

# the Postal Supervisor

July 2016

## Support SPAC

**The Road to a  
Sustainable  
Postal Service**

page 30



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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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# Postal Reform Is a Necessity

Following is the statement of President Louis M. Atkins before the House Committee on Oversight and Government Reform in connection with its May 11 hearing, "Reforming the Postal Service: Finding a Viable Solution."

**C**hairman Chaffetz, Ranking Member Cummings and members of the committee: The National Association of Postal Supervisors takes this opportunity to provide the House Committee on Oversight and Government Reform our comments on the urgent need for postal reform. Our statement is informed by three fundamental views.

**First, postal reform is not only politically possible, it is a virtual necessity.** As you know, the Postal Service was required on April 16 to lower its dominant product mail prices as a result of the expiration of the exigency surcharge, causing the Postal Service to forego more than \$2 billion in annual revenue. The 4.3 percent surcharge has permitted the Postal Service to withstand the most precipitous decline in volume experienced since the Great Recession by aligning the surcharge with the amount of anticipated revenue lost by the Postal Service.



**Louis M. Atkins**  
President

Unless Congress acts, the loss of the exigency surcharge will bring significant cost pressures to bear on the Postal Service and could force senior management to turn to further measures for significant cost-savings. These are bad options that should be avoided. The resumption of Phase II processing plant consolidations, suspended early last year, could erode delivery speed and service quality, just as they did after the previous round of plant closures in 2014.

Although USPS service measurements around the country have improved since that time, they have not returned to earlier levels before the 2014 closures began. This is especially true for rural areas, where three- to five-

day delivery has suffered the most. Lack of confidence by mailers and the general public about the speed and timely delivery of First-Class and Standard mail ultimately will spill over to other USPS products—including packages, with broader, negative impact.

For these reasons, we urge Congress to take seriously these pressing circumstances, balance the interests of competing stakeholders and assure the financial stability and continuity of postal operations by preserving service at the maximum service levels permitted by the current capacity of open processing and related facilities.

Legislation under consideration in the Senate, principally the "Improving Postal Operations, Service and Transparency Act," S. 2051, introduced by Sen. Tom Carper (D-DE), does a commendable job in balancing these considerations, along with the way it addresses other priorities referenced in our statement.

**Second, we believe that meaningful postal reform requires the preservation of prompt mail service to all Americans, the repeal of barriers that harm the Postal Service's financial health and the infusion of innovation into our postal system.** Congress should repeal or substantially temper the retiree health benefit prefunding mandate, which has been a major impediment to the Postal Service's ability to remain solvent. This mandate has accounted for most of the Postal Service's losses since 2007.

The \$5.6 billion annual pre-funding charge is the deadweight that continues to drown the Postal Service in red ink. For five years in a row, the Postal Service has been forced to default on payment obligations, despite already depositing more than \$42 billion over the past eight years in the Postal Service Retiree Health Benefits Fund (RHBF). Congress needs to address this unfair mandate, rather than allowing service cuts to degrade

## **The Postal Supervisor 2016 Production Schedule**

| Issue    | Copy Deadline* | Mails   |
|----------|----------------|---------|
| 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.

## NAPS Training Calendar

### Mideast Area Training

(PA, NJ, DE)

June 26, 2016

*In conjunction with the New Jersey State Convention*

**Conducted by:** Mideast Area VP Hans Agliadian, (601) 659-0905

**Location:** Resorts Casino Hotel, 1133 Boardwalk, Atlantic City, NJ 08401; (888) 797-7700

**Hotel Rate:** \$64 or \$74, plus tax

**Training Topic:** Adverse action

**Instructor:** Charlie Scialla, Scialla Associates

mail service to residents and businesses, especially in rural areas.

Congress also should authorize the investment of Postal Service RHBF assets in index funds offered by the Thrift Savings Plan, modernizing how those funds are invested and bringing those investment practices in line with the private sector. Currently, the Postal Service RHBF is invested solely in low-yielding Treasury securities. But higher and relatively safe yields are obtained in the private sector in the management of comparable private retirement-related funds through the use of higher-earning index funds. Modernizing how the RHBF is invested would bring those investments in line with private-sector business and investment practices, provide higher returns and relieve the prefunding burden through those higher returns, as well as reduce the federal deficit.

In addition, comprehensive postal reform should devote attention to modernization and the assurance of robust innovation in the development and sale of new mail, package and digital products. Legislation should foster robust innovation by encouraging and permitting the Postal Service to take advantage of opportunities to enhance the value of the Postal Service's core mail products, as well as expanding its presence in the growing e-commerce parcel and digital service markets.

Digital services, including limited banking, that complement the Postal Service's core products and align with the postal mission should be encouraged and authorized, along with services that complement the strategic location of post offices as hubs for the sale of federal and state government services.

**Third, prodigious due diligence by Congress, governmental authorities and postal community stakeholders have largely prepared the ground for substantial legislative re-**

**form. These efforts include modest, but important, proposals to improve the rights and privileges of managers and supervisors in the Postal Service.** Nearly a decade has transpired since Congress last amended the nation's postal laws, with enactment of the "Postal Accountability and Enhancement Act of 2006." Since that time, the Postal Service has faced and withstood major financial challenges, the greatest of which were inflicted by the PAEA and its broad, prefunding mandate.

