

the Postal Supervisor

April 2016



**Teamwork—
Not Bullying—
Achieves
Great Things**

page 3



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

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

NAPS members receive *The Postal Supervisor* as part of their membership dues. Members not receiving the publication on a regular basis should notify their branch secretaries.

Nonmember subscription price: \$25 per year.

Submissions—Branch officer articles (maximum 350 words), "Letters to NAPS" (maximum 200 words), "Ask NAPS" queries, reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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

Advertising—Advertising inquiries should be directed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

The publication of any advertising herein does not necessarily constitute NAPS endorsement of the products or services offered.

Postmaster—Please send address labels, clipped from undeliverable copies, along with USPS Form 3579, to *The Postal Supervisor*, 1727 King St., Suite 400, Alexandria, VA 22314-2753.



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.

In This Issue

April 2016

FEATURES

15 Sights, Scents and Sounds—National Harbor *NAPS delegates attending the national convention in August have many exciting choices from which to choose for how to spend their free day.*

28 Tipping the Scales in Your Favor: Achieving Work-Life Balance *Are you feeling stressed, overwhelmed, disconnected from or unhappy with your relationships? There is a good chance your life has become imbalanced. It may be time to tip the scales in your favor.*

RESIDENT OFFICERS

3 Bullying Has No Place in Our Workplace *Louis Atkins*

4 The DDF Dilemma *Ivan D. Butts*

6 EAS PFP: Divide and Conquer *Brian J. Wagner*

COLUMNS

14 Legislative Update *Bruce Moyer*

29 The Associate Member *John Farrell*

DEPARTMENTS

4 NAPS 2016 State Conventions

5 NAPS Disciplinary Defense Fund Representation Request Form

6 Member vs. Non-Member Summary Report *As of the January 2016 DCO*

7 NAPS Training Calendar

10 Views from the Vice Presidents *Marilyn Walton*

12 NAPS of Note

20 NAPS 2016 Golf Tournament *Registration form*

21 2016 NAPS National Convention *Registration form*

24 2016 SPAC Contributors

25 SPAC Scoreboard

27 Vince Palladino Memorial Scholarship *Application form*

30 Thoughts from the NAPS Branches *Mary Burkhard*

31 Notes from the National Auxiliary *Linda Rendleman*

Bullying Has No Place in Our Workplace

The subject of bullying continues to be front and center in the media. The effects of bullying are well documented: depression, isolation and a lack of self-confidence, which, in the end, could lead to self-harming behavior.

As supervisors, we go to the workplace to perform our jobs to the very best of our ability, produce a quality product and meet the needs of our customers.

Daily challenges require EAS employees to make assessments and decisions on what actions to take that will result in an overwhelming success rate that pushes the agency's objectives forward. These challenges are accomplished—despite the fact supervisors work daily under the stress of limited time frames and resources.

One source of this stress is the behavior of upper-level managers who seek to stretch supervisors to their limits. Should they fail to accomplish the goals that have been set, they batter supervisors to the point they feel devalued. In other words, upper managers bully supervisors into achieving goals the managers have set.

Recently, the USPS decided to eliminate the Workplace Environment Analyst (WEA) position, which was dedicated to developing workplace environments where employees were able to retain their dignity. If there was a problem, the WEA was there for anyone who felt there were issues, regardless of whether the issues were with craft or higher-level EAS employees, including their own managers.

Although the WEA position was eliminated, the rules, regulations and policies regarding proper behavior in the workplace for all employees remain. I strongly suggest that if you, as a supervisor, believe you have been the victim of bullying in the workplace, do not hesitate to come forward. If the behavior is attributable to a craft employee and you require assis-

tance, please advise your immediate manager. If it is your immediate manager, please advise your NAPS branch president immediately!

Let's take a second to understand bullying. It is defined as frequent and systematic cruelty deliberately aimed at others, with the intent of gaining power by inflicting psychological and/or physical pain. It includes name-calling, humiliation, spreading rumors, gossiping, ridiculing, scapegoating, blaming, isolating, assigning poor work areas or job assignments in the workplace, kicking, punching, taunting, ostracizing, sexualizing or making racial, ethnic or gender slurs. This then perpetuates a workplace climate of fear, silence, denial and tolerance of the bully's behavior by those who witness or are the subjects of these acts.

What does bullying really look like in the workplace? It takes different forms. Here are some typical behaviors that may be demonstrated by a bully as they elect to victimize their target:

- Some bullies use their physical presence and loud tone of voice to intimidate, overpower and wear down their targets in order to get what they want.
- Some bullies attack from behind by delivering their abuse using screened humor and sarcasm.
- Other bullies appear to be your best supporter and/or friend, but, instead, spread rumors and gossip in an attempt to exclude, isolate and/or destroy your reputation.
- Lastly, there are bullies who are experts at calmly attacking your self-esteem, hemming you in with double binds and generating an angry response in otherwise patient individuals.

All of these behaviors, no matter what the perceived intent may be, have no value in the postal workplace. The USPS' greatest asset is its people. When that most treasured asset is devalued, the ability of the Postal Service to achieve its goals is harmed. In the end, no one wins.

We all want the USPS to return to prosperity. The only way we can do that is by working together—not

Continued on next page



Louis Atkins
President

The DDF Dilemma

Have no fear. This article is not about our well-funded Disciplinary Defense Fund (DDF) being in any financial trouble. This article is not about the excellent work our DDF provider, Sialla and Associates, continues to do for our members in adverse-action and debt-collection cases.

The dilemma we are facing is one of accountability within the process. Your resident officers are continually

working to ensure the processes we are employing as an association incorporate the accountability needed to validate our efforts through an audit process. Moreover, Secretary/Treasurer Brian Wagner has worked tirelessly to review, update and implement processes that demonstrate the fiduciary responsibility our association must have.

Each year, we review and validate our efforts through an audit

process for both our SPAC and association funds. This audit is intended to validate that your NAPS resident officers continually use generally accepted accounting

principles (GAAP) as part of our fiduciary responsibilities. One point of concern recently raised is our validation process regarding the disbursement of DDF monies.

NAPS established the DDF because it is committed to representing its members in all areas, including adverse actions. The DDF provides professional representation for eligible members in adverse action or debt collection. However, regardless of the USPS appealable action that warrants the use of DDF monies, a completed Disciplinary Defense Fund Representation Request Form signed by the member and branch president must be submitted for accountability purposes.

Submission of the completed DDF form affirms that:

1. The branch president or designee validates the member is an eligible member.
2. The eligible member is requesting DDF monies to be released by the association in defense of an appealable adverse action or debt collection.

This ensures that NAPS is using GAAP for validating the use of association funds.

We need the help of every branch president or branch advocate to ensure that not only does our DDF provider receive the original completed DDF form, but

that the executive vice president also receives a copy of the completed DDF form. This will ensure the proper checks and balances are in place for the expenditure of NAPS funds. The updated DDF form is on the next page and also can be found on the naps.org website under the "Forms and Documents" section. Please destroy any old versions you may have of this form.

In solidarity ...

naps.ib@naps.org

NAPS 2016 State Conventions

Dates	State(s)	Location
April 7-9	MINK Area	Embassy Suites Downtown, Des Moines, IA
April 20-23	California	Embassy Suites, Sacramento
April 22-24	North/South Dakota	The Lodge, Deadwood, SD
May 12-14	Wisconsin	Fox Hills Resort, Mishicot
May 12-14	New England Area	Red Jacket Mountain View, Conway, NH
May 12-14	Northwest Area	Hilton, Eugene, OR
May 26-28	Illinois	Holiday Inn, Rockford
May 30-June 2	New York	Villa Roma Resort, Calicoon
June 2-5	Michigan	Crystal Mountain Resort, Thompsonville
June 2-5	Minnesota	Fair Hills Resort, Detroit Lakes
June 2-5	Capitol-Atlantic Area	Raleigh, NC
June 9-11	Georgia	Sea Palms Resort, St. Simons Island
June 9-11	Pennsylvania	Cranberry Township
June 22-26	Texas	Schitterbahn Beach Resort, South Padre Island
June 23-26	Florida	Hilton Singer Island, Riviera Beach
June 26-27	New Jersey	Resorts Casino Hotel, Atlantic City

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

Bullying Has No Place in Our Workplace

Continued from page 3

in conflict—with one another. We need to work in concert with one another and focus on promoting our mutual achievements in the workplace. This only can happen through a spirit of teamwork and perseverance and not one of harassment and bullying. If we keep this in mind, the USPS can achieve great things.

naps.la@naps.org

NAPS Disciplinary Defense Fund Representation Request Form

DDF Applicant Name: _____

USPS EIN #: _____

Office: _____

Branch: _____

Work Phone: () _____

Home Phone: () _____

**Date of Notice of Proposed Action
or Notice of Debt Determination:** _____

**Date of Letter of Decision or
Notice of Involuntary Offset:** _____

I request representation from the NAPS Disciplinary Defense Fund (DDF). Representation will be provided by Scialla Associates. The representative provided may not be an attorney. The DDF covers fees and expenses up to \$3,500, authorized evidentiary expenses not to exceed \$1,000, and all travel costs.

