

the Postal Supervisor

January 2015

**Re-energize Your
Commitment to
NAPS This Year**

page 6



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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. 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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Success Demands a Strong EAS Work Force

I always have believed EAS employees represent the backbone and heart of the Postal Service. Our work force is the perfect blend of on-the-ground experience coupled with a big-picture perspective, which allows the Postal Service to reach its overall goals. The membership of NAPS is made up of some of the best and brightest in the Postal Service. However, it goes without saying morale in the field is suffering because

there is a sense that EAS employees are not being valued as much as they should.

Throughout my travels on behalf of NAPS—whether for branch meetings, retirement banquets or visits to postal facilities—I am hearing a common theme: The work-force environment must improve; there needs to be less intimidation and bullying in the workplace. In addition, the current EAS salary structure fails to

properly compensate EAS employees for their efforts and must be reformed.

Many supervisors who are accountable and responsible for the actions of their subordinate craft employees actually are making less than the employees who report to them. The cause for this is simple: EAS employees have seen no increase in their pay for four out of the past five years.

It defies logic and represents poor business practice for supervisors to be paid less than their subordinates. It takes away the motivation for employees to seek advancement within the Postal Service and deprives the organization of new ideas that come from freshly promoted managers and supervisors. In order for the Postal Service to thrive, this inequity must be corrected immediately.

There have been some piecemeal efforts lately to recognize EAS employees, such as the recently issued series of bonuses. While we are grateful, the core compensation and recognition issues facing the Postal Ser-

vice's management employees still remain. The efforts of EAS employees played a large part in the USPS generating more than \$1 billion this fiscal year.

Poor congressional decisions created a deficit of more than \$4.5 billion, but it does not change the fact the USPS is generating record-breaking amounts of business—thanks to the efforts of its capable and dedicated work force. So, it begs the question, “Why can’t employee compensation be more appropriately in line with employees’ responsibilities?”

As the Postal Service continues to expand its business model, a strong and competent EAS work force becomes more important than ever. The USPS continues to evolve in order to survive. Our new partnership with Amazon is a real potential revenue generator, but there are new challenges. How will the workload be handled? What kinds of demands will be placed on the work force in the field? Will performance indicators be adjusted appropriately to handle these new demands?

The only way our partnership with Amazon will be successful, especially with the holiday season and its associated demands, is with a strong EAS work force. However, if current conditions remain, that work force will begin to diminish and the USPS’ ability to serve its customers at the high standards to which they have become accustomed will be diminished, as well.

For more than 100 years, NAPS has been privileged to represent the backbone of America’s Postal Service. Our mandate and mission have become more important during this period of transition in the Postal Service. We will continue striving to serve you, our members, to the best of our ability and ensure that EAS employees are treated with the dignity and respect they so richly deserve.

naps.la@naps.org



Louis Atkins

President

People Provide Service

Recently, while watching television, a commercial came on that made me question just where corporate America believes it can go with technology. The setting of the commercial was a factory. Three men were walking, discussing issues facing the company surrounding accounting and how they needed to consider consultants to avoid issues within the infrastructure of this fictitious com-

pany. I will come back to this commercial in a moment.

Six years after the start of the recession, the toll is terrifyingly clear: Millions of middle-class jobs have been lost in developed countries the world over. Moreover, the situation is even worse than it appears.

Most of these jobs will never return and millions more are likely to vanish as well, say experts who study the labor market. More im-

portantly, these jobs are not being lost to China and other developing countries with cheap labor and no standards; they are not just factory jobs. Increasingly, jobs are disappearing in the service sector, home to two-thirds of all workers. They're being obliterated by technology.

For decades, science fiction has warned of a future when we would be architects of our own obsolescence,

replaced by our machines. Now, back to the commercial that could prove this future has arrived.

While the three men in suits are standing in a huge factory, moving all about them are equipment and products. There are conveyors, racks and robots in action in this bustling factory. What is missing? Workers. There were no workers at all in this factory, just three guys in suits walking around—no equipment operators, no assembly belt workers, no human work force at all.

It seemed almost metaphoric that you have a factory with all this product for sale moving around with no human work force. These products appear to be ready to go somewhere, but really are just moving around with no place to go. This made me question, "What good is technology that eliminates the middle-class work force when you need a wage-earning middle-class work force to buy and consume your products?"

I believe technological advances pose the same challenge to us in the Postal Service, with leadership's belief that the agency still can provide service to America with 82 fewer processing facilities and limited customer availability to post offices, based on numbers viewed from 50,000 feet, while service standards on the ground for single pieces continue to trend below goals—to the point the agency is lowering expectations.

In solidarity ...

naps.ib@naps.org

The Postal Supervisor 2015 Production Schedule

Issue	Copy Deadline*	Mails
FEB	DEC 29	JAN 16
MAR	JAN 23	FEB 12
APR	FEB 18	MAR 10
MAY	MAR 18	APR 9
JUNE	APR 22	MAY 12
JULY	MAY 22	JUNE 11
AUG	JUNE 15	JULY 6
SEPT	JULY 13	AUG 7
OCT	AUG 20	SEPT 15
NOV	SEPT 30	OCT 21
DEC	OCT 28	NOV 18
JAN 16	NOV 24	DEC 14

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



Ivan D. Butts

Executive Vice President

Thrift Savings Plan

Fund	G	F	C	S	I
November 2014	0.17%	0.74%	2.70%	1.33%	0.51%
Past 12 Months*	2.32%	5.92%	16.96%	9.87%	0.30%

The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

Fund	L Income	L 2020	L 2030	L 2040	L 2050
November 2014	0.55%	1.04%	1.27%	1.42%	1.55%
Past 12 Months*	4.42%	6.92%	8.11%	8.93%	9.50%

These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.

Visit the TSP website at www.tsp.gov

New Year—New Beginnings

Out with the old year and in with the new year. For some, the start of a new year can be a time of frustration; for others, a celebration.

The frustration about starting a new year is that some may dwell on the past year—what they planned to accomplish, but didn't. Their dissatisfaction and regrets over what they "should have" or "could have" accomplished the past year are holding them back from what they can accomplish in a new year.

There is no way to go back in time. As Ben Franklin once said, "Lost time is never found again." Therefore, let the past be the past and celebrate the new year with new beginnings.

If you can relate, then don't frustrate yourself trying to accomplish a long list of New Year's resolutions in one year. Throw away that long list and start with a shorter list

of goals you want to accomplish in the next few months or over the entire year.

You can't run a marathon without first starting with shorter runs; build your confidence with small successes before tackling the bigger challenges. Once you accomplish a goal, even a small one, take a moment to celebrate. Then, take on the next "new beginning" on your list and work toward the next celebration. By keeping this momentum going, you add value to everything you do and you value the people for whom you do it.

What are these new beginnings? Whatever you have wanted to do for some time, but just haven't found the time to put your mind and body into action. In your personal life, your goal may be to read a new book every three months, run a 5K race this year, volunteer once a month to help others, spend more time with your family, get that medical checkup you have been putting off, take a cooking class or seek spiritual guidance.

These are just a few examples of new beginnings; they do not have to be grandiose. They just have to be something you want to do for yourself or your family. Once achieved, take time to celebrate your success. Then, move on to the next goal on your new beginnings list. You may even have to start a new list.

How about a "NAPS New Beginnings" list? Set a goal to sign up one new member this year, volunteer

for a NAPS committee, attend a branch meeting you have been putting off, be a first-timer at a NAPS training seminar or convention, register to access the NAPS website, mentor a newly promoted supervisor or donate to our Supervisors' Political Action Committee (SPAC). Maybe your new beginning this year is to seek a branch officer position!

Even a local branch can make a "NAPS New Beginnings" list. As a branch, start a newsletter, develop a website, fund a scholarship program, send more first-timers to LTS, submit resolutions at your state convention, start a branch membership drive or organize a social event to recognize retiring members.

Whatever New Year's new beginnings you choose to have, I wish you every success and all the best. As you celebrate the new year, may it be full of health and happiness for you and your family.

naps.bw@naps.org



Brian J. Wagner
Secretary/Treasurer

NAPS Training Calendar

Eastern Region Cabinet Meeting

Jan. 16-17, 2015

Conducted by: Eastern Region VP Chuck Mulidore

Location: The Omni Richmond Hotel, 100 S. 12th St., Richmond, VA 23219; 1-800-843-6664

Hotel Rate: \$135, single/double; cutoff is Dec. 23, 2014; refer to the NAPS group rate or use the personalized web page: www.omnihotels.com/hotels/richmond/meetings/naps-cabinet-meeting

Registration Fee: \$190, includes training and breakfast and lunch on Saturday and Sunday and Saturday-evening banquet with entertainment. Make checks payable to NAPS Headquarters and mail to William Taylor, PO Box 478, Newell, NC, 28126-0478.

Training Topics: Ethics and honesty, training, legislation, direction of the USPS

Instructors/Guest Speakers: Monty Lobb, former Ohio secretary of state; USPS Headquarters and area management officials

Southeast Region Training (FL/GA)

Jan. 31, 2015

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400

Hotel Rate: \$106, plus tax

Registration Fee: \$35, includes lunch

Training Topics: DDF

Instructor: Charlie Scialla, Scialla Associates

Afraid Rates Might Go Up After You Invest?



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To open a Bump Up certificate, contact us at **800-336-0284**, or visit **napusfcu.org** for more information.

¹Rate can only be bumped up one time per certificate term. Members are responsible for keeping up with the current rates and making the decision to change the rate. Certificate maturity date will not change when bumped up. Bump Up certificates automatically renew into a non-bump up certificate of the same term. Penalties may apply for early withdrawals. Bump up option is not available on payroll or IRA certificates.

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FOR OUR TOMORROW WE TAKE ACTION TODAY



2015 Legislative Training Seminar

March 8-11

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

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

The 114th Congress will have a different look.

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

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

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

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

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

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

For Our Tomorrow, We Take Action Today



March 8-11, 2015

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

2015 Legislative Training Seminar Registration Form

Download the form at www.naps.org

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

LTS Registration Fee—\$125

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

Online Payment—\$125

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

Refund Requests

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

Mailing Instructions

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

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 5. No substitutions will be honored after March 5. On-site LTS substitutions will not be permitted.

Hotel Room Rates and Reservations

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

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

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

The room block expires on Feb. 12, 2015. Reservations made after that date may be at a higher room rate, if available at all.