It's abundantly clear that the Postal Service's financial posture has been weakened and that its business model requires legislative attention. Countless House and Senate oversight hearings, Postal Regulatory Commission proceedings and GAO and OIG advisory reports have documented the character of those challenges and identified responsible solutions. Many of the solutions have received bipartisan endorsement, but Congress has not acted. While Congress has fulfilled its responsibilities within the appropriations process over the past decade to assure the continuity of six-day delivery, it has not acted legislatively in the same comprehensive manner.

Finally, we respectfully urge Congress to include within postal reform legislation provisions that standardize MSPB appeal rights for all supervisory and managerial personnel and

clarify that the Postal Service may not change pay and/or benefits of Executive and Administrative Schedule (EAS) employees outside the designated pay consultation period, unless the managers' organizations and the Postal Service mutually agree to such changes.

The need for standardized MSPB appeal rights is clear. Approximately 7,500 USPS mid-level management employees do not possess the right to appeal adverse personnel actions to the Merit Systems Protection Board (MSPB), despite the intent of Congress to confer such rights to most USPS management personnel through legislation passed nearly 30 years ago in 1987. The lack of such rights for this group of postal managers is due to federal appellate court and MSPB interpretations of the 1987 law that narrowly limited the coverage of MSPB appeal rights.

This has resulted in unfairness to USPS employees, created unnecessary litigation costs and, in some cases, prevented protection to the legitimate disclosure of fraud, waste and abuse. NAPS urges the inclusion in any House postal reform legislation of the provisions of the "Postal Employee Appeal Rights Amendments Act," H.R. 1198, introduced by Rep. Gerald E. Connolly (D-VA).

In addition, NAPS supports clarifying language that ensures the Postal Service may not change pay and/or benefits of EAS employees outside the designated pay consultation period, unless the managers' organizations and the Postal Service mutually agree to such changes.

In conclusion, thank you for the opportunity to provide these comments. NAPS looks forward to working with this committee as it crafts legislation to ensure the continued viability of the United States Postal Service.

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

# Why NAPS?

**W**ith the pending consolidation of NAPUS and the League of Postmasters into a new association called UPMA—which stands for United Postmasters and Managers of America (not to be confused with the United Precious Metals Association, which comes up on a Google search for UPMA)—I have received calls and e-mails from NAPS members with concerns they are being solicited to

leave NAPS and join UPMA. This is a recruitment tool that never has been used by NAPS against the other management associations.

NAPS currently represents more than 3,100 postmasters; four serve on the NAPS Executive Board. We never have suggested that a NAPUS or League member leave their association. You cannot build yourself up by attempting to tear down another person or organization.

NAPS also has received copies of correspondence sent over the USPS outlook network about meetings to try and recruit new members to UPMA. NAPS will pursue equal treatment from the USPS for this now-defined, limited personal use of government office equipment and information technology.

NAPS has advocated for and unified the working lives of Executive Administrative Schedule (EAS) employees since Sept. 7, 1908. We are the only association chartered by law to represent all supervisory and other managerial employees of the Postal Service. NAPS is the only authority to sit down and negotiate pay for all supervisory and other managerial employees of the Postal Service under the provision of U.S. law found in 39 U.S. Code § 1004. Here are a few other considerations to help answer the question, “Why NAPS?”

## Affiliation/Networking

As of this writing, our association has 24,921 members; we are the largest postal management association. Our membership crosses every operational and administrative function in the Postal Service. This means your affiliation with NAPS comes with built-in networking opportunities no other association can offer.

NAPS represents members in more than 500 vari-

ous operational and administrative job titles that include 12,421 supervisory, 4,151 managerial and 3,157 postmaster members. These membership numbers document the level of networking access that is yours as part of your membership and participation in our association. These networking opportunities are accessible through meetings and events at the local, state, area, regional and national levels of our association.

Networking has long been recognized as a powerful tool for business people and professionals. Knowing more people gives you greater access, facilitates sharing information and makes it easier to influence others for the simple reason that influencing people you know is easier than influencing strangers. Research on power and influence shows people who are well networked are three times more influential than people who aren't. So, being part of this group of 24,921 will give you the greatest access to the largest variety of postal professionals you can have as an EAS employee of the Postal Service.

## Advocacy

Our organizational structure has helped sustain NAPS members during years, such as now, of turbulent change in the Postal Service. NAPS has endured numerous organizational changes and we are proud of the fact that NAPS has facilitated EAS job placements for all managers who wished to remain in the leadership ranks. No NAPS EAS employee impacted by change has been left behind. Although NAPS' representation of postmasters is below the 20 percent (currently 12.6 percent) needed to facilitate NAPS being at the consultation table before POSTPlan organizational changes, our organizational structure encouraged postmasters to move to other EAS operational functions when postmasters were decimated by the loss of more than 13,000 jobs.

The longevity of our association has helped us create an advocacy network that is second to none. The success rate of our current Disciplinary Defense Fund (DDF) provider, Charlie Scialla and Associates, in adverse action cases is unmatched. Couple this with the fact this high level of defense is free to members and it really raises NAPS above other management associations that require up to \$10,000 in advance from their dues-paying members to attain representation.