If fees or expenses incurred for my defense are expected to exceed the \$3,500 limit, Scialla Associates will notify me, in advance. No additional fees or expenses will be incurred for my representation without my authorization. If I do authorize additional fees and expenses, I will be personally liable to the provider for these additional expenses.

In the event the MSPB should award any payment for my legal fees, it is understood that the monies will be used to reimburse the NAPS DDF for monies expended for my representation by Scialla Associates to the extent possible under the award.

**NOTE: I have been a member of NAPS since: Month _____ Year _____
If you have been a NAPS member less than 90 days from the date of the
proposed action, you should supply a statement that you signed a NAPS
membership application within 30 days of your promotion from the craft.**

I understand that should I seek representation through any means other than the NAPS DDF at any time, I will, in effect, discharge the National Association of Postal Supervisors and Scialla Associates of any further obligation regarding my case. Furthermore, I understand that I will have to bear the cost and consequence of any outcome resulting from this action.

Signature of Member

Signature of Branch President

Date

Date

Send this signed form and a copy of the adverse action file by **Priority Express Mail** to:

Scialla Associates
PO Box 167
Totowa NJ 07511-0167

**A copy of this completed DDF Form MUST be sent to NAPS Executive Vice President at NAPS HQ
NAPS HQ, 1727 King St, STE 400, Alexandria VA 22314**

EAS PFP: Divide and Conquer

They say, whoever “they” are, “timing is everything.” I guess the timing was just perfect for the Postal Service to give EAS employees their FY 2016 PFP goals in late January—more than three months after the start of the fiscal year, right before EAS employees received their second Postal Pulse surveys in February.

At the time of this writing, the USPS is just 30 days

from the end of Postal Quarter II, but talk still remains regarding how the FY 2015 Pay-for-Performance (PFP) payout was disappointing for approximately 38 percent of USPS field EAS employees. Imagine, field EAS employees working hard all year long to make the Postal Service successful, only

to be denied a pay raise because of goals established by Postal Service executives and a dysfunctional USPS Board of Governors.

What many members on the 38 percent “No FY 2015 PFP Team” may not know is that they are not alone. A large percentage of EAS employees who are considered USPS Headquarters reporting employees also did not receive a PFP payout for FY 2015. Does that make it right? No. What also isn’t right is the Postal Service’s logic on having two PFP systems for EAS employees.

What is disheartening about the entire USPS PFP process is how it was developed years ago by USPS Headquarters. Without getting into the “weeds” on how the PFP process works for field EAS and USPS Headquarters employees, the bottom line is they each have a different set of PFP rules when it comes to how EAS employees get paid under the National Performance Assessment (NPA) program.

The Postal Service constantly hypes teamwork: “It’s our Season” and #Postal-Proud. This messaging makes sense because we all work for the same agency—the U.S. Postal Service. What does not make sense is

that if EAS employees are all part of one team—Team USPS—why does the Postal Service advocate two different PFP programs? What good reason is there for USPS Headquarters to divide postal management when it comes to pay raises? Does advocating an “us vs. them”—field EAS vs. USPS Headquarters EAS pay programs—truly promote teamwork and EAS employee engagement within the USPS?



Brian J. Wagner
Secretary/Treasurer

National Association of Postal Supervisors Member vs. Non-Member Summary Report

As of the January 2016 Dues Check-Off Report

NAPS Areas	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
New England	1,568	419	1,987	78.91%	21.09%
New York	2,316	563	2,879	80.44%	19.56%
Mideast	2,169	673	2,842	76.32%	23.68%
Capitol-Atlantic	2,522	857	3,379	74.64%	25.36%
Pioneer	1,345	465	1,810	74.31%	25.69%
Michiana	1,130	441	1,571	71.93%	28.07%
Illini	1,036	442	1,478	70.09%	29.91%
North Central	846	538	1,384	61.13%	38.87%
MINK	1,145	571	1,716	66.72%	33.28%
Southeast	2,227	709	2,936	75.85%	24.15%
Central Gulf	749	289	1,038	72.16%	27.84%
Cotton Belt	859	446	1,305	65.82%	34.18%
Texas	1,725	587	2,312	74.61%	25.39%
Northwest	1,019	426	1,445	70.52%	29.48%
Rocky Mountain	1,481	530	2,011	73.64%	26.36%
Pacific	2,731	1,026	3,757	72.69%	27.31%
National Totals	24,868	8,982	33,850	73.47%	26.53%

NAPS Regions	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
Northeast	4,718	1,204	5,922	79.67%	20.33%
Eastern	5,202	1,773	6,975	74.58%	25.42%
Central	4,157	1,992	6,149	67.60%	32.40%
Southern	5,560	2,031	7,591	73.24%	26.76%
Western	5,231	1,982	7,213	72.52%	27.48%
National Totals	24,868	8,982	33,850	73.47%	26.53%

* Note: Northeast and Eastern Region totals and percentages are calculated to adjust for all NJ branches factored into the Northeast Region totals, except for Branches 71 and 74.

Teams win together and lose together, but they also work together. The two separate PFP programs do not engage EAS employees, but disengage them. Because I am a big athlete, a bowler, I will use a sports analogy to explain how I see the flaw in the USPS' rationale for having two PFP programs for EAS employees.

The Super Bowl was this past February, which was perfect timing because EAS employees received their FY 2016 goals and second Postal Pulse surveys around the same time; therefore, football will be my analogy. I will try to keep it simple for everyone to follow, including the Postal Service.

In football, a team's players may be assigned to play offense or defense, but they all are on the same team. The offense's goal is to score more points than their opponent; the defense's is to keep their opponent from scoring more than their offense. The goal of the entire team—offense and defense, coaches and owners—is to win. That is, score more points than their opponent. If not, they lose; win as a team or lose as a team.

Now, let me see if I can use my football analogy to explain how the two USPS PFP programs work. Let's say USPS Headquarters EAS employees are the offense and field EAS are the defense; we all are on one USPS team. The owners of the team, USPS Headquarters executives, establish the rules for how the offense and defense will be paid extra if they win. All players receive a base pay.

Now, if the team is successful and wins, it stands to reason everyone should enjoy the fruits of victory. However, that is not what the rules say. In my analogy, if the team wins, the offense—USPS Headquarters EAS employees—will receive an additional 4 percent salary increase, except for 25 percent of the players.

Why? Because the owners believe some of the players didn't contribute enough toward the win. Who decides the 25 percent? The team's head coach and offensive coaches. In this case, they would be USPS Headquarters vice presidents and other postal executives.

Now, the defense—field EAS employees—receives a 2 percent increase, except for 38 percent of those players because the other team scored too many points, but not enough to win. Who decides the 38 percent? The team's defensive coaches. In this case, they would be the USPS area and district offices.

Now, if the team loses and continues to lose, that is unacceptable to the owners, so they freeze the pay of all the players. Even though the players come to work every day and practice hard to get better, they are blamed for losing. However, is it possible the losses stem from lack of support, proper equipment and other resources the owners fail to provide the players?

Maybe the owner's playbook has some flawed plays. But that does not matter because the coaches are instructed to have the team run these bad plays over and over again, resulting in a losing streak. Who is responsible for the losses? The players are responsible, of course, because they could not successfully implement the flawed plays. Therefore, they receive the blame and are penalized with less pay or a pay freeze until they do better.

I hope my analogy didn't deflate your spirits. Regardless, the USPS PFP process should not divide and conquer the EAS team; but to many, it already has. It is time to rebuild a better EAS pay program that will inflate the attitudes of EAS employees, promote their postal pride and ensure they remain engaged in making the USPS a winning team.

naps.bw@naps.org

NAPS Training Calendar

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

April 7-9, 2016

In conjunction with the MINK Convention.