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

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

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

Full Name

PO Box/Home Street Address

City

State

ZIP+4

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

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

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

Registrant is:

☐ Delegate ☐ Auxiliary ☐ Guest

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

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National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

Dear Branch Presidents,

In conjunction with the 2015 Legislative Training Seminar (LTS) at the Crystal Gateway Marriott in Arlington, VA, March 8-11, NAPS will hold special branch secretary/treasurer training on **Sunday, March 8, 9 a.m. to noon.**

This training is **FREE** and will encompass the fundamental duties of a branch secretary, treasurer and secretary/treasurer. The primary focus of the training will include, but is not limited to:

- administration and managing membership
- monitoring branch dues and finances
- tracking and auditing the treasury
- branch non-profit/tax-exempt options
- filing branch taxes

NAPS will reimburse a branch for a one-room night stay (Saturday, March 7) at the standard LTS Marriott room rate, plus applicable taxes; limited to the first 100 training registrations received with a coinciding room reservation. There is only one room reimbursement per branch. Additional nights and incidental charges are the responsibility of the attendee or branch.

The registered branch secretary, treasurer or secretary/treasurer must attend the training in order for a branch to receive reimbursement for the one night, Saturday, March 7, stay. However, presidents will be admitted to the training once all interested secretaries, treasurers and secretary/treasurers have been accommodated. Any remaining slots will be allocated to branch presidents on a first-come, first-serve basis. Training room capacity is limited to 150.

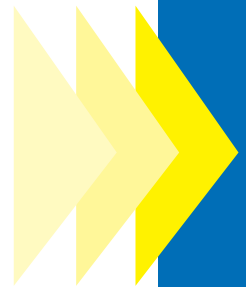
After the first 100 rooms are reserved, anyone else wishing to arrive early to attend the secretary/treasurer training will not have their room reimbursed by NAPS Headquarters.

Please call the Crystal Gateway Marriott at **703-920-3230**, or toll-free at **877-212-5752**, to make a room reservation or go to the LTS home page www.naps.org to reserve a room. Room reservations for this training are part of the 2015 LTS room block. Let the hotel know you are with the **National Association of Postal Supervisors.**

Further details regarding this training will be messaged to the membership leading up to the 2015 LTS. If you have any specific questions, please do not hesitate to contact NAPS Headquarters.

Sincerely,

Brian J. Wagner
Secretary/Treasurer



NAPS Secretary/Treasurer Training

In conjunction with the 2015 LTS

Special Registration Form

Deadline: Feb. 13, 2015

Complete and return entire form to NAPS Headquarters

Please print or type

Name _____ Branch # _____

Home Address _____

City _____ State _____ ZIP _____

Daytime Phone (____) _____ E-mail: _____
(non postal)

Registrant is (check one):

☐ NAPS Branch Secretary, Treasurer, Secretary/Treasurer

☐ NAPS Branch President

Please note:

This is a registration form for secretary/treasurer training only. This form must be submitted to participate in the training. Mail this form by the deadline listed above to reserve your place at this special secretary/treasurer training. This is **NOT** an official LTS registration form. See the NAPS website or the current issue of *The Postal Supervisor* magazine for an official LTS registration form.

NAPS will directly reimburse the member's branch after LTS for the one-room night after receiving documentation required by NAPS. Documentation required is a copy of the hotel receipt and a completed reimbursement form that will be provided to attendees on the day of the training. Only one reimbursement per branch will be paid, up to a maximum of 100 room nights. Only one member per branch will be allowed to attend the training, unless the maximum capacity of 150 has not been met.

Branch presidents will be wait-listed until all interested branch secretaries and/or treasurers have registered. Seats will be made available to branch presidents on a first-come/first-serve basis.

Hotel Information:

NAPS will reimburse a one-room night stay (*standard LTS room rate, plus applicable taxes*) for Saturday, March 7, for the first 100 registrants for this training who also have a room reserved. Additional nights and incidental charges are the responsibility of the attendee. Please call the Crystal Gateway Marriott at **703-920-3230**, or toll-free at **877-212-5752**, to make your reservation and reference group name, **National Association of Postal Supervisors**. Or visit the Legislative Training Seminar home page at www.naps.org to reserve a room. A credit card is required to guarantee your hotel reservation.

Mail registration form to:

2015 Secretary/Treasurer Training
NAPS Headquarters
1727 King St., Ste 400
Alexandria, VA 22314-2753

Stanley Gold—A NAPS Member ‘of Note’

Stanley Gold is well-known to his fellow NAPS members because of his legislative involvement. He is a member of Branch 146 and the American Legion’s highest legislative officer in the state of Florida. For 36 years, he led the charge to secure paid leave for postal workers in Florida who were unable to work due to hurricanes or tropical storms.

His fight began in 1966, when he testified in front of the Civil Service and Post Office Committee in support of H.R. 11434, which would have secured this type of emergency pay. In 2002, Stanley’s efforts paid off when this language was included in the 2002 Appropriations Bill. He was recognized on the floor of the House of Representatives in 2010 by then Rep. Kendrick Meek.

But Stanley doesn’t just limit himself to

Before landing in Israel, Stanley visited the Normandy American Cemetery and Memorial with his daughter, Harriet Fisher. More than 9,000 American servicemen are buried here.



legislative endeavors. This past September, he traveled to Israel under the auspices of Volunteers for Israel. The group’s mission is to connect Americans with Israel through volunteer services, partnering with military and civilian organizations that allow volunteers to work side-by-side with Israelis. It is a non-profit, non-political and non-sectarian organization.

This was Stanley’s seventh trip with the organization. Their group consisted of 24 volunteers from the U.S. and Canada. They helped pack more than 300 50-pound sacks with medical supplies at an Israeli medical supply base.

The trips last two to three weeks. Participants work seven hours a day and are off Friday until noon on Sunday. And every other Thursday, bus tours are offered; low-cost tours are available for the weekends, as



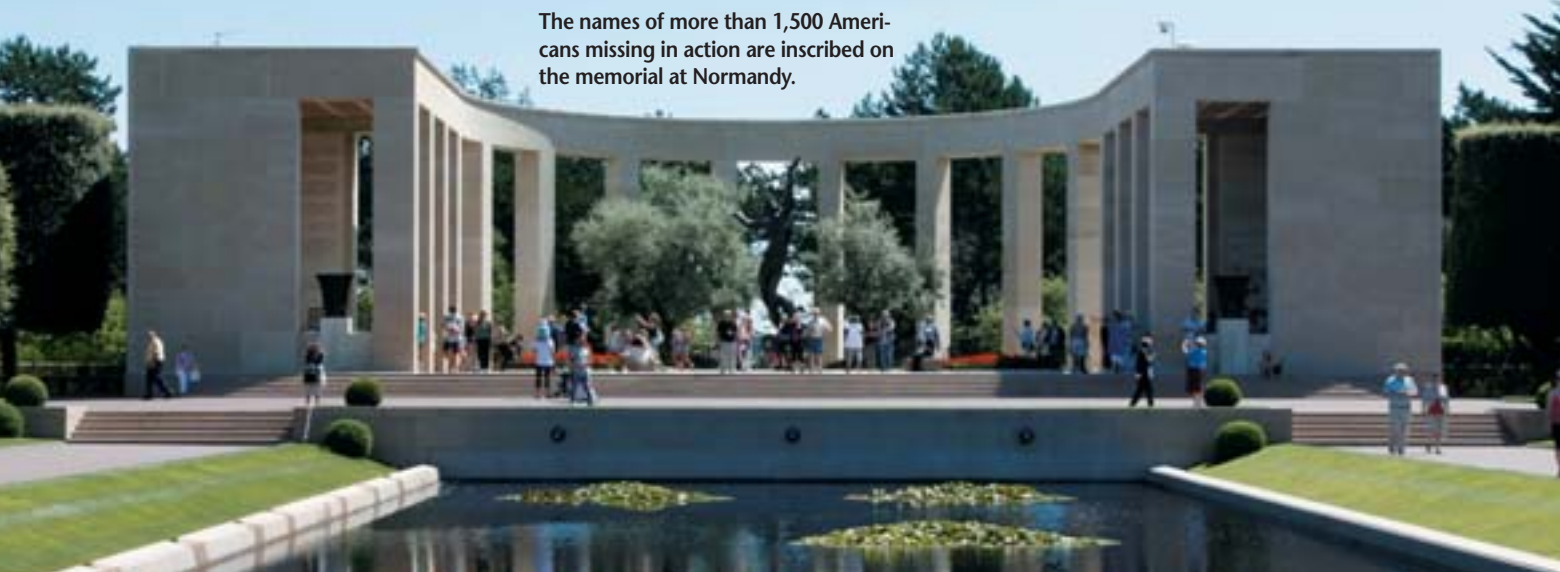
Stanley Gold (left) and David Bockel, a retired U.S. Army major general from Atlanta, were among the volunteers working in Israel this fall.

well. Stanley pointed out you don’t have to be Jewish to volunteer; in fact, religion is not discussed. The requirements are you must be 18 and able to lift 20 pounds and walk one mile.

Stanley served in the Navy during the Korean War. He started working for the Postal Service in 1956, retiring in 1993. During his later years in the Postal Service, he was an EEO investigator. And he still is active in NAPS. At the 2014 Legislative Training Seminar, Stanley was a co-presenter at the First-Timers’ Orientation; he also attended the 2014 National Convention this past August in San Diego.

Seth Lennon, NAPS communications manager, provided the information on Gold’s legislative activities.

The names of more than 1,500 Americans missing in action are inscribed on the memorial at Normandy.



Limiting Telecons, New Vehicle Deployments and Non-Career Used in EAS Positions Among Items Discussed

President Louis Atkins and Executive Vice President Ivan D. Butts were present for the Nov. 18 consultative meeting with the Postal Service. Secretary/Treasurer Brian Wagner and Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were John Cavallo, manager, Labor Relations Policy Administration; Bruce Nicholson and Phong Quang, Labor Relations specialists; and Joseph Bruce, manager, Human Resources.

Agenda Item #1

This is a pending item based on comments made by the PMG at the NAPS national convention this past August concerning changes to the numerous daily teleconferences EAS employees are mandated to attend. The PMG committed to putting limitations on this activity. NAPS asked for an update on what the PMG's teleconference limitations are and when they will be implemented.

The USPS does not have a tool to lock out telecons automatically after one hour. USPS Headquarters is implementing a tracking system and methodology to monitor durations of telecons. A report will be given to COO Megan Brennan for review of those telecon sponsors who exceed one hour, with the greatest offenders ranked first.

Agenda Item #2

This is a follow-up from the Oct. 20, 2014, NAPS/USPS consultative. What is the status of the briefing on the VMF restructuring?

The USPS and NAPS will schedule a separate meeting to consult, in accordance with Title 39, on a VMF restructuring proposal the USPS will present to NAPS.

Agenda Item #3

This is a follow-up from the 2014 October NAPS/USPS consultative. NAPS would like a more in-depth projection for new vehicle deployments to include what districts will be receiving vehicles, as well as the quantity and type of vehicles each district will receive.