*Continued on page 13*



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

# Postal Pulse vs. Postal Purse— The Survey Says ...

**M**y article in the June issue addressed the USPS' new #PostalProud initiative and its efforts to enhance the postal brand. As I referenced in that article, from Aug. 27 through Oct. 4, 2015, the Pew Research Center surveyed 6,000 respondents about their views of many high-profile government agencies. The Postal Service had the most positive image of these agencies. Overall, 84 percent of respondents gave the Postal Service a “favorable” rating; other federal agencies did not do as well.



**Brian J. Wagner**  
*Secretary/Treasurer*

It does not surprise me that the USPS had the highest positive rating. Based on my 36-plus years of Postal Service experience, the overwhelming majority of career EAS postal employees recognize the importance of providing the best service possible to the American public. It's because postal employees take pride in their work. They

also respect how important the sanctity of the mail is to our customers. As such, postal employees do not want to violate customers' respect.

What would surprise our customers is the way postal employees have rated the Postal Service as an employer via the USPS's new Postal Pulse survey. The Postal Pulse, which I call the new Voice of the Employee (VOE) survey, is conducted by Gallup, Inc. Is this just the same game with a new name, but the same old results?

When you compare how the American public views the USPS as a public servant against employees' opinions of the USPS as an employer, you will find the results are night and day. Shocking? Maybe not to many EAS employees who continue to experience less than favorable treatment from postal leadership.

When NAPS received its briefing on the results of the first set of Postal Pulse results, the USPS reported that employees rated the USPS at the very bottom or dead last in all categories when compared to private companies in Gallup's diverse survey group. This Gallup group included companies with employee numbers ranging from a few to a few thousand. What was shocking to me was the spin USPS Headquarters

was putting on the first set of Postal Pulse results. The USPS told NAPS there was nowhere else to go with the Postal Pulse results but up. Well, the Postal Service was partly right.

Now, the second Postal Pulse survey results are in. The newest results show employee engagement increased to 22 percent from 17 percent. However, overall participation in the survey dropped from 47 percent to 30 percent. Besides the Inspection Service, the only other group that had a positive increase in participation was non-bargaining employees—EAS. Non-bargaining participation increased from 67 percent to 69 percent.

Even with a second Postal Pulse Survey, the USPS remains in the 1st GrandMean percentile, last in employee engagement, compared to the others in Gallup's survey group. In reality, the USPS should never have allowed employee morale to get this low. The Postal Service may advocate treating employees with dignity and respect, but, as the first and now second Postal Pulse results indicate, many EAS employees have not experienced this. But, guess what? EAS employees are the ones participating the most in the Postal Pulse survey because they want a change in the postal culture.

With craft employees outnumbering EAS employees by the thousands, you would think the Postal Pulse results would be better. Why? The USPS has opened its postal purse to the unions and provided them with regular pay raises, COLAs, favorable monetary grievance settlements and new craft jobs at the expense of postmasters and other EAS positions, to name just a few.

It appears that, in order to further appease the unions and settle those enormous grievances, the USPS has closed the postal purse to EAS employees for equitable pay raises. Now, the USPS is mandating EAS employees take special training on the 12 principles of the Postal Pulse so they can ensure all craft employees are more engaged in the workplace in an attempt to get the scores higher.

However, while EAS employees are supposed to engage the craft, the USPS has disengaged EAS employees. They constantly are being told USPS finances still are suffering, even though the USPS claims the package business is up and has reported an increase in control-

lable income. The Postal Service wants to use the congressional prefunding of future retiree health benefits as a reason EAS employees can't receive equitable pay raises or the 38 percent who did not receive a PFP payout last year can't receive at least 1 percent. Therefore, EAS employees must continue to financially suffer because of a congressional mandate that is beyond the control of EAS employees.

Not to mention, many EAS employees are required to do more work with fewer resources. There is less EAS staffing on Sundays to manage Amazon deliveries, less support, listening, understanding, coaching and mentoring from higher-level postal leadership and less dignity and respect and autonomy to run one's office. Many EAS employees are paid less than those they supervise because the USPS Supervisor Differential Adjustment (SDA) is not based on the highest craft level position EAS employees supervise.

If the USPS is so concerned about EAS employees and changing the postal culture that is driving the poor Postal Pulse results, they best stop trying to get by on the cheap with EAS employees. When dealing with EAS employees, the USPS should begin to open that sacred postal purse and compensate them properly.

If the USPS continues the culture of treating EAS employees as if they do not matter, such as changing schedules on a whim, moving supervisors around like PTFs, mandating exempt and special-exempt EAS employees to work seven days a week, 10 to 12 hours a day, disallowing approved vacation time, intimidating EAS employees from claiming T-time and berating EAS employees during teleconferences for not achieving unrealistic goals, how can the USPS expect the Postal Pulse results to get any better?

Right now, when EAS employees

complete the Postal Pulse survey, they are seeing no change in their work environment. If they don't complete it, they will receive the same—no change. Two surveys down, no change nor any true attempt for realistic improvement for EAS employees. What good is a survey if it does not generate positive change for those completing it?