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

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

Hotel Rate: \$155, single/double

Registration Fee: TBD

Training Topics: TBD

Instructors: TBD

Central Gulf Area Training (AL/LA/MS)

April 8-9, 2016

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: Biloxi, MS; hotel TBD

Registration Fee: \$25

Training Topics: TBD

Instructors: TBD

Texas Area Training (TX)

April 29-30, 2016

Conducted by: Texas Area VP Bob Bradford

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

Hotel Rate: \$120 plus tax

Registration Fee: \$35; includes two meals

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

Instructors: Texas Area VP Bob Bradford; others TBD

Illini Area Training (IL)

May 26, 2016

In conjunction with the Illinois State Convention.

Conducted by: Illini Area VP Luz Moreno

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

Hotel Rate: \$83/king or two queens

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

Training Topics: TBD

Instructors: TBD



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

Office of the Administrator

Phone: (855) 208-1154

“\$2,000 IN NAPS SCHOLARSHIPS FOR MEMBERS AND ASSOCIATE MEMBERS ONLY!”

GUARANTEED, TAX-DEFERRED INTEREST RATE OF 4.50%!

TAX-FREE LIFE INSURANCE UP TO \$500,000!*

NO MEDICAL QUESTIONS OR EXAMINATIONS, AND NO BLOOD TESTS!

PLEASE RESPOND BY APRIL 30, 2016

Dear NAPS Member:

We are proud to announce the new NAPS Guaranteed Acceptance Supplemental Life Insurance Program with cash accumulation, Long Term Care, Critical Care, Terminal Illness, and Disability Waiver for members and their families. This new, permanent coverage was approved by the NAPS Executive Board.

The following are the coverage and cash accumulation benefits of this special NAPS Guaranteed Acceptance Life Program:

1. **Guaranteed Acceptance Life Insurance** - low-cost, income tax-free, death estate insurance benefits for members and family members up to **\$150,000**. (Maximum of **\$500,000** available)
2. **Guaranteed Tax-Deferred Interest** - on cash accumulations of **4.50%****
3. **Guaranteed Cash Accumulations** - can be taken in a lump sum or lifetime retirement income.
4. **Long Term Care Benefit** - allows the payment of **200%** of death benefits at **6%** per month for Long Term Care after a 90 day elimination period for a maximum of **\$500,000**.¹ Members may choose a **25%** of death benefit lump sum in lieu of monthly payments.^{***}
5. **Critical Care Benefit Option** – allows the withdrawal of **25%** of death benefits for lump sum payments up to **\$100,000** upon diagnosis of life-threatening cancer, heart attack, stroke, renal failure, or major organ transplant.
6. **Terminal Illness Benefit** - allows the withdrawal of **50%** of death benefits for terminal illness for a maximum of **\$100,000**.¹
7. **Disability Waiver Benefit** - available to age 55, pays for coverage after six months of total disability.¹
8. **Guaranteed Increases** - allows future increases in death benefits for ten years without evidence of insurability.¹
9. **Guaranteed Lifetime Retirement Incomes** - can be requested from cash accumulations.
10. **Program Is Portable** - if you change jobs, you can take it with you at the same rates.
11. **Guaranteed Paid-up Insurance Options** - provides a guaranteed paid-up life insurance policy with increasing cash values, pre- or post-retirement.
12. **Convenient Premiums** - affordable, convenient, systematic, automatic bank draft or payroll deduction.

What Action Must I Take?

Simply return the priority information request form in the enclosed postage-paid privacy envelope today.

Do not miss this opportunity for Guaranteed Acceptance Life Insurance and Tax-deferred cash accumulation, Long Term Care, Critical Care, Terminal Illness, and Disability Waiver benefits. **Please return the priority information request form and scholarship application by APRIL 30, 2016!**

Fraternally,

Louis M. Atkins
President

Ivan D. Butts
Executive Vice President

Brian J. Wagner
Secretary/Treasurer

¹ Consult your policy for details. * Based on current IRS regulations. **After mortality and expenses. ***After 100% of the face amount is exhausted, the member will receive a paid-up life policy for 25% of the initial death benefit.



Benefits Administered by
M³ Technology, LLC

NAPS MEMBERS AND ASSOCIATE MEMBERS ONLY
NEW BENEFIT INFORMATION & SCHOLARSHIP REQUEST

I would like information about the following benefit offering for NAPS Members:

- Life Insurance With Guaranteed Cash Accumulation at 4.50%** and "Living Benefits" for Long Term Care, Critical Care, Terminal Illness, and Disability.
- Disability Income Benefits
- Hospital Income Benefits
- Accident Benefits
- Pre-Paid Legal Benefits
- Discount Homeowners and Auto

Coverage for:

- Member
- Member and Family

PLEASE PRINT AND RETURN BY APRIL 30, 2016

Name: _____ Date of Birth: _____

Home Address: _____ Branch Number: _____

City: _____ State: _____ Zip: _____

Home Phone: (____) _____ Work Phone: (____) _____

Cell Phone: (____) _____ E-mail Address: _____

Work Address: _____ Member's Title: _____

Work City: _____ State: _____ Zip: _____

Work Hours: From: _____ am/pm To: _____ am/pm Days Off : _____

Type of Postal Facility: _____ Number of Employees : _____

I would also like to apply for \$2,000 Student Scholarship by M³ Technology

You must complete the entire form to qualify!

You do not need to request benefit information to qualify for the scholarship.

Student's Name: _____

Relationship to NAPS Member: _____

Name of Accredited Two or Four Year College: _____

Course of Study (Major): _____

Eligibility: children and grandchildren of NAPS members and associate members; no participation in insurance program required. Student must be accepted or attending an accredited college.

Annual California Postal Legislative Coalition Conference

By Marilyn Walton

Western Region Vice President

The California Postal Legislative Coalition met Sunday, Feb. 21, in Sacramento at the Laborers

local hall for the 18th Annual Postal Legislative Coalition Conference.

Members of the coalition represent the postal unions, management associations and NARFE (federal retirees). The coalition is non-partisan; it concentrates efforts on state and

federal legislators who support positive postal issues. This year, we welcomed our new member: the National Post Office Collaborate. The collaborate's goal is to stop the current and future sale of post offices, including historically and architecturally significant properties.

Our keynote speaker was NAPS Executive Vice President Ivan D. Butts. He gave us up-to-date information on the status of postal legislation in Washington, DC. He discussed *iPOST*, S. 2051, postal reform legislation introduced by Sen. Tom Carper (D-DE). There are some concerns with the bill, however. Butts encouraged us to look at the good portions and work on what can be changed.

One concern with S. 2051 is the mandate that retired postal workers move to Medicare; currently, 24 percent of postal retirees are not on Medicare. The wording "mandate" is the barrier. Also, there is a provision opposed by NARFE and the unions

that negatively deals with reductions in worker's comp. Butts also talked about proposed legislation regarding postal banking and enhanced services, such as shipping wine and beer. He also reviewed the Senate seats that are

in play this 2016 election year and may go to the other party. His presentation was well-received and very informative.

We had a Skype presentation from Bob Levi, NAPUS director of government relations. He addressed the increased revenue gain from shipping packages for Amazon over the past year. He also

touched on the exigent rate increase, which is set to expire this spring. This adjustment was approved by the Postal Regulatory Commission in 2013 based on revenue loss attributed to the recent recession's impact on postal revenue.

If the increase is allowed to expire, the USPS will need to lower postage on its market-dominant products, which could result in a loss of more than \$1 billion in revenue. S. 2051 recognizes the necessity for revenue stability and calls for a permanent extension of the adjustment. However, many commercial mailers want the rate adjustment to end.

Levi also talked about proposed relief from the prefunding requirement and moratoriums on both closures and further reductions in post office hours that negatively impact service. He stressed that legislation must include innovative measures that will help generate revenue.

John Marcotte, APWU legislative director, had a Skype session that addressed postal retirement, benefits, plant closures and changes to service standards that are negatively impacting service. He also addressed the concern about the need to make the exigent increase permanent.

The APWU also is pushing for enhanced services. Mailing wine and beer is big in California and would generate a significant amount of revenue. The union also supports bringing back postal banking, a postal service that ended in 1966. Marcotte also discussed the Senate seats at risk that could impact the potential passage of postal reform.

Bob Losi, National Postal Mail Handlers Union, talked about S. 2051 and the portions the union supports, as well as those it opposes. The union is very concerned about the workers' comp provision promoted by Sen. Susan Collins (R-ME). As with all the unions and associations involved in the coalition, our issues are similar; our agenda is a consensus.