During the Oct. 20 consultative meeting, the USPS provided NAPS with an estimated deployment schedule for the 665 mixed-delivery vehicles (previously known as 2-tons) and 3,509 minivans. The USPS provided NAPS with two new charts (see next column) showing the precise destinations for all vehicles, except for 200 mixed-delivery vehicles. Specific deployment dates for the vehicles listed have not yet been determined.

Agenda Item #4

NAPS asked what the number of DUOs completed nationally has been since inception of the program and the number of EAS positions eliminated.

Headquarters Field Performance cannot provide this information at this time due to the data breach; several programs were suspended indefinitely. Once the program is operational, the USPS will provide NAPS this information. The Postal Service does not track the number of EAS positions eliminated through DUO.

Continued on next page

Mixed Delivery Deployment

Area	District	Total
Northeast	New York	140
	Triboro	131
Northeast total		271
Pacific	Bay-Valley	31
	Los Angeles	37
	Sacramento	34
	San Diego	36
	Santa Ana	33
	Sierra Coastal	23
Pacific total		194
Grand total		465

Minivan Deployment

Area	District	Total
Capital Metro	Baltimore	54
	Greater South Carolina	22
	Greensboro	38
	Mid-Carolinas	32
	Northern Virginia	14
	Richmond	32
	Appalachian	127
Eastern	Central Pennsylvania	146
	Kentuckiana	117
	Northern Ohio	62
	Ohio Valley	168
	Tennessee	38
	Western New York	30
	Western Pennsylvania	185
Great Lakes	Central Illinois	20
	Detroit	87
	Gateway	118
	Greater Indiana	67
	Greater Michigan	204
	Lakeland	127
Northeast	New York	116
	Northern New Jersey	86
	Triboro	87
Pacific	Sacramento	1
	San Francisco	2
	Sierra Coastal	1
Southern	Alabama	11
	Arkansas	54
	Dallas	58
	Fort Worth	66
	Gulf Atlantic	24
	Houston	282
	Louisiana	60
	Mississippi	14
	Oklahoma	54
	Rio Grande	202
	South Florida	19
	Suncoast	201
Western	Arizona	13
	Central Plains	17
	Colorado/Wyoming	44
	Dakotas	57
	Hawkeye	65
	Mid-America	100
	Nevada-Sierra	5
	Northland	45
	Portland	45
	Salt Lake City	22
	Seattle	70
Grand total		3,509

Agenda Item #5

NAPS asked about the creation and issuance of a Headquarters SOP on upward mobility to include a provision that creates a detail solicitation process for awarding such details.

If NAPS wants to present recommendations about the creation of a SOP on upward mobility, USPS Headquarters would review the ideas. Having a proposal from NAPS would help make the dialogue between NAPS and the USPS on this topic more meaningful and enhance the efficiency and effectiveness when considered.

The USPS asked for the fundamentals of any idea NAPS has about the SOP on upward mobility. Ideas should include specific reasoning regarding the perceived strengths and benefits of the SOP so it could be determined whether the USPS has a substantial basis for further interaction based on NAPS' ideas.

Jeff Williamson, chief Human Resources officer, provided a brief presentation at the NAPS national convention in San Diego in August, outlining the idea for developing an employee's skills and ability database. The Postal Service could use this database going forward and assist those interested in career growth. The presentation was an element of Williamson's vision regarding Human Resources' future role in enhancing the value employees can bring to the Postal Service and the opportunities for growth available to employees who have the talents and desire for such growth.

The USPS understands there may be some field managers who handpick individuals for details based on who they like—not by skill. The USPS further understands it won't eliminate all subjective detail assignments; it will take a joint effort with coordinated ideas from NAPS and the USPS to make detail assignments objective.

Agenda Item #6

NAPS has been advised the agency is using personnel hired as non-career employees in EAS positions. NAPS has not been advised of such hirings in accordance with Title 39, which impacts the compensation and career opportunities for career employees. This also applies to the use of non-career employees in all career EAS positions.

NAPS resident officers met with former Chief Human Resources Officer Tony Vegliante in June 2011 to discuss NAPS' request for consultative process representation of Headquarters-reporting Human Resources supervisory/managerial non-bargaining employees working at the HRSSC. Vegliante granted the request as it related to representation for grievance and disciplinary issues, but not pay.

This concession was made based on the understanding it would not be a source of assertions/problems down the line. NAPS did not have consultative process standing concerning HRSSC non-career positions when they were originally created.

Decisions the Postal Service might make about employment of such individuals does not relate to pay or benefits policies of supervisory/managerial employees within the meaning of Title 39 U.S. Code § 1004. The USPS is not violating the law as it relates to Title 39 U.S. Code § 1004 when it hires non-career EAS.

NAPS does not agree with the USPS regarding hiring non-career EAS employees.

Agenda Item #7

National Convention Resolution #37: There have been organizational change events resulting in craft employees being returned to operations from which they were excessed that also had negative impacts on EAS staffing. Subsequently, craft employees were returned to

these units; however, this did not facilitate the return of EAS employees to the operations. NAPS would like a policy created that gives impacted EAS employees retreat rights if a position they vacated due to an organizational change is later returned to that operation.

This is a resubmission of NAPS' inquiry about Maintenance supervisory or managerial employees following the finding that some bargaining-unit Maintenance employees will have the option to return to installations from which they were reassigned. USPS Headquarters already responded, advising NAPS that EAS Maintenance will be consistent with current policy concerning the number of supervisory or managerial employees deployed in an installation.

If bargaining-unit employees return in numbers that warrant re-establishment of any supervisory/managerial jobs taken out when the bargaining-unit employees left, the number of such supervisory or managerial jobs called for based on current staffing policy will be re-established.

The request for retreat rights was an issue raised by NAPS in the past, specifically during the November 2010 consultative meeting. NAPS asked that RIF-impacted employees be given retreat rights in the event the jobs these RIF impacts left were re-established within five years. During the meeting, Mangala Gandhi, then manager of Selection, Evaluation and Recognition (SER), now known as Organizational Effectiveness (OE), discussed the variables and complexities of retreat rights with NAPS.

NAPS understood the complexities and agreed to submit, through the Labor Relations (LR) office, a comprehensive proposal for consideration. In November, 2012, NAPS sent an e-mail to USPS Headquarters that included a short outline adding words to the general request NAPS made in 2010. It

Coaching and Mentoring Go a Long Way

By John Aceves

Rocky Mountain Area Vice President

Managers, supervisors and postmasters are every day faced with decisions that enable us to take advantage of the day's productivity. We need to be prepared to make the best decisions possible with the information and situations presented.

Some decisions are easy to make; others take longer because of the fear they will be the wrong ones. We all know there are some upper-level autocratic, intimidating/abusive managers who will not allow anyone to make these decisions and will retaliate based on the local decision made.

These decisions seem to be the ones we agonize over every time. Either way, we need to be empowered and allowed to make these decisions.



That is what we are told, but it is not always allowed. On the other hand, we have upper-level managers who support, assist and help develop us with our decisions. To these managers, I congratulate them; their line-of-sight operations are well-run.

The unfortunate part about all of

this is that, if someone higher than the person making the decision does not like the decision made, a "Letter of Warning in Lieu of Time Off" suspension is the discipline method of choice.

There is nothing in between for these types of senior managers.

So, whatever happened to ELM 651.3, Non-disciplinary Corrective Measures? It states:

"Accountable managers/supervisors are responsible for the direct day-to-day performance management of subordinates. The accountable man-

ager/supervisor monitors subordinates' performance and provides appropriate resources, coaching and feedback to subordinates. The manager/supervisor is responsible for leading the employee to a higher level of achievement. Performance improvement should be a shared concern and effort between manager and employee. Early dialogue and guidance are critical to achieving positive results and continuance of an effective manager/employee relationship."

Problem-solving and decision-making are made by using our best skills set to make the appropriate decisions based on the information available. If you have a manager who supports you, your employees and operations, give them a big thanks. Coaching and mentoring go a long way, especially in today's Postal Service work environment.

Stay healthy and build membership. Happy New Year!

naps@theace.com

advised that the new outline should be regarded as basic talking points to be used as a launching point for ongoing discussion. USPS OE and LR representatives met with NAPS on Dec. 11, 2012, to discuss this item.

NAPS was reminded that the issue was discussed extensively with Gandhi in 2010 and that NAPS was going to provide a detailed proposal with every possible retreat scenario. According to USPS Headquarters, NAPS was to schedule another meeting when a complete NAPS proposal was ready. To date, the USPS has not received any further information on retreat rights

from NAPS. The USPS still is interested in hearing a proposal from NAPS on what it recommends as a solution to retreat rights.

NAPS responded that, although the agenda time on retreat rights was submitted for discussion in a previous consultative meeting, it was obligated to again bring this item forward due to the resolution passed at the national convention.

Agenda Item #8

National Convention Resolution #58: NAPS requested data on an AP (monthly) basis accounting

for each EAS position filled from an external hiring to include the specific reason it was deemed necessary and a copy of the internal posting notice that failed to yield a successful candidate.

The Postal Service has outlined, in discussions with NAPS over the past couple of years, its fundamental interest in providing opportunities to current employees before making jobs available for applications from the outside. If NAPS believes any opportunity was unduly denied to current non-bargaining employees and external

Continued on page 31

Bruce Moyer

NAPS Legislative Counsel

The new year has brought new faces to the top ranks of the postal policy world. Ron Johnson, Jason Chaffetz and Megan Brennan will step into the spotlight on Capitol Hill and at L'Enfant Plaza.



Ron Johnson

Johnson, the new chair of the Senate Homeland Security and Governmental Affairs Committee, was elected during the Tea Party

wave of 2010 on a platform favoring dramatic reductions in federal spending and overturning the Affordable Care Act. Over the past six years,

Johnson has called for forcing the Postal Service into bankruptcy

in order to shed its costly debt and labor agreements and emerge a leaner, meaner commercial operation.

A former accountant and plastics company entrepreneur, Johnson, 59, believes government should run like a business and the Postal Service should be permitted to enjoy commercial flexibility, even to the point of falling into bankruptcy. He also has called for significant reductions in federal and postal employee health and retirement benefits and identified more than \$1.1 trillion in potential budget savings in a 2011 report. *The Fiscal Times* recently called him "federal workers' new worst nightmare," displacing Issa from that role.

How resolute Johnson will be now that he chairs the committee that oversees the Postal Service and federal work force remains unclear. More recently, Johnson has tempered his calls for repealing and replacing Obamacare; he has promised to work closely with Democrats on the committee.

That change in tone could potentially stem from the re-election challenge Johnson faces in 2016; he is one of a half-dozen Republicans running in states that tend to favor Democrats. That means Johnson will need to ap-

peal to independent and Democratic voters in Wisconsin, including paper producers and printers whose fortunes are tied heavily to a postal reform bill that favors lower postal rates.