However, by not completing the Postal Pulse survey, the USPS may

spin EAS nonparticipation as *silence implies consent* of the treatment EAS employees are receiving in the workplace. Therefore, many EAS employees are in a quandary whether to complete the Postal Pulse survey or not. However, if you want things to change, don't be silent. Speak up and be honest! You absolutely can count on NAPS to speak up to make sure your issues are heard and won't fall

*Continued on page 13*

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

*As of the April 2016 Dues Check-Off Report*

| NAPS Areas             | Total Members | Total Non-Members | Total Possible Members | % Members     | % Non-Members |
|------------------------|---------------|-------------------|------------------------|---------------|---------------|
| New England            | 1,593         | 410               | 2,003                  | 79.53%        | 20.47%        |
| New York               | 2,323         | 568               | 2,891                  | 80.35%        | 19.65%        |
| Mideast                | 2,146         | 707               | 2,853                  | 75.22%        | 24.78%        |
| Capitol-Atlantic       | 2,541         | 851               | 3,392                  | 74.91%        | 25.09%        |
| Pioneer                | 1,330         | 472               | 1,802                  | 73.81%        | 26.19%        |
| Michiana               | 1,135         | 445               | 1,580                  | 71.84%        | 28.16%        |
| Illini                 | 1,033         | 439               | 1,472                  | 70.18%        | 29.82%        |
| North Central          | 847           | 551               | 1,398                  | 60.59%        | 39.41%        |
| MINK                   | 1,155         | 589               | 1,744                  | 66.23%        | 33.77%        |
| Southeast              | 2,219         | 728               | 2,947                  | 75.30%        | 24.70%        |
| Central Gulf           | 745           | 297               | 1,042                  | 71.50%        | 28.50%        |
| Cotton Belt            | 856           | 442               | 1,298                  | 65.95%        | 34.05%        |
| Texas                  | 1,733         | 613               | 2,346                  | 73.87%        | 26.13%        |
| Northwest              | 1,033         | 411               | 1,444                  | 71.54%        | 28.46%        |
| Rocky Mountain         | 1,487         | 537               | 2,024                  | 73.47%        | 26.53%        |
| Pacific                | 2,745         | 1,000             | 3,745                  | 73.30%        | 26.70%        |
| <b>National Totals</b> | <b>24,921</b> | <b>9,060</b>      | <b>33,981</b>          | <b>73.34%</b> | <b>26.66%</b> |

| NAPS Regions           | Total Members | Total Non-Members | Total Possible Members | % Members     | % Non-Members |
|------------------------|---------------|-------------------|------------------------|---------------|---------------|
| Northeast              | 4,742         | 1,209             | 5,951                  | 79.68%        | 20.32%        |
| Eastern                | 5,191         | 1,799             | 6,990                  | 74.26%        | 25.74%        |
| Central                | 4,170         | 2,024             | 6,194                  | 67.32%        | 32.68%        |
| Southern               | 5,553         | 2,080             | 7,633                  | 72.75%        | 27.25%        |
| Western                | 5,265         | 1,948             | 7,213                  | 72.99%        | 27.01%        |
| <b>National Totals</b> | <b>24,921</b> | <b>9,060</b>      | <b>33,981</b>          | <b>73.34%</b> | <b>26.66%</b> |

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

# NAPS' Request to Update *ELM* 432.112 and NPA Guidance for EAS Employees on Details Among Items Discussed

**P**resident Louis Atkins and Executive Vice President Ivan D. Butts were present for the May 11 consultative meeting with the Postal Service. Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were Bruce Nicholson and Phong Quang, Labor Relations Policy Administration; Scott Hooper, manager, Delivery Strategy; Missy McClelland, Delivery Strategy; and Pam Grooman, manager, Pay & Performance Programs.

## Agenda Item #1

This was a follow-up to an agenda item from the April 2016 consultative. NAPS was made aware of a change made to the NPA unit indicator "Trips on Time/24-Hour Clock 12-7 a.m." The change was made without consulting with NAPS about the reasoning or necessity for the change; neither was NAPS allowed to provide its input in accordance with 39 U.S. Code § 1004(d).

NAPS requested the unit indicator be returned to its original description as outlined in FY 2016 USPS PFP Corp Unit Matrix and indicator definitions issued by the USPS.

*NAPS also sent this inquiry to Jeff Williamson, chief Human Resources officer. Labor Relations will not respond until a response is received from Williamson.*

NAPS asked whether a response had been received from Williamson.

*NAPS included this inquiry during the April consultative meeting and our response was that NAPS had sent this inquiry to Williamson; responsive infor-*

*mation will be provided. Labor Relations Policy Administration has asked to be provided with a copy of the information once it's sent to NAPS.*

## Agenda Item #2

NAPS submitted a request for the following update to *ELM* 432.112. The current provision predates the inception of Customer Care Centers. This provision does not account for or properly compensate EAS employees who directly supervise craft employees for the work being performed. *ELM* 432.112 (2) states:

432.112 (2)

Special Exempt—career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15 through -18 positions and who directly supervise two or more equivalent bargaining-unit employees in production operations.

NAPS contends this provision no longer is in line with the direct supervisory duties of EAS employees. NAPS further contends its proposed update would be in line with updates to the OCC codes to the SDA.