The final Skype presentation was by Jessica Klement, NARFE national legislative director. While NARFE's focus is on federal retirees, it also works with and supports most of the coalition's issues. NARFE supports six-day delivery and maintaining door-to-door delivery. It opposes cuts to workers' compensation and the mandate that retirees enroll in Medicare Part B. NARFE also agrees with the moratorium on closures and reducing service hours.

It was great to see members of the Federal-Postal Coalition, with whom





The California Postal Legislative Coalition's members work to advance postal legislation and deliver a unified message. Attending the coalition's conference on Feb. 21 were, from left: Carl Brown, NAPS; Richard Siu, NPMHU; Ivan D. Butts, NAPS; Jeanne Anne Landi, NARLC; Helen Zajac, NARFE; Shari Hetzler, National League of Postmasters; Clarice Golden, NAPUS; Ron Jones, NALC; Michael Evans, APWU; Marilyn Walton, NAPS; and John Beaumont, NALC.

Butts meets in Washington, DC, and to have them join us via Skype at our annual event.

We had an interesting presentation from Jacquelyn McCormick of the National Post Office Collaborate. This concern started as the "Save the Berkeley Post Office" group. These Bay Area volunteers took the USPS to court and won an injunction that prevented the agency from selling the historic Berkeley (CA) Post Office. Many in the public, among them postal and federal workers, don't realize that many of the post offices built in the 1930s during the Depression contain murals consigned to artists. These murals are famous works of arts and the buildings have been designated by many communities as historical sites.

Since the success of the Berkeley project, the collaborate has moved to save several other historic post offices in California. It currently is waiting on a ruling on the historic Napa Post Office that suffered significant damages during the 2014 earthquake. McCormick was very informative and talked about the group expanding to other areas throughout the country to work to save historic post offices. One of the collaborate

members, Michael Lonagan, has become a member of the California Postal Legislative Coalition and meets with the group quarterly.

Our final presentation was a panel discussion with representatives from all four postal unions, NAPS, the League and NAPUS; the emcee was Helen Zajac from NARFE. John Beaumont, California State president of the NALC, was moderator. He presented a plaque to the coalition from the California State Assembly commending passage of Resolution SJR 11 that addressed the coalition's concerns about ensuring that the USPS maintains delivery standards from 2012 and continues six-day and door-to-door delivery. The plaque will hang in the NALC's Richmond, CA, Local 1111 Hall until the quarterly meetings move to a new location.

Beaumont led a discussion about this year's coalition projects. The focus will be on promoting state legislation to fund the participation of postal employees in disaster relief efforts. There have been many opportunities for postal workers to assist during fires, earthquakes, tornadoes and other emergencies. The coalition wants funding available to help with emergency relief efforts.

The coalition also is pushing for more counties to vote by mail. There was a test in two areas—one leaning Republican and the other Democrat. In both cases, voter participation increased. This is a great opportunity for the Postal Service.

The third initiative is to work on getting support for postal banking at the state level, with the intent to provide service to under-served and rural communities. These issues, which will benefit the Postal Service, are among those on which coalition members can agree.

The California Postal Legislative Coalition lobby day is scheduled for early May at the state capitol in Sacramento. Coalition members will take these issues to the California Assembly and Senate to get their support and bring these issues to the national congressional delegation.

We want to thank all the attendees and participants—particularly the large turnout of NAPS members. It was another informative legislative conference. The coalition continues to meet quarterly in Richmond, CA, and welcomes all who want to participate.

marilywalton@comcast.net

Attending the Eastern Region Conference's church service were, clockwise from top center: Richard Sigmond, Church of God in Christ Bishop James Hunt, United Methodist Church Senior Pastor Prescott Butler, Louis Atkins, Lloyd Cox, Mary Burkhard, Peter Clemons and Hans Agldian.



Waipahu, HI, Postmaster Laurie Ramelb received the government's Patriot Award, which recognizes employers who go above and beyond in supporting their employees' activities in the National Guard and Reserve. Ramelb was nominated by Rad Salamat (right), Waipahu custodian. His nomination noted that Ramelb understands the military is an integral part of his career and she places his military status first. "She always does her best to accommodate our individual situations and is fair to every employee, regardless of their seniority and/or experience," Salamat said. Ramelb was honored to receive the award. "I think it's important to support our active-duty military employees because they're defending our freedom," she said. "They don't ask for recognition for the risks they take to protect our safety and that of our families."

Ricky Hilliard, Branch 489 (left), and Illini Area Vice President Luz Moreno met with former Rep. Brad Schneider, the Democratic candidate for Illinois' 10th Congressional District. Schneider served 2013-2015, but lost his re-election bid to Robert Dodd. The two will face each other again this fall.



Branch 146, Miami, installation

QUESTIONS & OPTIONS FOR YOUR TSP PLAN

Questions you may have about TSP during your working years:

- What options do I have for my TSP when I separate or retire?
- How can I protect my earnings from loss?
- How can I rollover my TSP at retirement?
- What happens if I die during my working years?
- Options for the TSP Roth IRA
- How much of my TSP balance will be taxed at retirement?
- What benefits does the TSP offer at retirement?
- Who manages the TSP?

TSP FACTS

- 4M Government Employees have a TSP Account
- 21k currently have over \$1M in their TSP Account
- 2M currently have less than \$100k in their TSP Account
- 75% have all or part of their money in the G Fund

Dillard Financial Solutions, Inc. has the answers to your questions and Options for TSP:

- Matching Bonuses on TSP Rollovers
- Benefits for Spouses
- Avoiding Probate
- Lifetime Monthly Income for You and Your Spouse
- No Risk to Your Money or Growth

*Applicants must meet suitability requirements. Matching Bonus and Income are provided and guaranteed by the reserves of the insurance companies.

**Call us toll-free at 1.800.692.7643 today to learn more
about your TSP and Rollover Opportunities.**



1.800.692.7643
DillardFS@aol.com
2381 Peach Orchard Road
Sumter, SC 29154



©2016 Dillard Financial Solutions, Inc. Not affiliated with any government agency. Applicants must meet suitability requirements. Returns are guaranteed by the reserves of the insurance companies. A licensed insurance professional may contact you to discuss insurance products.

NAPS neither endorses nor warrants any performance or other claims of the products and services offered in this advertisement.

Bruce Moyer

NAPS Legislative Counsel



Fasten your seat belts. Unless Congress acts soon, the Postal Service will be required to lower its prices and forego nearly \$2 billion in annual revenue, setting off a

So Long to the Exigency?

new financial crisis that could have disastrous consequences for the postal system and its solvency. You read this right; this is not an April Fools' joke.

On April 10, the Postal Service, with all its financial problems, will be required to lower its prices on certain mail products. On that date, the Postal Service no longer will be able to collect a temporary 4.3 percent rate surcharge. It will be required to return prices to levels that existed before the surcharge began, resetting postage prices on letters and commercial mail, including the Forever Stamp, which will drop to 47 cents.

Why Congress Must Act

The surcharge will evaporate because the Postal Service will have collected \$4.6 billion in surcharge revenue by April 10, the amount the Postal Regulatory Commission authorized in 2013 to offset the revenue the Postal Service lost due to the Great Recession, when mail volume dropped suddenly and dramatically. The PRC authorized the 4.3 percent surcharge as an emergency or "exigency" rate increase—a temporary measure to keep the Postal Service afloat until economic conditions returned to normal and volume presumably rebounded.

But mail volume has not returned

to its prior levels, in large part because of the Internet. While the Postal Service has experienced rapid growth in package volume over the past few years, it has not been

enough to make up for the continued declines in revenue from market-dominant products, especially First-Class Mail. The Postal Service has been barred from raising rates because the 2006 postal law links rate increases to inflation, which has been nonexistent.

These developments have prompted the Postal Service, as part of its postal reform legislative proposal, to ask Congress to make the exigent surcharge permanent, effectively "baking" the increase into the rate base. Sen. Tom Carper's *iPost* bill (S. 2051) would reach that result, as well.

However, not enough time likely remains between now and April 10 for Congress to approve Carper's bill or any other large postal bill containing exigency rate relief. Some members of the commercial mailing industry also are strongly opposed to exigency relief. At best, exigency relief might come through congressional approval of a temporary, one-year extension in a small, stand-alone bill. Alternatively, a temporary extension within an unrelated "must-pass" bill in Congress might be another route.

