volunteer for committees on their credential forms. This affords everyone the opportunity to meet new people and develop lasting friendships while networking with Auxiliary members from across the nation.

National Auxiliary Bylaws state proposed bylaw amendments must be submitted at least 30 days prior to the opening day of the convention. Therefore, proposed bylaw amendments must be received on or before July 16, 2016 (*see format below*). Please mail to Sharon Mathews, 4504 Winter Dr., Anderson, IN 46012-9565.

I'm looking forward to a productive convention and visiting with everyone. Have a safe journey to National Harbor.

**sharonmathews4504@comcast.net**

### Limited-Edition Travel Blanket Order Form

(for pickup at the NAPS 2016 National Convention)

Name \_\_\_\_\_

Branch Number \_\_\_\_\_ Branch Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Number ordered @ \$15= \_\_\_\_\_

Amount enclosed \_\_\_\_\_

Name of person who will pick up the blanket(s): \_\_\_\_\_

Make check payable to NAPS National Auxiliary and mail to Sharon Mathews, 4504 Winter Dr., Anderson, IN 46012-9565. Orders must be **received** on or before July 30, 2016.

To Amend: Article \_\_\_\_\_ Section \_\_\_\_\_  
of the National Auxiliary Bylaws

By striking out \_\_\_\_\_

And inserting \_\_\_\_\_

or

By striking out \_\_\_\_\_

or

By adding \_\_\_\_\_

or

By substituting the following paragraph for the existing one \_\_\_\_\_

So that Article \_\_\_\_\_ Section \_\_\_\_\_

shall read: \_\_\_\_\_

Submitted by: \_\_\_\_\_ Auxiliary  
Auxiliary Name

Signature of President \_\_\_\_\_

Signature of Secretary \_\_\_\_\_

# National Association of Postal Supervisors

# Vince Palladino Memorial

# Student Scholarships

## 2016 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.

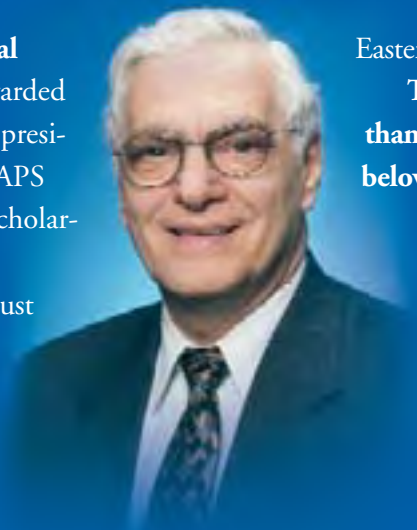
NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast,

Eastern, Central, Southern and Western).

**This application must be received no later than July 29, 2016, at the address provided below.**

Scholarship winners will be announced at the NAPS 2016 National Convention in National Harbor, MD, in August. In addition, the scholarship winners will be listed in the 2016 convention issue of *The Postal Supervisor*.

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in September 2016. 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 29, 2016**

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





**We help people.  
That's what we do.**

**Our goal is to make a difference  
in each member's life.**

**We are a co-op,  
and together, we are stronger.**



**We're here for you and your family through every life stage  
with accounts for every generation.**

## Experience and share the Signature difference

If you already enjoy the benefits of being a Signature FCU member, why not share your experience with your family and friends? If you're not a member, we invite you to join our family and see how we can make a difference in your financial life.

## You're invited to our 1st annual membership drive

May 2016 kicks off our first annual membership drive, and if you've been thinking of joining (or referring someone to join), now is the time. When you join the Credit Union during the week of May 8th - 14th, you can get \$50 when you open an active checking account or Visa card.\*

Joining is simple. Fill out the enclosed application, or visit our website at [SignatureFCU.org](http://SignatureFCU.org) to apply through our easy online application (use promo code **MBRDRIVE2016**). You can also contact us at (800) 336.0284 for more information and to speak with a member care team representative.