NAPS is requesting the following update:

432.112 (2)

Special Exempt—career employees who are exempt from the Fair Labor Standards Act (FLSA) provisions, whose permanent assignments are to Executive and Administrative Schedule (EAS)-15-and-above positions and who directly supervise two

or more equivalent bargaining-unit employees.

*NAPS' request to expand the definition of Special-Exempt under the special pay provisions of ELM 432.112 (2) should be discussed during pay talks pursuant to 39USC1004.*

NAPS responded it was requesting a change in the *ELM*—not pay. When NAPS previously asked whether *ELM* changes were pay-talks related, the USPS responded *ELM* changes are not pay related. NAPS contends there is no difference between this action and that taken with the SDA. NAPS is asking the USPS to change system and process. NAPS is not asking the USPS to revise the SDA policy—only evaluate current jobs under the policy.

## Agenda Item #3

NAPS had several questions about the recent USPS announcement concerning termination of the EOD reporting system.

1. Why was the EOD report system shut down?
2. What are the "integrity" issues cited by the Postal Service?
3. Will any negative impact to NPA scanning scores be mitigated by the Postal Service?

*The EOD report was originally developed to help supervisors finalize package delivery. This action is in response to postings seen on social media reflecting complaints from customers about deliveries that never occurred. It was found that packages were being cleared, even though there was no actual local delivery. Sometimes STC scans were recorded across the nation. Clear-*

*Continued on page 10*

# ELECT CHUCK MULIDORE

## NAPS Secretary/Treasurer

BECAUSE NOW MORE THAN EVER, NAPS NEEDS EXPERIENCED LEADERSHIP

- ◊ NAPS Branch 133 Vice-President
- ◊ NAPS Branch 133 President
- ◊ NAPS Ohio State President
- ◊ NAPS Pioneer Area Vice-President
- ◊ NAPS Eastern Region Vice-President
  
- ◊ Supervisor
- ◊ Station Manager
- ◊ Postmaster
- ◊ Manager Post Office Operations (POOM)
- ◊ Manager Operations Programs Support (MOPS)
- ◊ Lean Six Sigma Green Belt Trained

### Our Fairness Platform

- ◊ A Fair EAS Pay System - EAS should receive the average pay increase including COLA, given to the crafts, with a performance based incentive system built on top of that.
- ◊ An Improved Workplace Based on Mutual Respect
- ◊ Continued Financial Transparency at NAPS HQ
- ◊ Maintain Tight Spending Controls at NAPS HQ While Promoting Membership
- ◊ Strong Management of NAPS HQ Contracts and Budget
- ◊ Improved Communication from NAPS HQ to Members



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

*I pledge to you my hard work and dedication, my strength and resolve to improve this grand organization, and my total commitment to improving the lives of NAPS members across this country.*

*- Chuck Mulidore*



- ◊ Strong, Effective Working Relationships with Postal Leadership at the District, Area, and Headquarters Levels
- ◊ Chairman, NAPS Executive Board Constitution and Bylaws Committee
- ◊ NAPS Executive Board Finance Committee Member

# Resident Officer Candidates Announced

## May 11 Consultative

*Continued from page 8*

ing was just “check the box” without proof.

*During discussions with NAPS, the USPS acknowledged integrity issues with scanning going back to leadership mandates to clear all packages on the EOD report. The “Delivery Delayed” scan was created for parcels brought back. This scan caused a notice to be sent to the customer to tell them, “it will be attempted the next day (tomorrow).”*

*USPS Headquarters revised its mandate not to clear such scans, but area and district offices continued the mandate that offices clear all scans on the EOD report. The USPS is not going to drop the NPA rating scanning goal; scanning is too important. Stopping the EOD has not had a negative impact on delivery scans. Undeliverable as Addressed (UAA) and delivered scan percentages have improved since the shutdown of EOD. New record lows of UAA scans last week were 100,000; AAU compared to delivery has shown no impact.*

### Agenda Item #4

NAPS received correspondence from Doug Tulino, vice president, Labor Relations, in response to its concerns regarding the loss of exigency rate revenue and whether such a revenue loss was built into the corporate revenue plan. NAPS also asked about the documentation used to calculate the corporate revenue plan.

*The Office of Revenue & Volume Forecasting confirmed the 2016 Integrated Financial Plan (IFP) included the exigent surcharge rollback, which accounted for lower revenues due to lower prices; this was done last year.*

NAPS said it wanted the USPS to

At the NAPS 2010 National Convention, Resolution #57 was passed:

“WHEREAS, *The Postal Supervisor* is a monthly publication paid for by members’ dues, and

“WHEREAS, For the first time in the history of NAPS, officially announced resident officer candidates are being allowed to place election advertisements in *The Postal Supervisor*, and

“WHEREAS, The officially announced resident officer candidates are being required to purchase these advertisements, therefore be it

“RESOLVED, For the good of the membership, that NAPS put in print in *The Postal Supervisor*, the currently announced candidates for the three national officers, in three issues before the national convention.”

These NAPS members (in alphabetical order) have announced their candidacies for the three resident officer positions.

**President:** Jay Killackey and Brian J. Wagner.

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

**Secretary/Treasurer:** Ken Bunch, Mary Burkhard and Chuck Mulidore.

demonstrate how it calculated the adjustment.