Jason Chaffetz

Chaffetz, as chair of the House Committee on Oversight and Government Reform, initially will face one major challenge: establishing a leadership tone that is less combative than that of his predecessor, Issa.

A fourth-term lawmaker, Chaffetz, 47, said in recent press interviews that he plans to reorganize his panel's subcommittee structure, reduce staff and work closely with others on his committee to produce legislation that pro-



vides meaningful oversight and government reform.

He also said postal reform will be a major focus, although he provided no details. His budding relationship with the committee's top Democrat, Rep. Elijah Cummings (D-MD), could be critical to reaching agreements on a range of sensitive issues under the committee's broad jurisdiction.

Born Jewish, he converted to Mormonism while at Brigham Young University. At BYU, he played football as a kicker for two years and still holds a number of kicking records. Chaffetz also was co-chairman for the Michael Dukakis campaign for president while at the school, largely because of a family relationship.

His boyish looks, affable charm and savvy helped Chaffetz persuade House GOP leaders to award him the oversight panel gavel over three more senior contenders. It's clear he will try to use those same skills to kick a postal reform bill through the legislative goal posts over the next months.

brumoyer@verizon.net

New Faces to Watch

They are certain to affect the lives of NAPS members.

In January, Sen. Ron Johnson (R-WI) and Rep. Jason Chaffetz (R-UT) will take the gavels of the Senate and House committees that oversee the Postal Service. In February, Megan Brennan will become the 74th postmaster general and the first woman ever to hold the post. Although Johnson, Chaffetz and Brennan have never worked closely together in the past, they are likely to share numerous conversations in the coming weeks and months about the Postal Service and what Congress should do to help solve its ills.

Johnson's and Chaffetz' predecessors on Capitol Hill—Sen. Tom Carper (D-DE) and Rep. Darrell Issa (R-CA)—left behind a ton of unfinished postal work. Neither was able to secure their chamber's approval of a postal reform measure. Congress' failure to act forced Postmaster General Patrick Donahoe over the past two years to forge ahead in a series of major cutbacks, closing scores of processing plants, reducing hours in thousands of post offices and eliminating 400,000 positions. While these actions helped stem the flow of red ink, the need remains for Congress to establish a new viable business model for the Postal Service. Are Johnson and Chaffetz up to the task?



National Association of Postal Supervisors

Vince Palladino Memorial

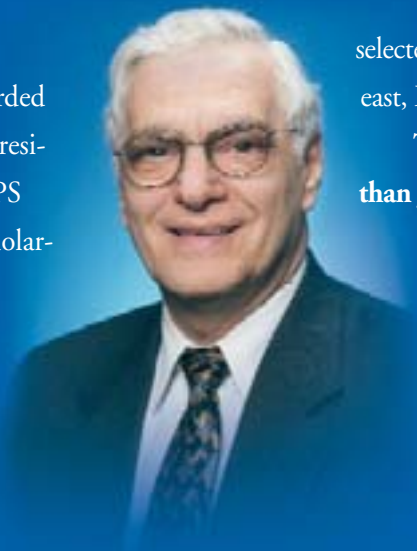
Student Scholarships

2015 Official Application Form

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

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

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



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

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

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

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

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

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

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

Board Members Work for the Benefit of NAPS Members

The fall 2014 Executive Board meeting was called to order by President Louis M. Atkins at 9 a.m. on Sunday, Oct. 19. Ivan Butts, executive vice president, gave the invocation.

Secretary/Treasurer Brian Wagner conducted the roll call of officers; all 24 board members were present.

The first order of board business was to elect a board chair for the 2014-2016 term. Rocky Mountain Area VP John Aceves and current chair and MINK Area VP Larry Ewing were candidates. Atkins appointed a ballot committee, consisting of James Warden, New York Area VP (chair), Pioneer Area VP Tim Needham and Central Gulf Area VP Cornel Rowel. Ewing was re-elected chair.

Welcoming remarks were made by the three resident officers. Atkins, on behalf of Butts and Wagner, welcomed and thanked the board members for everything they do for NAPS. He said he looks forward to a fruitful and productive two years.

Atkins specifically welcomed the new board members: North Central Area VP Dan Mooney, Pioneer Area VP Tim Needham, Southeast Area VP Bob Quinlan; Central Gulf Area VP Cornel Rowel and Texas Area VP Bob Bradford, a former member of the board.

Atkins said NAPS had a tremendous national convention in San Diego; now, it is time to roll up our sleeves and get to work. He said that, over the course of the next few days, the board would be hearing from ex-

ecutives and representatives of the Postal Service and the vendors who serve our great organization. He urged the board to lead wisely and deliberate constructively on behalf of all NAPS members.

Atkins discussed the challenges ahead, including the aggressive schedule the USPS has set for plant consolidations and closures. NAPS has drawn a line in the sand, urging the Postal Service to halt these closures. NAPS also is dealing with an atmosphere on Capitol Hill that is, at best, apathetic to the troubles facing the Postal Service.

In a matter of days, Americans would be heading to the polls. Their choices will very much impact the future of the Postal Service. The NAPS Executive Board is responsible for responding to these challenges in a way that will best serve members.

Atkins told board members that, when they depart later in the week, they will do so knowing they accomplished something good that will positively impact NAPS members. He said he looked forward to working with each board member and is excited about what the board and NAPS can achieve by working together.

Butts said it was a privilege and honor to serve with Louis and Brian. He recognizes that NAPS and the USPS have some troubling times ahead. He is looking forward to the good work the board can do in providing leadership to members and is excited to be at NAPS Headquarters serving the membership.

Wagner reviewed various house-keeping issues. He said the past fiscal year was tough for NAPS, but finances are trending positively at this time. Membership is holding steady and the board will see a revised member/non-member percentage report. He announced a staffing change at NAPS Headquarters: Bailey Anderson, office manager and assistant to the secretary/treasurer, left for a new career opportunity; NAPS wishes Bailey the best. Currently, Patricia Charity, from a temp agency, is covering the vacancy.

Each new board member was given an opportunity to introduce themselves. In summary, they all have NAPS experience as local or state officers; three are retired and two are USPS active. They all expressed their desire to serve NAPS and its members. They look to bring good ideas to their respective areas and do great things for NAPS.

Southern Region VP Tim Ford moved, seconded by Central Region VP Craig Johnson, to adopt the NAPS agenda and program; motion passed. Northeast Region VP Tommy Roma moved, seconded by Southeast Area VP Bob Quinlan, to approve the spring 2014 board minutes; motion passed.

Wagner presented the financial report. At the start of NAPS' new fiscal year, June 1, 2014, the value of NAPS' total investment portfolio, including its PNC Money Market Sweep account, totaled \$13,637,064.91. As of Oct. 1, 2014, NAPS' investments to-

taled \$13,648,958.37, an increase of \$11,893.46.

NAPS' PNC Sweep Account has generated approximately \$44,779 in monthly preferred dividends deposited into NAPS' general PNC checking account (general fund) to cover operating expenses. At the end of Quarter 1, Aug. 31, 2014, NAPS' total assets were \$18,959,197.44; revenue in excess of expenses was \$17,464.88.

As of Oct. 1, 2014, the NAPS General Fund totaled \$333,315.67. NAPS has been transferring funds from its PNC Money Market account into its PNC checking account over the past six months to cover NAPS Headquarters operating and national convention expenses. To cover expenses, including the reduced convention registration fee, NAPS Headquarters initiated a cash call from its PNC investment portfolio's cash account in the amount of \$150,000.

Total NAPS income for FY 2014—June 1, 2013, to May 31, 2014—was \$2,499,870, which was \$421,595 less than budget projections. Total FY 2014 NAPS Headquarters expenses were \$2,892,370, which were under the approved budget by \$28,583. Due to NAPS' total income being substantially less than projected, NAPS experienced a net loss for FY 2014 of \$392,500.

As of Oct. 1, 2014, the NAPS-owned building was 100 percent leased; the next lease expires in July 2016. In calendar year 2013, NAPS Property Inc.'s (NPI) total rent and other income was \$1,003,263, with total expenses of \$994,733, for a net income of \$8,530. When factoring in "below-the-line" expenses that are the direct responsibility of NPI and cannot be passed through to NPI tenants, NPI experienced an overall net loss of

\$445,473.

Below-the-line expenses totaled \$454,003, which included tenant improvements of \$267,147 from new leases, lease commissions of \$145,856 and a parking expansion project of \$41,000. Due to the excessive "below-the-line" expenses, NAPS received no landlord distributions during its fiscal year ending on May 31, 2014.

Executive Board members discussed the need to put together a three- to five-year business plan to address NAPS' financial future. In addition, there was discussion on whether it was beneficial for NAPS to continue owning a building or move to renting office space. A cost/benefit analysis needs to be done to determine the many "what ifs." What are the income tax consequences? If NAPS sold the building, how would NAPS invest the proceeds to protect against inflation and fluctuations in the financial markets? It was suggested that NAPS establish a finance committee to review its short- and long-term financial needs.

Charlie Scialla, Scialla Associates, and Butts reported on NAPS' Disciplinary Defense Fund (DDF). Scialla stated that, for the past two months, MSPB cases have fallen by 35 to 40 percent. Only 19 cases were awaiting a decision; 16 cases are waiting to be scheduled.

Scialla reminded the board that any acceptance or rejection of a settlement is a member's decision. There was discussion on the MSPB jurisdiction as it relates to the one-year rule. A person who supervises or is veterans' preference eligible must be in the same or similar functional area for one year to qualify for MSPB rights. For example, if a member has been a Customer Service supervisor (SCS) longer than a year and

receives a promotion to a manager or postmaster position in Customer Service, they do not need to be in the promoted position for another year to qualify for MSPB. The positions are the same or similar.

It is the same for supervisors in a plant (SDOs) who become managers of Distribution Operations (MDO) or managers in Maintenance; the one-year rule does not apply. It is only when an SCS becomes an SDO or vice versa or an MDO becomes a manager in Customer Service that the one-year rule applies. The one-year rule does not apply for Customer Service to Customer Service or plant to plant. But it will apply if an EAS employee crosses functional areas. Initially, those who are veterans' preference must first qualify under the one-year rule to receive MSPB rights. However, if they are promoted within the same functional areas, the one-year rule is not applicable. Even a VMF manager to a postmaster would be required to be in the postmaster position for one year to be eligible for MSPB rights.

Due to the reduced workload and efforts by Scialla Associates, the DDF was under its FY 2014 budget by \$45,800. In addition, Scialla Associates continues to experience more favorable than unfavorable decisions at MSPB hearings for NAPS members.