The situation is further complicated by the fact that exigency authority in the law will expire in 2017 anyway, along with the current rate schedule, as dictated by the 2006 postal law. That law requires the PRC to undertake a comprehensive review in 2017 of the postage rate system, which could include making the exigency surcharge permanent. These developments create a cloud of uncertainty over how the Postal Service will respond in the coming months to the anticipated significant loss of revenue.

The Potential for More Plant Closures

Clearly, the upcoming loss of revenue will renew significant cost pressures. This could push plant consolidations and service-reduction measures, such as curbside delivery, back into the picture. PMG Megan Brennan could pick up where she left off in spring 2015, when she suspended Phase II of the Network Rationalization initiative.

Suspending Phase II gave Brennan time to fix faulty service in parts of the country due to problems, along with bad weather, associated with service standard reductions, changes to the operating window and expansions in the transportation network triggered by the consolidations. Since that time, USPS service measurements around the country have improved, but have yet to return to earlier levels before Phase I closures began in January 2014.

This is especially true for rural areas, where three- to five-day delivery has suffered the most. And new questions have arisen more recently about the true size of net savings associated with Phase II plant closures, were they to pick up again.

The bottom line is postal management will face rising pressure over the coming weeks and months, absent congressional action, to offset significant revenue losses due to the expiration of the exigency. If further plant consolidations result, they could place renewed strains on service quality. Further erosions in service quality could deteriorate customer confidence in the Postal Service brand—a deadly toll. The preferred course involves persuading Congress to do the right thing and extending the exigency, albeit temporarily—an especially difficult task in an election year.

bruce@moyergroup.net



**WORKING TOGETHER
FOR OUR TOMORROW**

2016 NAPS National Convention
Aug. 15-19, 2016

Gaylord Resort & Convention Center
National Harbor, MD

Sights, Scents and Sounds— National Harbor

By Sheri Davies, *vice president, ConferenceDirect*

National Harbor is not so much a destination as it is an experience. The location will provide you with a never-ending variety of things to do. Immerse yourself in the sights, scents and sounds of our unique waterfront wonderland. From fresh artisan cheese to cinema al fresco to family-friendly fun, National Harbor is your place to play. With all the things to do at National Harbor, you'll be coming back for more fun in no time!

In the pages that follow, you can see

the many choices for how to spend your free day on Wednesday, Aug. 17. There will be a website designed specifically for NAPS members, which will allow you to select and pay for any of the activities noted in this article. There will be a link to this website at www.naps.org by April 1. The cost shown for each activity is all-inclusive: It covers the noted transportation and fees that will be charged to your credit card. Please note: The cut-off date for these activities is July 8, 2016.

Wishing you a wonderful spring!



Monuments Cruise



The Washington Monuments Cruise highlights the Jefferson Memorial, John F. Kennedy Center for the Performing Arts, the Washington Monument, Memorial Bridge and the 14th Street Bridge. Guests will get on a water taxi at 11:30 a.m. at the Gaylord National and be taken to Old Town Alexandria, where they can walk around until the Monuments Cruise leaves at 1:30 p.m.

This tour is a public tour and takes about two hours. Once finished with the cruise, guests will get back on a water taxi at the next departure and head back to National Harbor. This is an all-day tour and arrivals and departures are on a set schedule for water taxi/cruise.



Tour cost: \$69 per person

Tour length: 6 hours, including transportation (11:30 a.m. – 4:30 p.m.)

Includes: Boat tour of DC

Tour offered: 11:30 a.m.

Special note: This is a public tour and only offered at specific times. Guests to get on the water taxi at 11:30 a.m. at National Harbor and be taken to Alexandria until the next boat departs for the tour at 1:30 p.m. Tour will last approximately 2 hours and then return to Alexandria where guests will catch the final water taxi back to National Harbor.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

Monuments by Moonlight



Embark on a Monuments by Moonlight Tour of Washington, DC. Become a part of our nation's most historic landscape and feel history come to life as you "visit" some of our country's most beloved sites—lit up in all their glory!

As you travel along the National Mall, your CSI tour guide will also point out the famous Smithsonian Museums, the World War II Memorial and the Washington Monument. Your stop will be the Lincoln Memorial, where you will climb the marble steps to the temple that enshrines Abraham Lincoln. You then may take a short walk to the somber setting of the powerful Vietnam Veterans Memorial. Your guide will then walk you to the Korean War Veterans Memorial—a powerful reminder of this important war. Guests will also have an up-close view of the illuminated U.S. Capitol from the coach as it crosses the Mall.



Tour cost: \$54 per person

Tour length: 2.5 hours, including transportation (8 p.m. – 10:30 p.m.)

Includes: Coach transportation from the Gaylord National; tour guide

Tour Offered: 8 p.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

Mount Vernon Estate



Today, you will travel back in time to the 18th century—to the life and times of the father of our country, George Washington. From the visitor's center, you will make your way along the garden path to the Mansion, where you will be presented with an authentic look at the life of George and Martha Washington.

Along the way, docents will describe the rich history and significant historical events that took place in each of the bright and colorful rooms in the Mansion. The plantation gardens will show



firsthand why Washington was considered the foremost horticulturist of his day. As you venture down the pathway, you will see the tombs where George and Martha Washington are buried, along with other family members. Throughout your visit, you will observe the beautiful landscaping that has been carefully and meticulously groomed for decades.

Tour cost: \$64 per person

Tour length: 5 hours, including transportation (10 a.m. – 3 p.m.)

Includes: Coach transportation from the Gaylord National; docent-led tour, 30 minutes, in the Mansion, then self-guided tour

Tour offered: 10 a.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

National Cathedral



In a city of impressive monuments, memorials and historical sites, the Washington National Cathedral is unique. Standing higher than the Washington Monument, the Cathedral crowns 57 acres at the city's highest point, a living symbol of our country's heritage of religious freedom and faith. Its roots date back to the inclusion of "a great church for national purposes" in the original plans for the city of Washington.

A Cathedral docent will guide you on a private building tour, pointing out highlights of religion, art and architecture. Following the guide, guests will have time to explore the grounds



on their own, or we can arrange for a tour of the gardens, depending on the weather. Guests also can browse the gift shops or wander the greenhouse.

Tour cost: \$71 per person

Tour length: 3 hours, including transportation (1 p.m. – 3 p.m.)

Includes: Coach transportation from the Gaylord National; docent-led tour, 30 minutes

Tour offered: 1 p.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

Tanger Outlets at National Harbor



Located on the historic Potomac River, National Harbor is a unique, all-in-one destination and all-American tradition, offering unrivaled shopping, dining and attractions and year-round, family-friendly events.

At Tanger Outlets, you will be able to experience the best deals at your favorite designer and brand-name stores. Some of the stores include Coach, Elie Tahari, J. Crew, Michael Kors, Theory and much more!



Tour cost: \$39 per person

Tour length: 3 hours, including transportation
(11 a.m. – 3 p.m.)

Includes: Coach transportation from the Gaylord National

Tour offered: 11 a.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

Madame Tussauds Wax Museum

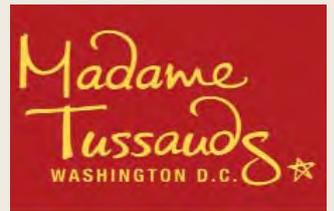


Have you ever wanted to kiss George W. Bush? Give Hillary Clinton a hug? Or simply see if you were taller than George Washington? In the capital city with millions of things to see and do, there is only one place where world-famous politicians and celebrities line up to provide you with an experience of a lifetime: Madame Tussauds Washington DC.

Your tour to the premier wax attraction will give you an interactive, full-sensory experience; you will be able to touch, see and hear major historical events and celebrities in a way unlike any other Washington, DC, attraction.

Your tour takes you to the "Spirit of Washington,

DC" where you will travel through history from the Founding Fathers to modern-day politics with hands-on exhibits. Experience history through the eyes and ears of the politicians who lived it.



Tour cost: \$70 per person

Tour length: 4 hours, including transportation
(noon – 3 p.m.)

Includes: Coach transportation from the Gaylord National; ticket to Madame Tussauds

Tour offered: noon

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum per bus

Cut-off date: July 8, 2016

Whirlwind Tour of Washington, DC



Welcome to our nation's most revered landscape and experience history come to life as you "visit" some of our country's most beloved sites. Making your way toward Capitol Hill, your coach will follow a route that affords splendid views of the monuments and famous sites along the Potomac River. As you travel along the National Mall, your CSI tour guide will also point out the famous Smithsonian Museums, the United States Holocaust Memorial Museum and the Bureau of Engraving and Printing. You will stop at the Lincoln Memorial, where you will climb the marble steps to the temple that enshrines Abraham Lincoln.