*NAPS needs to rephrase its question in order for the USPS to understand what is being asked.*

### Agenda Item #5

NAPS asked what NPA direction and guidance are being given to EAS employees on detail assignments with regard to individuals who are in authorized and unauthorized positions (*Form 50* supported and *Form 1723* detail supported) who are not covered by NPA. NAPS requested a briefing on how USPS Headquarters is providing guidance and direction to USPS field EAS employees. Following is an example of a position:

Each district has a *Form 1723* detailed LSS Black Belt that oversees the district LSS activity. The position is not an authorized *Form 50* position; therefore, there is no match to

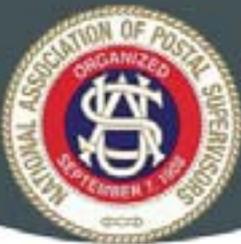
an NPA profile. If a person is on detail, they are instructed to enter that detail into PES/NPA. However, because that position is not an authorized *Form 50* position, there is no corresponding profile in PES. How does that person get graded and compensated fairly if there are no reasonable goals developed for that position?

*Pam Grooman, manager, Pay & Performance Programs, said the USPS does not dictate which scorecard employees should select. The same is true on any detail assignment. If detailed, the scorecard to select is indicated by their manager/evaluator. Common sense is assumed when available. Depending on the detail, a person may want to choose a district scorecard. The manager should include that consideration in issuing a detail.*

*Grooman said it's not only the employee's responsibility, but their manager's, as well, to verify a profile is correct. How does a CFS manager know which scorecard is appropriate? It is up to the employee and manager to agree. If the employee chooses poorly, USPS Headquarters has no way to know if it is correct.*

*The district or area manager may have more knowledge and input when no profile is selected. There are no red flags when someone chooses wrongly. However, the system will remind an employee endlessly if they fail to complete the profile process. If the detail is not entered in the system, there is no way for the system to know. An employee can't go back after the PES system closes to enter the detail. USPS Headquarters assumes an employee had had a midyear and EOY; it should have been corrected if it previously was in error.*

*Continued on page 15*



# You Need **MARY BURKHARD** Working for YOU



## For NAPS National Secretary Treasurer

- Focused on results and making a difference.
- A strategic leader with a vision for the future.
- Tenacious, principled and insistent on ethics and professionalism.
- Champion for **Retiree Rights** to keep the benefits they earned and planned on.
- Promoting **COLA for all EAS**, the only group of Federal employees without it!
- Strong and experienced advocate with over **2,100 EAS representations**.
- Business and financial education to analyze data and negotiate solutions.
- **Inclusive and professional** at all times, having earned numerous Diversity Awards. She wants every member to have a vote.

*"Mary Burkhard has a lifelong history of professionally standing up for what is right."*

*"Let's restore NAPS and put it on the path to a brighter future for every member. Mary Burkhard is tested and proven."*

Committee to Elect

### Mary Burkhard

## 24/7 Commitment

To NAPS members and the USPS



*"Utilizes her strong relationships and national networks with legislators to assist EAS."*



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To find out more, please go to [NAPSwhatsinitforme.com](http://NAPSwhatsinitforme.com)

## Campaign Material Protocol

The NAPS 2016 National Convention is fast approaching; candidates for national office are sending out campaign messages. Material is being received from a variety of sources. Thanks to the advent of electronics in our daily communications, some candidates are using e-mail to reach our members with their messages. This includes sending campaign materials to Executive Board

members and asking them to forward the campaign messages to their members.

The Ethics Committee has reviewed the *NAPS Constitution and Bylaws*, as well as the Duties and Responsibilities and Ethics Rules regarding this practice.

After discussions with the Ethics Committee, it has been determined this practice is not directly addressed in these documents. However, the

## In Memoriam

NAPS is saddened to report the death of Dennis Wesley, member of Chicago Branch 493 and husband of former Illini Area Vice President Dr. Nancy Wesley, on May 30. Condolences may be sent to Dr. Nancy Wesley, 11630 S. Justine St., Chicago, IL 60643-5017.

Ethics Committee recommends that, in order to prevent ethical concerns, the following actions be taken:

1. All Executive Board members are responsible for reviewing any material being forwarded to NAPS members.

In addition, all material sent by a candidate to Executive Board members to be forwarded should include the disclaimer: "The attached infor-



At the recent New York State Convention, delegates congratulated Northeast Area Vice President Rick Uluski—front row, 5th from left—on his retirement after a 36-year career with the Postal Service. Words of gratitude were expressed by NAPS New York Area Vice President Jimmy Warden and New York State President Dennis Gawron. They thanked Uluski for his leadership and always being concerned with employees' well-being. Delegates presented tokens of appreciation to ensure Uluski knew his leadership was greatly appreciated and not forgotten; he led employees through some difficult events, including Hurricane Sandy and the massive snowstorms that hit the Northeast. Uluski has been a NAPS member throughout his management career. New York members wish him all the best.