Wagner reported on NAPS membership, the website and social media. As of the September 2014 DCO, NAPS had 25,434 members (24,046 active and 1,388 associate; 94.5 percent and 5.5 percent, respectively). Total membership from a year ago was 26,344 (25,018 active and 1,326 associate), an overall one-year decline of 910 members or 3.578 percent. The projected future annualized net loss in per-capita dues for NAPS Headquarters

is approximately \$85,625.

As of Aug. 30, 2014, the total number of active EAS non-members was 8,442. This number was based on the USPS payroll files of EAS non-members, who are coded as non-postmasters. Approximately 25.88 percent of eligible non-postmaster EAS are non-members.

NAPS continues to encourage membership growth through its incentive of giving the sponsor of a new member a \$25 NAPS check. NAPS eliminated the \$25 gift card program as the administrative cost for each PNC gift card was \$2.95. The cost to issue a check is less than 50 cents. Branches continue to receive their NAPS non-member and change summary reports on a monthly basis, along with their DCO reports.

There was discussion about NAPS continuing its efforts to recruit EAS non-members to join, which also should include postmasters. Wagner said NAPS Headquarters has developed a letter for a mass mailing to all postmaster NAPS members, asking them to ask a non-member postmaster to join NAPS. Currently, NAPS has approximately 2,900 postmaster members. This membership initiative is slated to be mailed during the first part of 2015.

As of Oct. 1, 2014, NAPS had 3,613 members registered on its www.naps.org website. The *NAPS-HQ2U* electronic newsletter continues to be issued bi-weekly, with special issues when necessary. NAPS' Facebook page is being regularly updated and "tweets" made on NAPS' Twitter account. As of Oct. 1, 2014, *NAPSHQ2U* member subscriptions were 7,387, with an average "open rate" of 33 percent.

During the SPAC report and LTS

review, Butts, Legislative Counsel Bruce Moyer and PAC Manager and Legislative Assistant Elliot Friedman provided an overview of NAPS' legislative activities. The report included the upcoming mid-term elections and the amount of SPAC funds collected and distributed during the current election cycle.

Butts stated that he, Moyer and Friedman have been meeting with congressional leaders and aides to get the moratorium passed prohibiting the USPS from closing 82 plants in order to give Congress more time to pass postal reform legislation. It was stated the USPS is not being straightforward with the decline in service standards or true actual savings expected from the 82 closures.

The NAPS legislative team also issued an updated Issues Brief for members to use when talking with their congressional leaders back home in their districts before the mid-term elections. There was much discussion on the various scenarios of what the legislative landscape would look like for postal reform after the mid-term elections. If postal reform is done during the lame-duck session, it would look different than if it is done afterward. However, it all depends on what political party has the majority in the House and Senate.

NAPS still is pushing for MSPB rights for all EAS employees. As for the six-day delivery mandate, it still is in the appropriations bill. The NALC will fight to keep it in appropriations, rather than trying to get it into a separate bill. Butts and Friedman continue to encourage all branches to bring up SPAC at all meetings and encourage members to donate at meetings. SPAC contributions year-to-date for 2014 were more than \$184,000, already

breaking last year's record of approximately \$173,000.

Butts and Moyer discussed the 2015 Legislative Training Seminar (LTS), March 8-11. This LTS will be early in the year for members. The resident officers, along with Moyer, Friedman and Sheri Davies, NAPS' conference planner, had their first LTS planning meeting the week of Oct. 13. Butts has been reviewing LTS surveys from last year to see what worked and what didn't in order to give members what they want.

Moyer said the mid-term elections will determine NAPS' course of action for LTS. Due to the Honor Flight Network being in town the same time as LTS, the NAPS wreath-laying event had to be moved to Wednesday, March 12, at 1:15 p.m. NAPS will be messaging this to members in the hope they can make an effort to attend the ceremony at the end of LTS.

Board members heard various vendor and contractor presentations. Karen Young, editor of *The Postal Supervisor* magazine, encouraged board members to continue sending in articles for the magazine. New board photos will be used in the upcoming board directory. Wagner stated that NAPS is receiving the printing and mailing invoice directly from its printer, Quad Graphics. He said that, by Young keeping the October/November national convention issue at 80 pages, NAPS saved thousands of dollars in printing costs. NAPS appears to be on target to be under budget with *The Postal Supervisor* for the current fiscal year.

PNC Investment Adviser Phil Brown told the board that NAPS' investment allocation was 55 percent stocks, 45 percent bonds and the remaining 5 percent in cash, which is

within NAPS' written investment strategy profile. Brown said the investment portfolio's return over the past 12 months was 9.76 percent. The annual one-year return of the NAPS sweep account, where NAPS receives a monthly dividend, returned 13.38 percent, due to lower interest rates that resulted in increased bond prices.

Overall, the dividend yield on the sweep account is 6 percent. Brown explained there was a much-needed market correction, but it was not the start of a bear market. The Federal Reserve sees the U.S. economy growing, while Europe's is not. Brown recommended that, in June 2015, NAPS consider rebalancing its portfolio due to expected increases in interest rates. It was asked if the Ebola scare would affect the stock market. Brown said that, because steps are being taken to combat this medical issue, PNC analysts do not see Ebola negatively impacting the stock market. PNC is more concerned about the European economy at this time.

Sheri Davies, director of Global Accounts of Conference Direct, gave a presentation on marketing the 2015 LTS, which again will be at the Crystal Gateway Marriott. She provided examples of various 2015 LTS messaging ideas for the board to review and select. She also briefed the board members on housing at the Residence Inn in Old Town Alexandria during the board meetings. It is estimated that NAPS will save approximately \$126,000 over the next seven years based on projected future hotel rates in the area. NAPS locked in a low hotel rate with no increase in pricing through 2020. The average daily room rate will be above \$300; NAPS has guaranteed pricing of \$185 a night.

Stoladi Property Group CEO Jim

Stokes, Director of Property Management Ray George and NPI Property Manager Linda Taggart addressed the board regarding NAPS' building activities; the NAPS building is 100 percent leased. This is good news because the current vacancy rate in the Alexandria/Old Town area is 20 percent; this is a solid ownership with on-site building management.

Stokes said he was glad to be a client of NAPS for more than 18 years. Stoladi takes care of the building association responsibilities for NAPS and the association's condominium owners. Stoladi's engineering staff is first-rate; NPI is changing accounting systems so its budget now will be on the same fiscal year as NAPS.

In 2014, Stoladi completed the following maintenance issues: a new fire panel, upgraded restrooms, painting the stairwells and upgrades to the HVAC system. Rather than contract out the work, Stoladi's engineers were able to install four HVAC units for the price of three. The NAPS roof is original; Stoladi is seeking a roofing consultant to review the remaining life of the building's roof. Because the NAPS building is connected to two other buildings, roof expenses are pro-rated.

In addition, a garage structural survey will be done to determine what major repairs may need to be completed. There are some leaks in the garage; the survey is intended to avoid any massive repairs. Furthermore, Virginia state law requires building owners to set aside money in an escrow account each year to make sure building repairs are done. NAPS is part of a building association and must contribute to this interest-bearing escrow account.

The NAPS board also heard from M3 Technologies, which is contracted

to provide NAPS members with options to purchase life insurance, long-term care, critical care and terminal illness benefits policies. NAPS receives an annual royalty from M3 Technologies for any member who purchases one or more of the offered policies.

M3 asked to amend its contract with NAPS to expand the number of services it offers NAPS members: disability income, hospital income, accident, pre-paid legal and discount homeowners and auto insurance policies. M3 Technology guaranteed to pay NAPS an additional guaranteed \$10,000 in royalties if NAPS agrees to this contract amendment. If policy premiums exceed a certain level, NAPS would receive additional royalties.

The board discussed the option to amend the contract. Because the contract was only to provide additional services to NAPS members, it does not extend the length of the original contract and is not an exclusive contract, the board approved the amendment.

NAPS held its monthly NAPS/USPS consultative meeting during the board meeting. Minutes to the monthly consultative were published in the December issue of *The Postal Supervisor*. Outside the consultative meeting, NAPS heard from USPS officials Doug Glair, manager, Digital Identity; and Megan Brennan, chief operating officer (COO) and executive vice president.

Glair gave a presentation on the USPS' innovation platforms, specifically initiatives in the digital world. The USPS is moving toward the use of security technology, known as an electronic postmark. The USPS is a trusted agency and is working on a federal cloud identity system to allow all credentials to go through one connector and sender.

The USPS recognizes the entire world is moving to a health IT system due to the growing digital world; 65 percent of consumers own smart-phones. Glair said the USPS has a role to play in enhancing the security and privacy of digital communications. He stressed that the USPS values the health and wellness of its employees and wants them to live healthier lives. Therefore, the USPS is initiating a digital concept to allow employees to access and control their health and wellness information via the USPS' proposed Health Connect system.

The Postal Service wants to offer employees, at no cost, the ability to have their medical records stored and protected digitally by one trusted source, the USPS Health Connect. Participation is voluntary for employees. The Postal Service would not have access to the medical data stored, but employees would have access to their own information to share with medical providers of their choice. A contracted third-party would be in charge of providing this digital security.

The idea is for employees to have access to their medical records in one place and have them available to those medical professionals they authorize to have access. Today, a person's medical records are in different places. By having a secure digital system for health records, employees won't have to worry about a lapse in medical treatment. With the employee's approval, health care providers would have immediate access to the employee's records, rather than having medical professionals fax or scan records to one another.

The USPS wants to provide this voluntary service to employees for free. However, the Postal Service sees the potential to market this health IT

digital concept to other federal agencies and the general public, with the intent to increase revenue.

COO Megan Brennan thanked NAPS and its members for their hard work. She discussed USPS service performance, visibility, fall mailing and peak season, the financial outlook, phase 2 of network rationalization, growth opportunities, complement and future initiatives.

Brennan said FY 2014 has seen positive trends. Specifically, employee engagement revenue through Business Connect, Customer Connect, Rural Reach, Submit-a-Lead and Clerks Care helped generate \$473 million in new revenue. Also, 10 of 16 NPA corporate indicators saw improvement. She reviewed the current FY 2014 composite service scores for Priority, Standard and First-Class mail. She also shared FY 2015 service targets for FY 2015 Corporate Indicators that included the new Customer Insight (CI) indicator.

Brennan said the USPS wants 100 percent visibility. One challenge is reducing the "Failed First Attempt" percentage. On average, 2.5 million packages a day fail to be delivered on the first attempt. There are daily diagnostic reports the USPS uses to monitor scanning performance. The Mobile Delivery Device is an excellent scanner for data collection; 95 percent of package volume is covered with scans.

She also talked about the USPS' FY 2015 fall mailing and peak season and how the USPS is prepared to service customers this year. The USPS is setting the stage to instill service confidence now in order to ensure future growth with USPS business partners. She said that excellence in peak performance will provide the impetus for growth in January around dimensional weight and heavy weight packages.