From there, you will take a short walk to the somber setting of the powerful Vietnam Veterans Memorial. Your guide will then walk you to the Korean War Veterans Memorial—a powerful reminder of this important war. Next, you will visit one of Washington's most prestigious monuments: the

Franklin Delano Roosevelt Memorial. The first major national memorial erected in honor of a 20th-century president, the monument is also the first presidential memorial to honor a first lady, Eleanor Roosevelt. End the tour with a stop on Pennsylvania Avenue to view the White House. As you approach the White House through Lafayette Park, your CSI tour guide will tell you the history of the park and the many famous buildings that surround you.



Tour cost: \$54 per person

Tour length: 4 hours, including transportation
(10 a.m. – 2 p.m.)

Includes: Coach transportation from the Gaylord National; tour guide

Tour offered: 10 a.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum
per bus

Cut-off date: July 8, 2016

National Zoological Park



Today, guests will have the opportunity to visit arguably one of the best zoos on the East Coast. Snugly nestled in its Rock Creek Park home, the National Zoological Park offers the beauty of nature along with all the refinement that comes with being part of the Smithsonian Institution, including interactive exhibits and 163 acres of natural habitats. From leaf-cutter ants to Asian elephants, the National Zoo features an evolving array of animal exhibits that portray the natural world in all its glory and diversity.

With so much to see and do at this wonderful adventure in nature, there are some things we encourage you not to miss: Amazonia is an enclosed tropical habitat where scarlet macaws, sloths, monkeys and poison dart frogs roam freely in a canopy of live trees; or the Think Tank exhibit, where visitors can ponder how primates see the world around them.



Tour cost: \$54 per person

Tour length: 4 hours, including transportation
(11 a.m. – 3 p.m.)

Includes: Coach transportation from the Gaylord National

Tour offered: 11 a.m.

Not included: Food and beverages

Minimum: 40-person minimum/50-person maximum
per bus

Cut-off date: July 8, 2016

NAPS 2016 Golf Tournament

NATIONAL GOLF CLUB at Tantallon

If you enjoy a classic tree-lined course in PGA tour quality condition, then it just doesn't get any better than a round of golf at the beautiful National Golf Club. The course and clubhouse recently underwent a \$4.5 million renovation and the hard work shows.



Tantallon—the best value in the DC metro area.

The tournament fee is \$100; payment must be postmarked by June 30. The fee includes green fees, a golf cart, range balls, prizes and lunch at the course. After June 30, the fee is \$110.

The 2016 NAPS Golf Tournament, in conjunction with the National Convention in National Harbor, MD, will tee off 9 a.m. Sunday, Aug. 14, at the beautiful National Golf Club at

level and passion for golf, please join host Branch 531 for a round of golf and lunch at the National Golf Club.



2016 NAPS Golf Tournament Registration form

Name

()

Phone (including area code)

Branch#

Location

Street Address/PO Box

City

State

ZIP+4

Non-postal e-mail address

_____ Handicap

- Yes, I need rental clubs; please call (301) 292-1100; rental is \$25.
- I don't need rental clubs.

If you have a team of four, please mail all forms together with the check, made payable to Branch 936, c/o William Taylor, PO Box 478, Newell, NC 28126. Entry fee, postmarked by June 30, is \$100; \$110 after that date. For more information, call William Taylor, (704) 609-2741.



WORKING TOGETHER FOR OUR TOMORROW

2016 NAPS National Convention
Aug. 15-19, 2016

Gaylord Resort & Convention Center
National Harbor, MD

2016 NAPS National Convention Registration Form

Download the form at www.naps.org

Registration Fee and Mailing Instructions—\$225

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

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

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

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

Refund Requests

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

Mailing Instructions

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

Substitutions

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

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

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

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

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

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

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

Nickname on badge (if other than first name below)

Full Name (First, Last)

PO Box/Home Street Address (for confirmation receipt)

City

State

ZIP+4

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

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

Registrant is:

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

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

DO NOT WRITE IN THIS BOX

Amount \$

Date

- Branch check Personal check
- Money order

Check/Money Order number

Receipt number

Introducing the 2016 SPAC Pins

This year offers new SPAC designations
with corresponding pins:



Louie's Ultimate SPAC

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

*\$750 level includes LTS SPAC reception
for donor plus one guest*



Secretary's Roundtable

\$500 level includes LTS SPAC reception for donor plus one guest



Chairman's Club

\$250 level



Supporter

\$100 level

Support SPAC to
support the lawmakers who
fight for what matters most
to NAPS members.

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction



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

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

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

PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):

(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): _____.



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

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

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

2016 SPAC Contributors



January and February Donors

Secretary's Roundtable (\$500)

Butts, Ivan	PA	Branch 355
-------------	----	------------

Chairman's Club (\$250)

Randle, Carol	CA	Branch 39
Harper, Alvin	DC	Branch 135
Randall, C. Michele	MD	Branch 531
Roberts, Charles	WA	Branch 31

Supporter (\$100)

Pfaff Jr., Ross	AZ	Branch 246
Salmon, James	AZ	Branch 246
Burkhard, Mary	CA	Branch 244
Campbell, Stephnia	CA	Branch 159
Cherry, Hayes	CA	Branch 466
Evans, Bridget	CA	Branch 159

Did you know that SPAC provides resources for NAPS' legislative reps to attend local events? Meeting with legislators in their home districts is an important part of promoting NAPS' legislative agenda at the grass-roots level. This year is an election year; SPAC funds will be an integral part of NAPS' legislative outreach.

Patterson, Charles	CA	Branch 497
Moss, Donald	DC	Branch 135
Cribbs, Kimberly	FL	Branch 425
Gonzalez, Ernesto	FL	Branch 406
Lynn, Patti	FL	Branch 296
Quinlan, Robert	FL	Branch 577
Strickland, Ann	FL	Branch 146

SPAC Contribution Form

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

\$1,000—Louie's Ultimate SPAC

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2015

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

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



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

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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

Moore, Kevin	GA	Branch 281
Moreno, Luz	IL	Branch 489
Wagner, Brian	IL	Branch 255
Winters, Michael	IL	Branch 255
Massie, Larry	IN	Branch 576
Ewing, Larry	KS	Branch 52
Atkins, Louis	LA	Branch 209
Duffy, John	MA	Branch 43
Keating, Ted	MA	Branch 498
Russo, Dominic	MA	Branch 43
Griffin, Troy	MD	Branch 42
Shawn, Steve	MD	Branch 403
Burger, Lucille	MN	Branch 104
Weilep, Laurie	MN	Branch 104
Johnson, Craig	MO	Branch 36
Douglas, Karen	NC	Branch 183
Jordan, Phoebe	NC	Branch 248
Carmody, Russell	NJ	Branch 74
Dallojacono, Anthony	NJ	Branch 568
Farrell, John	NJ	Branch 53
Duffy, James	NY	Branch 85
Roma, Thomas	NY	Branch 68
Slayton, Scott	NY	Branch 11
Warden, James	NY	Branch 100
Laster, Jacshica	OH	Branch 46
Mulidore, Chuck	OH	Branch 133
Keefe, Laura	PA	Branch 112
Williams, Darryl	PA	Branch 554
Holt, Brian	RI	Branch 105
Reese, Patricia	SC	Branch 225
Brooks, Lamarcus	TN	Branch 41
Bradford, Shirley	TX	Branch 203
Cooper, Karen	TX	Branch 124
Gerber, Melissa	UT	Branch 139
Butler, Phillip	VA	Branch 98
Green Jr., Richard	VA	Branch 98
Hubbard, Jim	VA	Branch 22
Mott III, George	VA	Branch 132
Gillett, Michael	WA	Branch 31
Howe, Steven	WA	Branch 61
McCracken, Cindy	WA	Branch 61
Reedy, James	WA	Branch 61
McComas, ChristinA	WV	Branch 212

Drive for Five Earned in January and February

Bean, Joann	TX	Branch 136
Gillett, Michael	WA	Branch 31
Florentini, Diana	CA	Branch 244

SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to Feb. 29, 2016

National Aggregate:

\$23,105

National Per Capita:

\$0.89

Region Aggregate:

1. Eastern	\$6,638
2. Western	\$4,464
3. Southern	\$4,199
4. Central	\$4,074
5. Northeast	\$3,730

Region Per Capita:

1. Eastern	\$1.24
2. Central	\$0.93
3. Western	\$0.82
4. Northeast	\$0.75
5. Southern	\$0.73

Area Aggregate:

1. Capitol-Atlantic	\$3,300
2. Mideast	\$2,388
3. Texas	\$1,825
4. New England	\$1,726
5. Pacific	\$1,670
6. Pioneer	\$1,614
7. Northwest	\$1,424
8. Southeast	\$1,378
9. Rocky Mountain	\$1,370
10. New York	\$1,340
11. Michiana	\$1,089
12. Illini	\$1,038
13. MINK	\$1,012
14. North Central	\$935
15. Cotton Belt	\$510
16. Central Gulf	486

Area Per Capita:

1. Northwest	\$1.38
2. Capitol-Atlantic	\$1.27
3. Pioneer	\$1.17
4. Mideast	\$1.06
5. North Central	\$1.06
6. Texas	\$1.04
7. Michiana	\$1.03
8. New England	\$1.02
9. Rocky Mountain	\$0.91
10. MINK	\$0.86
11. Illini	\$0.81
12. Cotton Belt	\$0.64
13. Central Gulf	\$0.63
14. Southeast	\$0.59
15. Pacific	\$0.58
16. New York	\$0.55

State Aggregate:

1. Texas	\$1,825
2. California	\$1,470
3. Pennsylvania	\$1,436
4. New York	\$1,320
5. Ohio	\$1,258

State Per Capita:

1. Utah	\$3.03
2. Maine	\$2.65
3. Washington	\$2.41
4. Minnesota	\$1.91
5. Rhode Island	\$1.79

Drive for Five

Members by Region:

1. Central	72
2. Eastern	57
3. Western	52
4. Southern	50
5. Northeast	43

Aggregate by Region:

1. Central	\$3,667
2. Eastern	\$3,878
3. Northeast	\$2,410
4. Southern	\$2,406
5. Western	\$3,364

NAPS Executive Board Directory

Resident Officers

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



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



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



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

Regional Vice Presidents

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



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

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



Thomas Roma
385 Colon Ave., Staten Island, NY 10308-1417; (718) 338-1351 (W) (718) 605-0357 (H)
tromar927@cs.com

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



Chuck Mulidore
222 Mansell Dr., Youngstown, OH 44505
(330) 559-4642 (cell)
eastregionvp@icloud.com

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



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

Western Region (Areas 14, 15 and 16)



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

Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



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

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



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

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



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

6—Michiana Area (IN/MI)



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

7—Illini Area (IL)



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

8—North Central Area (MN/ND/SD/WI)



Dan Mooney
10105 47th Ave. N, Plymouth, MN 55442
(612) 242-3133 (cell)
dan_9999@msn.com

9—MINK Area (IA/KS/MO/NE)



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

10—Southeast Area (FL/GA)



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

11—Central Gulf Area (AL/LA/MS)



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

12—Cotton Belt Area (AR/OK/TN)



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

13—Texas Area (TX)



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

14—Northwest Area (AK/ID/MT/OR/WA)



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

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



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

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



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

National Association of Postal Supervisors

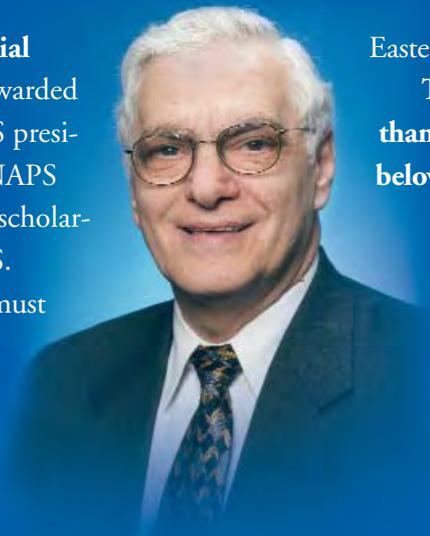
Vince Palladino Memorial Student Scholarships

2016 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 29, 2016, at the address provided below.

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

Members whose child or grandchild have been awarded a **Vince Palladino Memorial Student Scholarship** will receive a check, payable to the college or university listed in the application, in September 2016. Scholarships may be used to pay expenses in the student's current or following semester.

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 29, 2016**

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

LIFE WORK

Tipping the Scales in Your Favor:

Achieving Work-Life Balance

Submitted by the USPS Employee Assistance Program

Chances are you know someone who seems to always have it together, is able to get everything done—and then some—and is able to do it with a smile on their face. Do you find yourself wondering how they are able to do it and wish you could just get through the week without letting something drop or feeling so stressed out?

Many of us find that one part of our lives demands more time than others and can cause imbalance that generally results in decreased efficiency and satisfaction. Signs of this imbalance can include:

- feeling stressed or showing signs of physical illness
- difficulty in falling or staying asleep (or, alternatively, sleeping or feeling tired more frequently than usual)
- losing interest in activities that were previously enjoyed or feeling dissatisfied with them
 - feeling overwhelmed
 - becoming forgetful
 - feeling disconnected from or unhappy with your relationships
- having conflict with those around you (especially family members and coworkers)

- having difficulty concentrating and/or problem-solving

If any of these signs are present and last more than a few days, there is a good chance your life has become imbalanced. It may be time to find a way to tip the scales in your favor and achieve work-life balance.

Often, one of the last things we think we have time for when we find our work-life out of balance is to stop and think about our balance. However, this can be the first step in starting to take control. By identifying needs, challenges and demands, you are able to start to find ways to meet and resolve them.

Start by conducting an assessment of from where the imbalance comes. Does work seem to stay on your mind during family time? Are family and home responsibilities distracting you from work? Is everything feeling so overwhelming you just want to crawl into bed? After determining the “where,” the next step is to identify how to regain balance and control in that area of your life.

Define what is expected of you in that role. Clarify and prioritize what is needed to regain your sense of balance. Once you have identified

Staying Ahead of the Curve

By John Farrell

Strong, active local branches always have been the foundation of NAPS. Involved, knowledgeable, participating local branch members always have been the steel in that foundation. But, today, there is a difference. Members are less willing to participate. Whatever the reason, it is a phenomenon that affects many organizations across the country; this trend seems to be waxing, instead of waning.

We have good reason to be proud of our organization. Joining NAPS is, without question, still a “no brainer” for any EAS employee. But while we still have strong branches functioning in all areas, we see other branches that are deteriorating.

As sure as there is global warming, there is a change occurring in NAPS. We need to recognize that change and stay ahead of it if we are going to continue to be successful in

our mission. Many organizations that, in the past, have failed to respond to change, subsequently suffered the consequences.

There is no reason to eliminate the traditional branch infrastructure, but implementing new, additional, concurrent infrastructure, which could be phased in to eventually take its place, might be prudent. Beginning to buttress the present structure should be a priority. We should devote more time and attention to investigating systems and procedures that could work better for the organization in the future.

The sources of these new ideas could be our resident officers, National Executive Board committees or individual members submitting resolutions or amendments at the 2016 National Convention. Intent to change; realistic and practical new ideas; careful, unrushed consideration; and cautious vigilant implementation is what’s called for.

jffjr@optonline.net

what needs to be incorporated into your daily, weekly and monthly life, you can start to find ways to achieve it. And, ultimately, it all comes down to planning—planning your time, planning how to organize and prioritizing your tasks.

Planning is the easiest and most effective way of avoiding the pitfalls of work-life imbalance. By planning (resources, transportation, budget) and organizing (identifying, scheduling), tasks can be prioritized by importance and demand. Through thoughtful and careful planning, you can make sure adequate resources are allotted to each need, based on priority.

For example, by planning an evening’s activities, you can make sure everyone is prepared for the next day and gets enough sleep in order to be well-rested and efficient so the morning does not start in chaos. Planning also helps reduce the need to do something over, causing even more work and time lost.

Other ways to help ensure you achieve the work-life balance you are looking for includes exercising proper time management. This is an important factor in achieving a balance between work and home. Not allowing enough time to attend to either home or work needs creates additional stress that can further contribute to imbalance. Other related causes include attempting to accomplish too much, attempting to accomplish too much too quickly, not allotting enough resources (such as time, money or effort) to accomplish the task or over valuing the task to be completed.

You always can start with the practical:

- Set small goals that will create a feeling of accomplishment.
- Be efficient in your activities and reduce or eliminate distractions.
- Organize your work area.