Members of Long Island Branch 202 and NAPS New York Area Vice President Jimmy Warden attended a fundraiser for Anna Throne-Holst, candidate for New York's 1st Congressional District. From left: Rep. Joe Crowley (D-14th NY); Tom Barone, Branch 202 president; Vincent Violante, Branch 202; Ivonne Warden, Branch 100 and wife of Jimmy Warden; Ann Pedro, Branch 202; Rep. Steve Israel (D-3rd NY); Warden; Throne-Holst; Leonor McAvoy, Branch 202; and her husband Christopher McAvoy.

mation contains campaign material and is not to be considered an endorsement for the candidate.”

2. Information be published in *The Postal Supervisor* to advise all NAPS members that any campaign information forwarded by a NAPS national officer should not be construed/considered as an endorsement for office by the officer or NAPS.

While this may not apply to all candidates, the practice of sending out campaign materials via NAPS’ electronic network has the potential to be misunderstood by members in the field. Our intent is to reduce anxiety and avoid ethical complaints.

*Tim Ford, Ethics Committee chair*

### **Aglidian Seeking Re-election**

The minutes from the spring Executive Board meeting in the June 2016 issue reported that Hans Aglidian is seeking re-election as Mideast Area vice president. The minutes also listed Aglidian as one of the board members not seeking re-election. To confirm: Aglidian is seeking re-election as Mideast Area vice president.

### **Why NAPS?**

*Continued from page 5*

#### **Financial Stability**

NAPS and NAPS Property, Inc. (NPI) oversee two key resources that contribute to the sustainability of our association: our Headquarters property and our highly successful investment portfolio. These assets and acquisitions help sustain the non-profit work of NAPS. Our portfolio provides the sustainability to keep NAPS relevant and the financial resources given back to our members by way of reduced registration fees for participation at national events, as well as maintaining membership dues that have not been increased since 2004. This financial stability, which helps fuel our association, has allowed us to sustain solvency through organizational changes and the economic recession.

We react and respond to organizational and situational changes in the Postal Service to ensure that the needs of EAS employees are advocated for and addressed. We provide the best in opportunities and support to EAS employees for the individual success of people and the corporate success of the Postal Service.

Whether it is networking, consulting or advocacy, NAPS always will offer the best possible support to EAS employees in the Postal Service.

In solidarity ...

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

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### **Postal Pulse vs. Postal Purse**

*Continued from page 7*

on deaf ears.

The biggest question is how do you change the USPS culture to make the workplace environment better for EAS employees? Survey says: Provide EAS employees with fair and equitable annual pay increases; treat EAS employees with dignity and respect; fill EAS vacancies quickly; establish a new SWCs model that accounts for administrative paperwork, a unit’s window of operation and EAS staffing on Sundays for package delivery; require field leadership to support, not hamstring, unit operations; negotiate union contracts that allow EAS employees to actually manage operations; and stop no-common-sense instructions that result in grievance settlements financially detrimental to the success of the Postal Service. Finally, include NAPS leader-

ship as a partner in the decision-making process to help the Postal Service, at all levels, make smart business decisions to be successful—today, tomorrow and in the future.

Maybe these suggestions will get the pulse of postal leadership racing enough to take the necessary action that will actually change the postal culture for the betterment of the USPS and EAS employees.

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

**The New England Area had a successful convention, May 12-14.**



## We Earned It!

By **Chuck Mulidore**

*Eastern Region Vice President*

**T**he Postal Service reported that controllable income for the 2nd quarter of FY16, Jan. 1 to March 31, 2016, was \$576 million compared to \$313 million for the same period last year. This is an increase of \$263 million. Operating revenue for the 2nd quarter of FY16 was \$17.7 billion. This is an increase of \$788 million—or 4.7 percent—compared to the same period one year earlier.



What does this mean for the Postal Service? It means we are making money again as an organization; that is a good thing. We all should be very proud of our efforts as EAS employees in contributing to this dramatic turnaround in the Postal Service's finances. We also are well aware the Postal Service still faces difficult challenges as the need for legislative reform drags on.

NAPS has been, and will continue to be, at the forefront of efforts to gain support in Congress for meaningful legislation that finally will resolve the long-term financial issues facing the Postal Service. Recall that when times were tough for the agency, as the economy collapsed in 2008 and 2009, the Postal Service faced very hard times and teetered on the edge of insolvency.

EAS employees went without a raise for three years and took a 1 percent increase in another year. We watched EAS jobs disappear as plants closed, post offices reduced hours and stations and branches

consolidated. We sacrificed even as the craft employees we supervise received regular raises and cost-of-living increases.

As EAS employees, we walked the walk, stepped up and were part of the solution. So is it unfair of us now to expect to be rewarded for those sacrifices? Absolutely not! Especially as we see the unions continuing to receive yearly raises and cost-of-living adjustments in their contracts.

We deserve to be treated fairly and acknowledged for the efforts we continue to make for legislative reform

and the sacrifices we made to get the agency back on its feet.

But what have we received? We know that 30 percent of NAPS members received no raises in FY15, while the average NPA payout for FY15 was a mere 2 percent. If the agency truly wants to engage us as EAS employees, then reward us for our work, our sacrifices and our commitment. The current NPA system does not allow for that. We know we face a difficult task in upcoming EAS pay talks.

Our challenge as NAPS leaders will be to make the Postal Service understand that what we are seeking is what is right, what is fair and what we know we deserve. And, most of all, we know we did this the old fashioned way: We earned it!