Total shipping and package services are expected to increase by 15 percent during peak season.

To ensure the USPS has a successful peak mailing season, employees must focus on 100 percent visibility in scanning, on-time delivery, timely responses and resolutions to customer inquiries and consistent communication about potential national and local network issues. Brennan said that having excellent performance in peak season will lead to future package growth for the USPS. Having average performance in peak season could result in lost opportunities.

She briefly discussed preliminary financial figures for end-of-year FY 2014 and upcoming FY 2015. Much of Brennan's discussion focused on FY 2015 projected mail volume, controlling expenses and risks and uncertainties as related to legislation, inflation, changes in the economy, increases in the rate of electronic diversion and expiring labor contracts.

Network Rationalization phase 2 was another topic of discussion. She explained the benefits to the USPS from consolidating 82 mail processing facilities, the concept of 24-hour plant operations, the timeline of phase 2 consolidations and the number of EAS employees who initially will be impacted in January 2015 when the first 13 facilities begin phase 2. As of September, there were approximately 4,143 EAS vacancies nationwide. Of the 13 facilities targeted for consolidation in January 2015, there are approximately 878 EAS vacancies within 50 miles of those 13 impacted facilities. About 44 percent of the EAS vacancies are Level-17s.

Brennan talked about USPS FY 2015 growth opportunities, too. She said the USPS is using mobile technol-

ogy and innovations to be the premier direct mailer for customers and creating products and tools that better serve USPS customers. As for shipping strategies, the USPS wants to be the dominant business in the last mile of package delivery, lead the market in return solutions, provide options to customers in controlling the delivery of their packages and improve shipper and receiver perception of USPS products and services.

The USPS sees growth opportunities in Sunday delivery, Parcel Select Next-Day, MetroPost-same day, pilot mailboxes and parcel lockers of the future, concierge for small businesses and warehousing packages for shippers.

Amazon Sunday delivery is expanding to 59 districts, 1,611 hubs and 10,183 ZIP codes by the end of November 2014. Amazon Fresh and Amazon parcel lockers began in August 2014. Amazon Fresh is expecting volume and delivery growth in the future. Amazon parcel lockers are in carriers' normal lines of travel. In addition, the parcels have a unique identifier making them easily recognizable, yet they do not need any special codes.

Going forward, Brennan said the USPS must optimize the value of its infrastructure, innovate to grow revenue and retain customers, deliver the value proposition and have a positive belief in the future. She then took questions from board members.

Members from NAPS' Southern Region referred to some comments made at the NAPS national convention in San Diego about the USPS Southern Area that were a mix of accurate and inaccurate information. With NAPS and the Postal Service working together, these issues were investigated and addressed. NAPS' Southern Region ex-

pressed special thanks for the efforts of USPS Area Vice President JoAnn Feindt for her commitment to continue working with NAPS to take a hard look at problems and resolve them together. NAPS will emphasize to its members the need to clearly identify issues and verify the accuracy before advancing them.

The board asked whether there would be PFP mitigating factors for FY 2014 due to the severe winter weather last year. Brennan said no national mitigation is going to occur at this time. The board and Brennan discussed issues of exempt EAS employees working weekends, including Sundays, without being compensated or given another day off during the week. Brennan stated EAS vacancies need to be filled to address this issue.

The question was asked if Sunday Amazon packages were priced properly. Brennan said they are priced competitively to get the business—not priced as a premium service for Sunday delivery. As the USPS introduces more products to the system, it goes against USPS costs. Amazon is the first business for Sunday delivery, but the USPS expects more businesses to participate in the future.

Brennan was asked for her philosophy about delivery. She responded, "Deliver the letter, the sooner the better, including packages!" She also was asked if there was a mandate to leave city routes open and leave CCAs home or should OT be driven down. She said the USPS' bottom line is to save the dollar. There is no mandate nationally to leave CCAs home and routes open. The USPS looks at metrics; bottom line, pivot and capture under time. In the peak periods, it is about efficiency. The USPS looks at the dollar savings and delivering products for the least cost.

Basically, Brennan said, if a unit is saving hours, but not dollars, then they have it backwards.

There was no old business. Under new business, the following topics, recommendations and motions were discussed.

Atkins appointed new Executive Board committees to address various NAPS issues and promote the welfare of the membership. The following committees were formed and the respective board members were appointed:

- **SWCs:** Warden (chair), Ewing, Aglidian, Needham; resident officer as counsel.

- **Training & Advocacy:** Ford (chair), Aceves, Aglidian, Rowel.

- **Constitution & Bylaws:** Mulidore (chair), Quinlan, Mooney, Cherry, Dumas, Wagner.

- **Restructuring:** Johnson (chair), R. Green, Moreno, S. Green, McCracken, Dumas, Ewing.

- **Legislative:** Walton (chair), Bradford, R. Green, Trayer, Warden.

- **Ethics:** Ford (chair), Roma, Mulidore, Johnson, Walton.

- **Finance:** Moreno (chair), Mulidore, S. Green, Ford, McCracken, Wagner.

Each respective committee took time to initially meet and develop a mission statement. It was suggested that, at future Executive Board meetings, the agenda include ample time for the committees to meet and present any reports during the board meeting. As a point of personal privilege, Tommy Roma requested to be taken off the SWCs Committee as all other regional VPs were assigned to chair a committee, except him.

The board discussed membership exceptions. In accordance with Article III, Section 6, of the NAPS *Constitution*,

a member's request for exception to affiliate with another branch must be investigated by the respective NAPS area VP. The area VP then presents their findings to the Executive Board for concurrence.

The Constitution & Bylaws committee ruled that no official process was in place for the entire Executive Board to concur with exceptions. Therefore, the secretary/treasurer will, each month, provide a list of pending exception requests to board members to review for concurrence or not. The board did discuss the current list of exceptions provided by the secretary/treasurer. There was much discussion on what qualified for an exception; the NAPS *Constitution* is very vague on this issue, especially as it relates to local branches.

The Executive Board approved all exceptions that met the criteria in accordance with Article III, Section 6. However, the Constitution & Bylaws committee stated that the exception process needs further clarification and modification to address issues related to USPS restructurings, RIFs and consolidations. Exceptions or requests to affiliate to another branch need to be reviewed on a case-by-case basis to ensure the board's actions also consider Article II of the NAPS *Constitution* as it pertains to promoting the welfare of its members.

The board discussed pending NAPS contracts that would be expiring before the board meeting in March 2015. This action was in accordance with a recommendation approved at the spring 2014 Executive Board meeting that all upcoming contract renewals be reviewed at each board meeting to determine if NAPS wants to renew, extend or send out a contract for competitive quotes in ac-

cordance with its NAPS Headquarters Contract Policy. NAPS elected to renew or renew with a modified time frame all expiring contracts.

On behalf of NAPS, Executive Board members Trayer, Moreno and McCracken attended with other USPS representatives a three-day workshop in Norman, OK, to review and provide feedback on the 16-week New Supervisor Program (NSP) training material and processes. They said they helped develop checklists; because the program is new, updates are ongoing.

They are very excited about the program. The first four weeks, the new supervisor is off the floor in training. First two weeks are in the classroom; the next two are virtual learning on the computer, away from the workroom floor. There is NSP training for Customer Service, plant and maintenance supervisors.

Those supervisors who were in the old 52-week NSP now will have six months to transition and complete the new 16-week NSP training. If a supervisor was promoted months ago and did not start the old 52-week NSP, they will be moved into the new 16-week program. It was discussed that, under the 16-week NSP, new supervisors will receive three days of cross-functional training in other operations. Customer Service supervisors will spend time in the plant and vice versa. However, plant and maintenance supervisors only will cross train in each other's functional areas.

There were comments that three days of cross-functional training were not enough. The NAPS NSP team explained the cross-functional training is to provide an overview to new supervisors as to how other operations function and affect the operation they ultimately would be running. Cross-

functional training is not intended to be in-depth training.

There was concern by board members that a manager does not have time to train their new supervisor after the first four weeks. The NAPS NSP team said the manager who hired the new supervisor is to be the mentor and make sure the new supervisor receives their training; districts are in charge of getting new supervisors trained. The NAPS team further stated there is follow-up and a checklist will ensure the supervisor is completing their training on time.

In addition, the USPS National Center for Educational Development (NCED) will be tracking the entire NSP system to make sure all new supervisors are on schedule with their training. If not, they will follow up with the manager in charge of that new supervisor to make sure the training gets completed on time. NCED also will work with local management to make sure that, if a supervisor is struggling with their training, they get them the help they need. The new supervisor is an EAS employee at the time of their training; there is no returning or retreat rights back to craft.

It was noted that any EAS employee can take the NSP modules to learn; classes are not limited just to new supervisors. This is an opportunity for NAPS members to gain additional training to enhance their postal careers even though they are not new supervisors, but have been a supervisor or in support for years.

The NAPS NSP team encouraged area VPs, state and local NAPS officers to reach out to each district regarding the training. They also were encouraged to sign EAS employees as members and get the supervisors' training started right away.

The following recommendations and motions were discussed and voted on by the Executive Board.

Recommendation 1: John Aceves, Rocky Mountain Area VP, seconded by Kevin Trayer, Michiana Area VP, *that NAPS extend the 2016 and 2018 Conference Direct Contract for negotiations and onsite convention planning to include the 2020 National Convention; recommendation passed.*

Recommendation 2: Bob Bradford, Texas Area VP, seconded by Tommy Roma, Northeast Region VP, *that the resident officers finalize treasurer training to be held on Sunday morning of the 2015 LTS. At most, one officer per branch has their Saturday hotel room paid. The final plan will be decided by the three resident officers.* Tim Ford, Southern Region VP, seconded by Jim Warden, New York Area VP, made an amendment to limit the training to the secretary, treasurer or secretary/treasurer; amendment passed.

The final recommendation, as amended, was *the resident officers finalize secretary, treasurer, secretary/treasurer training to be held on Sunday morning of the 2015 LTS. That the branch secretary, treasurer, secretary/treasurer have their Saturday hotel room paid. The final plan will be decided by the three resident officers; recommendation, as amended, passed.*

Motion 1: By Brian Wagner, secretary/treasurer, seconded by Tim Ford, Southern Region VP, that:

“Effective June 1, 2015, NAPS has only one Executive Board dinner per fiscal year. That the Executive Board dinner be held during the spring Executive Board meeting, where NAPS may continue to invite special guests, USPS officials and various NAPS vendors.”

There was discussion this would be a good way for the organization to save

money. Voting “yes” were Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, Dumas, Needham, R. Green, Moreno, Trayer, Mooney, Quinlan, Rowel, S. Green, Bradford, McCracken, Aceves and Cherry. As board chair, Ewing does not vote. Motion passed unanimously.