- Schedule and set realistic deadlines.

- Look for and ask for support and assistance, when necessary.

- Set boundaries and practice saying “no” or “I can’t,” when appropriate.

- Acknowledge your successes, no matter how small they might seem, and reward yourself for them.

- Make and keep lists; they provide a visual reminder of tasks to be completed and create a sense of accomplishment when items are crossed off.

- Eliminate negative influences and people and, instead, surround

yourself with positive people and things.

- Make sure to make time for those things important to you.

- Spend time with family and friends engaged in activities that you find pleasurable; this helps relieve stress.

If the source of your work-life imbalance is your job, spend some time reviewing the essential tasks of your position. Are you prioritizing and scheduling appropriately? Are you allowing enough time to accomplish tasks that are most important? Are you subject to distraction by others,

Continued on next page

Issue	Copy Deadline*	Mails
MAY	MAR 14	APR 8
JUNE	APR 25	MAY 13
JULY	MAY 23	JUNE 10
AUG	JUNE 14	JULY 5
SEPT/OCT	AUG 30	SEPT 30
NOV	OCT 4	OCT 24
DEC	OCT 27	NOV 17
JAN 17	NOV 28	DEC 14

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

Are You Passionate?

By **Mary Burkhard**

What is *your* passion in life? “Passionate” is defined as showing or caused by strong feelings or a strong belief, very enthusiastic about, and can otherwise be described as intense, impassioned, ardent, emotional, heartfelt, eager, excited, animated, adrenalized, spirited, energetic, fiery.

I agree with Singyin Lee, who said: “The word passion is now excessively used and almost always blindly paired with work; if you ask around, you may find that not everyone really gets what passion is.” It should not be limited to work, hobbies or family. You can get promoted or be considered successful without being passionate about anything.

People who seem to be more alive and fully living life are passionate about at least one thing; it is something that goes beyond work, family or a hobby. These also are the individuals who have the courage to speak up, shake up the status quo, say what needs to be said and give of their time to help others. Why are they willing to be more passionate than practical, at times going against self-preservation and self-interest? Because they have embraced their true passion and are driven by something that causes them to focus and persevere.

These are the people who volunteer to donate their time, energy and resources to causes. It is not about them; it is about something they feel is much bigger. Those of us who have attended national NAPS events the past 20 years knew an individual

with a selfless spirit: the late Kris Michaelson.

Even when very ill, she traveled to NAPS functions and donated her time and every ounce of energy to make things better for others. Even as a last wish, she asked that, instead of flowers, members donate to SPAC in her memory. Passion is not about what you say, but about what you do.



T.S. Elliot said: “It is obvious that we can no more explain a passion to a person who has never experienced it than we can explain light to the blind.” It points to that strong emotion you have inside of you and the endorphins that kick in to reward selfless acts of goodness.

Some think about passion the same way they think about talent; not everyone is gifted with it. Even if they are, not everyone has the bravery or opportunity to embrace their passion. In order to survive, most prefer to be practical, rather than passionate—keep your head down and move through life.

Lee also said that when it comes to passion—a strong emotion of desire—there is a need to be brave enough to acknowledge and embrace it. Some let their passion take over and do things that push boundaries, wreck tradition and ultimately reshape and improve the world or a little part of it. As my parents always said, when you have passion about something, you will make sure to leave everything better than you found it.

Finding your passion is key to being different from the rest, finding energy you did not realize you had and making a difference. I think of

passion as a choice to confront your fears, focus on your strengths and, above all, do what needs to be done. As Maya Angelou said: “My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor and some style.”

Mary Burkhard is NAPS Branch 244, Pacific Area, president.

Achieving Work-Life Balance

Continued from page 29

especially at critical times?

If any of the above is a source of work-related stress, consider changing how you approach your work-related challenges. Start by identifying what can be changed and what can't. Use the essential tasks and priorities to anchor your schedule. Next, by level of importance (including expected deadlines), schedule other tasks around your anchors. Streamline communication by limiting others' access to you at critical times.

Focusing on your most important needs and allowing 10 minutes at the end of the hour to return calls provides 50 minutes of uninterrupted time to focus on tasks that need to be completed. Delegate tasks when possible and appropriate. Divide tasks into portions and delegate those portions, if necessary, in order to meet time deadlines.

Update on a Special Lady

By **Linda Rendleman**

Illini Area Vice President

Many of you have asked about Helen Reganti, past National Auxiliary president, and how she is doing. I keep in touch with her niece, Mary Walrack. Helen is in her 90s and doing well. She was in a nursing home in Rockford, IL, until recently. Her niece moved Helen to a Wisconsin nursing home to be closer to her.

Helen is doing well physically, but her mind is failing. She still



knows her family, though. She and her late husband Harry were very active in all the local, state and national activities with NAPS and the Auxiliary. Helen held local, state and national offices in the Auxiliary before becoming national president.

Even when Harry was in a nursing home and, after his death, Helen continued to be active in the Auxiliary and NAPS. Helen loves receiving cards from her friends. Cards may be addressed to Helen Reganti, Sienna Crest, 210 Copper St., Mineral Point,

WI 53565. I know she would enjoy hearing from you.

The state conventions are approaching. Now is the time to invite new members to attend and learn about the Auxiliary and NAPS. Each NAPS member in good standing is entitled to one Auxiliary member. An Auxiliary member is a spouse or immediate family member (over 16 years of age) or a designated representative (over 16 years of age) of a NAPS member. The national convention this year is in August at National Harbor, MD. I hope you all can attend your state convention and the national convention. We need to support NAPS whenever we can.

danrendleman@gmail.com

Teamwork can enhance relationships and facilitate task completion. Communicate clearly with supervisors, co-workers and subordinates to reduce confusion and clarify roles and expectations. Use infrequent, brief meetings to assess progress and readjust, if necessary.

If the source of your imbalance is personal, clarify and define your primary source(s) of stress and imbalance. Is the source transient or long term? Transient situations tend to resolve themselves; long-term situations will require interventions to initiate change. Identify the cause of each stressor; prioritize each issue in order of relative importance.

Identify the nature of each stressor. Is it time, effort, conflict or something else? What resources do you have to use to implement a solution? Are family members, friends or others available to provide support

and assistance? How important is the cause of the stress? Is it something that can be reduced or eliminated? Are the expectations of the stressor realistic? Do the demands exceed the available resources (time, money and support, for example)?

Sometimes, cutting, streamlining or re-prioritizing can serve to generally help reduce or eliminate the stressor. Pay close attention to the communication around the source of the stress. Is miscommunication causing unrealistic expectations or causing undue stress because expectations are unclear? Sometimes redefining roles and expectations can serve as an efficient resolution to a problem. Time and/or resource-sharing often are effective resolutions to stressful situations.

Engaging in appropriate self-care is a critical piece of achieving balance in your life. Knowing, acknowledg-

ing, accepting and respecting your needs are important components of self-care. Allowing time for relaxation often is an effective counterbalance for feelings of fatigue or burn out. Taking a quiet walk, reading a book, watching a movie or enjoying a sunset with a loved one can offer feelings of restoration after a stressful day. Allowing quiet time for you creates an opportunity to reflect and plan and provides a break from the noise of our daily lives.

While techniques described here can serve as an effective starting point in achieving or restoring effective work-life balance, additional resources may be necessary. Your EAP provides such resources in the form of counseling or life coaching. Contact the EAP for more information by calling 800-327-4968 (TTY: 877-492-7341). You also can visit www.EAP4YOU.com to learn more.



Go From Wishing To Doing With Signature FCU

Do you have a special purchase you've been meaning to make or a trip you've been dreaming to take? A personal loan or line of credit from Signature FCU will help make those dreams and wishes become a reality.

Personal Loans

With flexible terms and great rates, a personal loan is the perfect choice when you know the exact amount you need to spend and can take the full amount up front.

(800) 336.0284
curnail@signaturefcu.org
SignatureFCU.org
facebook.com/signaturefcu
twitter.com/signaturefcu

Federally insured by NCUA | Equal Housing Lender

Line of Credit (LOC)

If you are working on a long term project or need access to funds while on that perfect vacation, a line of credit is open ended, so you can draw on the funds, replenish, and repeat as needed.

Make that wish a reality with a personal loan or LOC with Signature FCU.

Contact us at (800) 336.0284 if you are interested in learning more about our loan options or to apply. You can also visit SignatureFCU.org for more information or to apply through our easy online application.