Motion 2: By Cy Dumas, New England Area VP, seconded by Bob Bradford, Texas Area VP, that:

“The LTS registration fee for 2015 be the same as 2014—\$125.”

There was discussion whether or not NAPS could afford to keep the rate the same. Currently, NAPS’ investment portfolio is worth more than \$13.5 million; this is a way to give back to the membership. Voting “yes” were Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, Dumas, Needham, R. Green, Trayer, Mooney, Ewing, Quinlan, Rowel, S. Green, Bradford, McCracken and Cherry. Voting “no” was Aceves; abstaining, Moreno. As board chair, Ewing does not vote. Motion passed.

The spring 2015 board meeting will be in conjunction with the 2015 LTS, Sunday, March 8, through March 11. The board meeting will begin at 8:30 a.m. Wednesday, March 11, and end at noon on Saturday, March 14.

For the good of the association, New England Area VP Cy Dumas stated that NAPS is the premier management association and we need to promote NAPS.

Roma commented that dual membership in NAPS and the postmaster organizations seems to be growing. Eastern Region VP Chuck Mulidore said the NAPS board went through business very well; NAPS may want to consider one less day for the board meetings. He also congratulated the resident officers

on their camaraderie and said that, with board members working together, the future is bright for NAPS.

Wagner acknowledged Butts’ smooth transition into the executive VP position and said he has a lot of respect for the job he is doing. Wagner also thanked Louis and the entire Executive Board. He went on to say we may not always agree, but we do agree to do what is best for the members. Ford pointed out Butts is doing a very good job. Ford said he looks forward to a successful NAPS.

Trayer thanked the resident officers for assigning Moreno, McCracken and him to represent NAPS in Norman, OK, to review the New Supervisor Program.

Butts said he was humbled by everyone’s complimentary words toward him. He said he appreciates working at NAPS Headquarters with Louis and Brian and that it is “me, Louis, Brian and the entire board” working together. Butts said it had been a great board meeting. Central Gulf Area VP Cornel Rowel personally thanked Atkins for being his mentor. He also was thankful for the new officer training and being welcomed by all the board members.

North Central Area VP Dan Mooney thanked board members for their hospitality, which made him feel at home immediately. His takeaway from the meeting was the Executive Board voted to eliminate a board dinner to save money. NAPS also is expected to save more than \$126,000 as the result of a better housing contract for Executive Board meetings. He stated that, by doing so, the Executive Board gave back to the membership by voting for secretary/treasurer training at LTS and reducing the LTS regis-

Continued on page 30

2014 SPAC Contributors



2014 Ultimate Donors to Date

Acevedo-Dominguez, Sylvia	CA	Branch 373
Boisvert, Michael	CA	Branch 159
Batastini, Kenneth	FL	Branch 478
Gilbert, Belinda	FL	Branch 425
Lynn, Patti	FL	Branch 296
Mullins, Kym	FL	Branch 81
Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Wagner, Brian	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Atkins, Louis	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Foley, Paul	MA	Branch 120
Killackey, James	MA	Branch 43
Randall, C. Michele	MD	Branch 531
Trayer, Kevin	MI	Branch 142
Weilep, Laurie	MN	Branch 16
Johnson, Craig	MO	Branch 36
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
Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355
Bradford, Robert	TX	Branch 203
Navarre, Arnold	VA	Branch 98

November Donors

Ultimate (\$1,000+)

Acevedo-Dominguez, Sylvia	CA	Branch 373
Trayer, Kevin	MI	Branch 142

Elite (\$750-\$999.99)

Winters, Michael	IL	Branch 255
Cooper, Karen	TX	Branch 124

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

Bock Jr., Robert	FL	Branch 321
Moreno, Luz	IL	Branch 489
Moreno, Richard	MA	Branch 498
Russell, John	MA	Branch 43

Walter, Richard	MA	Branch 120
Bartlett, Bruce	ME	Branch 96
Goedeken, Carrie	NE	Branch 10
Walton, Irma	NJ	Branch 75
Englerth, Scott	NY	Branch 11
Laster, Jacshica	OH	Branch 46
Miegl, Cynthia	OH	Branch 2
Mulidore, Chuck	OH	Branch 133
Lomba, John	TX	Branch 103
Archer, Sylvia	VA	Branch 98
Butler, Phillip	VA	Branch 98
Green Jr., Richard	VA	Branch 98

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

Douglas, Lisa	CT	Branch 5
Alos, Kanani	HI	Branch 214
Ramelb, Laurie	HI	Branch 214
Cook, Carol	IL	Branch 14
Mendoza, Esther	IL	Branch 14
Alexander, Stephanie	KS	Branch 52
Macias, Juan	KS	Branch 205
Hartman, Stephanie	LA	Branch 73
Hacker, Patricia	MA	Branch 6
Bunch, Kenneth	MI	Branch 23
Burcar, Robert	MI	Branch 508
Ice, Marilyn	MI	Branch 23
Beck, Zebual	MN	Branch 104
Clausen, Catherine	MN	Branch 16
Carmody, Russell	NJ	Branch 74
Burton, Mary	OH	Branch 46
Paige, Lillie	OH	Branch 46
Cattron, Patricia	TN	Branch 555
Mitchell, Denise	TN	Branch 41
Proctor, Kevin	TN	Branch 32
Hubbard, Jim	VA	Branch 22

Supporter (\$100-\$249.99)

Johnson, Richard	NJ	Branch 287
Yut, Lynn	OR	Branch 66
McGuire Jr., Robert	TX	Branch 229

SPAC Scoreboard

All statistics reflect money collected between
Jan. 1 and Nov. 30, 2014

National Aggregate:

\$200,692

National Per Capita:

\$7.93

Region Aggregate:

1. Southern	\$54,976
2. Northeast	\$38,950
3. Eastern	\$37,173
4. Central	\$36,930
5. Western	\$32,328

Region Per Capita:

1. Southern	\$9.76
2. Central	\$8.68
3. Northeast	\$7.98
4. Eastern	\$7.01
5. Western	\$6.19

Area Aggregate:

1. Southeast	\$31,365
2. New England	\$19,640
3. New York	\$16,016
4. Pacific	\$15,352
5. Mideast	\$14,365
6. Capitol-Atlantic	\$13,630
7. Texas	\$12,775
8. Pioneer	\$12,473
9. Rocky Mountain	\$10,871
10. Michiana	\$10,399
11. MINK	\$9,969
12. North Central	\$9,064
13. Illini	\$7,498
14. Northwest	\$6,105
15. Cotton Belt	\$5,475
16. Central Gulf	\$5,360

Area Per Capita:

1. Southeast	\$13.53
2. New England	\$11.84
3. North Central	\$10.16
4. Pioneer	\$9.18
5. MINK	\$9.15
6. Michiana	\$8.85
7. Texas	\$7.46
8. Central Gulf	\$7.32
9. Rocky Mountain	\$7.25
10. Illini	\$6.82
11. New York	\$6.79
12. Mideast	\$6.35
13. Cotton Belt	\$6.29
14. Northwest	\$6.21
15. Pacific	\$5.60
16. Capitol-Atlantic	\$5.36

State Aggregate:

1. Florida	\$29,164
2. New York	\$15,626
3. California	\$14,112
4. Texas	\$12,775
5. Pennsylvania	\$9,374

State Per Capita:

1. Rhode Island	\$23.21
2. Maine	\$21.21
3. Kansas	\$19.06
4. New Hampshire	\$18.42
5. Utah	\$17.11

Continuous Contributor Club

Members by Region:

1. Central	81
2. Southern	66
3. Eastern	58
4. Northeast	52
5. Western	49

Aggregate by Region:

1. Central	\$20,941
2. Southern	\$17,402
3. Eastern	\$16,647
4. Western	\$16,135
5. Northeast	\$14,206

The Associate Member

All Members Are Created Equal

By Toni A. Coleman-Scruggs

NAPS is made up of a multitude of members ranging from associate members, supervisors and managers to postmasters. Some of us hold various titles within the organization at branch and state levels. You even may have the title of vice president or resident officer.

We also have members who hold no title, with the exception of "member." That title actually is one each of us holds and what makes us equal. No one person is more important than another; we all are essential pieces of the NAPS puzzle.

This year, mid-term elections saw many changes in Congress; we will not know the effects until later. Being part of the process—the right to vote—to decide whom you want to represent you is a critical part of democracy. When that right is denied, we are under the rule of a dictatorship.

Many branches will be holding elections for officers to represent them. It is vital that all members participate in the process. When you don't attend meetings or participate in voting, then you leave the decisions to the few, rather than the many. NAPS is made up of many branches, but not all are equal; the number of votes varies. If you're part of a small branch, you may believe you have little power and small voices. But, recently, our voices have become louder, our members have become more empowered and small *does* matter; we are all *equal*.

Each member, in spite of their title, is just as vital and has a lot to offer. We may have constitutions and bylaws that are not being followed. Abuse of power by any member, no matter their title, should never be allowed.

Over the past few weeks, I have been getting calls from members from other branches, asking how they can change their membership because they are not being represented, informed of meetings or even getting a copy of their bylaws. When we, as an organization, start going against the principles for which we have fought, fail to recognize our weaknesses, take our members for granted or abuse our power, then we, as an organization, are setting ourselves up for a fall.

toni.scruggs@yahoo.com

Toni A. Coleman-Scruggs is Gary, IN, Branch 171 president.

Cyber Attack or Cyber Intrusion?

By **Robert Bock**

Recently, I was in a meeting with postal attorneys; we were discussing all the passwords needed for all our different applications. We talked about all the times we have to change our passwords and how hard it is to try to keep up with all our different passwords for USPS applications.

Fast forward to Nov. 10, 2014, when the big announcement was made that USPS employees had had their personal information obtained by outside individuals or governments. The announcement from the Postal Service was that it was considered a cyber “intrusion.” Shortly after the announcement, I met personally with my employees and showed them the PMG’s video.

In the information given to us, we were told it was like other attacks on other companies. But I do not re-

call hearing about employees’ personal information being breached at Target or Home Depot. This was an attack like no other; employees’ private information was obtained! Several news accounts referred to this breach as an “attack.”

Our members are asking how our personal data was comprised. In the past, the Postal Service took steps to protect our data; we had employee identification numbers for every employee, which were put in place to protect our privacy. The question I have for the Information Technology gods is, “How do we keep this from happening again?”

I don’t think the answer is longer or more complex passwords. Maybe we can take a page out of the Veterans Administration playbook. When I am at the Veterans Administration medical clinic, I notice they insert an identification badge into their keyboard. This seems more secure

than just having a more complicated password.

Like other employees, I received the letter for credit monitoring; it was a bit of a hassle signing up for this free service. First, I tried to sign up online, then I was prompted to call Equifax. I was on hold for a little more than five minutes; it took 23 minutes to sign up for the credit monitoring. Hassle or no hassle, I encourage all members to take advantage of this product being provided by the Postal Service.

The Postal Service is one of the most trusted government agencies. Just think what our customers would think of us if their private information was breached!

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Robert Bock is a NAPS Southeast Area member.

Letting Other People Run Your Life

By **Mary Burkhard**

Letting other people make decisions for us and passively going through life is easy to do. The drawback is that the person who makes the decisions usually benefits the most and the others seem to “pay.” Our country just went through a major election; it is astounding when you consider the number of citizens who didn’t vote (50-60 percent) or, worse yet, have never registered to vote (one in five).



When you do not vote, you literally are allowing others to make life choices and decisions for you. It is as simple as that. If voting does not really matter, then why is so much money spent to get people to vote?

Many campaign coordinators say that, on average, it takes about \$24 to get one vote cast.

If voting is meaningless and something negative that can be avoided, then why do statistics consistently show the most educated and those with higher-than-average incomes are the

citizens who vote with the most regularity? It is because this group of people is well aware that voting directly and indirectly affects all aspects of our lives. They want to have a voice and make a choice—even if the choice is not ideal.

As postal employees, we are in a relatively high income group. Census figures from 2012 showed the median household income was \$51,017 per year; Social Security tax records from 2011 showed that 50 percent of full-time workers had a median wage of no more than \$26,965 per year. Our incomes are

higher than this, reinforcing the fact there is much at stake for every Postal Service individual and family.

Not voting lets other people make decisions for you that affect every aspect of your life, from taxes, what goods and services are available to purchase, to the air you breathe. Your quality of life and personal happiness are left in someone else's hands. Voting puts power in your hands. Voting is the great equalizer because everyone gets just one vote, unless you are in one of those notorious cities we read about in the newspapers.

Voting is not the same around the world; even though we take it for granted, it is a relatively modern concept. Citizens of many other countries still fight for the right to vote and in some, such as Australia, it is compulsory. In most communist countries, voting is mandatory,

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

but there is only one candidate "running" for each office.

Voting started in America in 1776, but you had to be white, male and wealthy in order to vote. Without

some individuals dedicating their lives to changing this, even though they were considered renegades and rebels at the time, voting might still be the privilege of a chosen few. There were many excuses given for denying all but a select few the right to vote. For example, other citizens were uneducated and not as knowledgeable about "what is really going on" as the insiders, it would be too expensive to allow all to vote, the ones in power might lose their positions. The reasons and excuses to deny voting rights went on and on.

By 1870, nearly every white male could go to the polls on Election Day, the same year black males also gained the right to vote with the 15th

Amendment. But many were disenfranchised and it was not enforced equally until the Voting Rights Act of 1965. Women, on the other hand, had been trying to vote since 1848. Women were thought to be biologically unfit for politics. Women finally succeeded in gaining the right to vote in 1920, with the 19th Amendment to the Constitution.

So, in the next election, make sure you do some research on your own and then cast your vote, knowing this right was fought for because it is unique, valuable and meaningful. It is your way to hold your elected officials accountable for the decisions they make that impact the day-to-day lives of you and your family.

Voting gives you power that was unheard of just 200 years ago; it is the great equalizer. Don't give your power away. It only lets others run your life.

Mary Burkhard is a NAPS Pacific Area member.

SPAC Contribution Form

SPAC contributions are voluntary, not a condition of NAPS membership and not tax-deductible.

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

\$100—Supporter
\$250—President's Club
\$500—President's Roundtable
\$750—Elite
\$1,000—Ultimate

Current as of February 2014

Mail to:
SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Enclosed is my voluntary contribution to SPAC—the Supervisors' Political Action Committee. Checks should be made payable to SPAC. *Please do not send cash.*

I'd like to charge my SPAC contribution to my Visa, American Express or MasterCard account *only*. Federal regulations prohibit SPAC contributions by branch check or branch credit card.

Card number _____

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Name _____ Branch # _____ Contribution Amount _____

Home Address/PO Box _____

City _____ State _____ ZIP+4 _____

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

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

Describe gift _____ Value _____

NPA: How the USPS Prevents You From Attaining a Goal!

By **Dioenis D. Perez**

NPA is the carrot-on-the-stick analogy for all EAS personnel since the mid- to late '90s.

Many have benefited; many others have not. Unfortunately, we all remember the terrible circumstances in 2009, when area and district leadership illegally decided to minimize our NPA scores.

Today, every EAS employee should know their unit goals for FY15 and immerse themselves in the process of understanding each measurable goal. It's your primary avenue to move your pay scale to the top; you need to know this so you can focus on the goals that will lead you to a successful FY15.

I've recently brought a particular NPA unit goal, which affects EAS employees in Level-18 to -20 offices, to the attention of one of our resident officers. He asked Postal Service Headquarters about my concerns regarding the calculations/formula used to measure DPH%. The resident officer's return e-mail confirmed my suspicions on this one particular NPA unit goal. We both agreed there are many issues with our unit NPA goals, especially those targeting a PLAN goal.

I suspect this is done to limit your success in NPA in order to limit the movement of your pay to the top of the pay scale. When you read the measurements being used for DPH%, you may draw the same conclusions. Hopefully, NAPS Headquarters will investigate the other NPA unit goal measurements, as well.

According to USPS Headquarters,

these are the performance measurements used to calculate DPH%:

- LDC 21—Office hours used on city delivery regular and auxiliary letter routes. Also includes steward duty time, standby time, travel time, meeting time and miscellaneous delivery service activities.



- LDC 23—Hours used for delivery of parcel post, relays, intra/intercity runs and combination routes.

- LDC 24—Special delivery messengers, including meeting time and union duty time of stewards.

- LDC 26—All office hours used by city letter carriers for address management. This includes ACS, AMS, CDS, CLASS and DPS.

- LDC 27—Collections, excluding combination routes.

- LDC 28—All hours used by city carriers to perform a manual tertiary or delivery preparation of mail desti-

nating to city delivery routes or to post office box sections served by those routes.

LDC 29—Router positions, responsible for casing mail for more than one delivery assignment.

LDC 92—All off-the-job, on-the-clock training hours for City Delivery Service employees.

Typical thought process of Postal Service Headquarters: Everything, including the local office toilet, is included in the DPH% measurement. Perhaps they should be on the street performing 3999s to better understand the process in trying to increase DPH%, instead of adding obvious items that prevent you from moving this number so you can earn a NPA goal.

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

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

Fall Executive Board Meeting

Continued from page 25

tration fee to save branches more money. He further thanked the Executive Board for its efforts and looks forward to seeing a new budget at the spring 2015 board meeting.

Pioneer Area VP Timothy Needham thanked Mulidore for being his mentor. He said he appreciated the relationship building the board did and also appreciated the passion Pacific Area VP Hayes Cherry shows for his members. Southeast Area VP Bob Quinlan thanked the board for welcoming him.

Bradford said he was glad to be

back on the board. Ewing thanked the board for the opportunity to be chair again. Moreno congratulated the new board members and said she was glad she and McCracken no longer are the rookies on the board.

Central Region VP Craig Johnson, seconded by Cotton Belt Area VP Shri Green, moved to adjourn the meeting; motion passed. The meeting adjourned at 2:41 p.m. on Wednesday, Oct. 22, 2014.

Respectfully submitted by Brian J. Wagner, secretary/treasurer.

Nov. 18 Consultative

Continued from page 15

applicants were afforded opportunities when they should not have been, NAPS may bring this to the attention of the Postal Service.

When NAPS sees such opportunities posted externally, it should outline the reasons why it thinks the posting is improper. The Postal Service does not see a valid reason to add a tracking, recording and reporting system as requested by NAPS because hiring from outside the USPS is minimal.

Agenda Item #9

National Convention Resolution #60: NAPS requested that the agency issue a policy directing the release of all EAS employees selected as successful candidates for positions be completed in no more than 30 days.

The Postal Service considers the interests of employees selected for jobs, as well as the business and operating interests of the losing and gaining installations. Placing employees in their new jobs without undue delay is important. Currently, the Postal Service expects installation heads of both the losing and gaining offices to communicate and cooperate to agree on a release date. Installation heads need to be mindful of the business and operating needs of their respective installations.

USPS Headquarters anticipates the release date should not be later than 90 days from selection. The Postal Service does not intend to devalue the interests and needs of either the employees or the business/operations involved. It would be helpful to NAPS' interests to include its reasoning in support of its desire for a duration one-third (30 days) of the current approach.

NAPS responded that the fact people are held 90 days or longer or even fewer indicates there is no process in place; EAS employees are at the whim of one manager or an-

Notes

from the National Auxiliary

Can I?

By Sharon Mathews,
President

Frequently I am asked if an individual Auxiliary member can donate to the Supervisors' Political Action Committee (SPAC). The answer is, "Yes!" An Auxiliary member may donate up to \$5,000 per calendar year to SPAC.

An Auxiliary member can contribute to SPAC at a local, state or national NAPS- or Auxiliary-sponsored event; send a personal check (or complete the credit card section) and completed SPAC Individual Contribution Form to SPAC, 1727 King St., Suite 400, Alexandria, VA 22314-2753; or donate an item (classified as an in-kind contribution) to be used in a raffle for SPAC. Complete and send to NAPS a SPAC Individual Contribution

Form listing the donated item's value (identified as non-monetary donation value on the form) and attached receipt.

The SPAC Individual Contribution Form appears regularly in *The Postal Supervisor*. It also is available at www.naps.org under the Legislative tab, SPAC section, Individual Contribution Form, which can be reached without a password.

Your SPAC contributions also will be credited toward your local and state branches' annual aggregate totals. If an Auxiliary member donates to SPAC, they still can contribute to an individual candidate's election, following federal guidelines on contribution limits.

Remember, contributions to SPAC are not tax-deductible and only NAPS members or Auxiliary members may contribute to SPAC.

Best wishes for a healthy, prosperous new year!

sharonmathews4504@comcast.net



other without a specific process to release them to their new positions. The value of releasing one EAS employee in 30 days and another in 90 days or longer is subjective in nature, which is why a process needs to be established.

If there is an issue with releasing an EAS employee for their new position within a reasonable time, then NAPS should discuss it with the local or district office to resolve. Releasing an EAS employee to a new position within 90 days is a reasonable guideline, but not an absolute.



On the Move?

Have you moved or are planning a move? Let NAPS know, too!

Keeping your mailing address current at NAPS Headquarters helps us keep *The Postal Supervisor* coming to you without interruption and avoid unnecessary "Address Service Requested" charges.

Please let us know your new address and its effective date as soon as you know it. Address changes may be mailed to NAPS at 1727 King St., Suite 400, Alexandria, VA 22314-2753, or faxed to (703) 836-9665.

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)



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