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

## Southern Oregon Branch 276 Hosts Successful Convention

By **Marilyn Walton**

*Western Region vice president*

**T**he Northwest Area Convention was called to order on May 13 at the Hilton Hotel in Eugene, OR. Joe Lahmann, Oregon state president, was convention chair; local Southern Oregon Branch 276 was host. Cindy McCracken, Northwest Area vice president, welcomed Oregon, Washington, Idaho and Montana representatives; Alaska representatives were unable to attend.

Portland Postmaster Shawneen Bertha and HR Manager Mike Norbom brought greetings from Tyron Williams, the new Portland District

manager. They talked about Postal Pulse and the need for more employees to participate and get engaged, as well as the need to focus on providing good service to customers. Norbom also shared that Williams likes



to visit in the field, so employees shouldn't be surprised if he visits offices. Both postal guests said Williams is looking forward to working with NAPS.

NAPS President Louis Atkins was the convention's special guest. He thanked everyone for their support over the many years. He shared important information about plans for upcoming EAS pay talks and gave convention attendees updates on other NAPS is-

sues. He reminded everyone this is an election year and encouraged them to “vote postal.” It doesn’t matter the party, he explained, just whether or not that candidate supports postal issues!

McCracken organized training on NAPS representation and adverse action; I presented information on workplace bullying. Eugene Postmaster Lena Ariston warmly greeted everyone and spent the day with NAPS delegates. Two SPAC fund-raisers garnered more than \$400.

More than 47 delegates, family and friends attended this event; candidates campaigned for NAPS Executive Board positions. During the state breakouts, delegates worked on resolutions and elected new officers. Atkins, McCracken and I had the honor of installing new officers:

Washington—James Reddy, Dede Emmett and Bjoern Gruetzmacher.



From left: Cindy McCracken, James Reddy, Dede Emmett, Bjoern Gruetzmacher, Rick Kindsvatter, Dora Felicioni, Louis Atkins, Tabitha Stephenson, Kathy Clapp, Dan O’Donnell, Aleks Navarro and Marilyn Walton.

Montana—Rick Kindsvatter, Dora Felicioni and Tabitha Stephenson. Oregon—Kathy Clapp, Dan O’Donnell and Aleks Navarro.

Lahmann, McCracken and the host branch planned a great convention, with wonderful accommoda-

tions, good food, warm hospitality and socializing; a good time was had by all! I am looking forward to seeing the Northwest Area delegates at the NAPS National Convention in August.

[marilynwalton@comcast.net](mailto:marilynwalton@comcast.net)

## May 11 Consultative

*Continued from page 10*

There was discussion between NAPS and the USPS that if a person makes an error on the PES, corrective action is taken, but that person’s pay is not penalized. Other issues include individuals serving on details who did not enter their details in PES at all and then benefited on their PFPs by remaining in their base profiles.

*It was determined that, for everyone who was reviewed, PES acted properly; if wrong, it was due to the employee’s failure to properly input detail information. Over the years, PES has evolved and there now are many flags, but a line has to be drawn somewhere. This is about employees’ compensation; they should take responsibility for their own pay.*

NAPS responded many employees never have been trained in the process. Therefore, before the USPS

starts penalizing EAS employees’ salaries, they need to be trained. NAPS asked for examples of the alerts that USPS Headquarters receives when a person has not properly completed their PES profile so NAPS can better understand the process and explain it to members when they call.

*New employees are given PES training, but the USPS is not sure whether it is part of the NSP.*

### Agenda Item #6

NAPS asked for an update on the USPS response to Agenda Item #1 from the March consultative: “The Postal Service is evaluating all occupation codes to determine whether the established criteria for SDA eligibility are met, as stated in ELM 412.1b, and will take steps to modify the list of occupation codes eligible for the SDA once the evaluation is

complete.”

*Occupation codes still are being evaluated to determine whether the established criteria for SDA eligibility are met. NAPS will be advised once the process is complete.*

### Agenda Item #7

NAPS Headquarters received a request for an update on the Salt Lake City District’s request for an EAS-17 Product Information Quality Analyst (PIQA) position submitted through the Western Area. Western Area leadership stated the request was pending review by Headquarters Organizational Effectiveness.

*Organization Design (OD) returned the request for a PIQA position back to the Western Area for additional information and review. Once that is completed, the Western Area will send it back to OD for final determination.*

# California Pays Tribute to President Louis Atkins

By Sam Booth Jr., Los Angeles Branch 39 vice president

“Striking Gold in Sacramento” was the theme for the 95th annual California State Convention; it was a gold rushing success! The convention was in Old Sacramento, near the Riverfront Promenade and Golden Bridge, April 21- 23. I struck gold by having the distinct honor of portraying President Louis Atkins during the Greetings Committee’s tribute Saturday morning.

This was special for me because my family is from various parts of Louisiana; as a youngster, I spent long summers on the bayou. Lee Leopold, National Auxiliary Western Region vice president, portrayed Bonita Atkins. This performance, as well as past productions, was directed and produced by Debra Baker, our esteemed state vice president. She has an eye for casting the right NAPS members for the perfect roles and picks the right music—usually popular songs of the era. I’m a contributing writer and add extra touches, with the help of Marsha Danzy, state legislative chair, Branch 905.

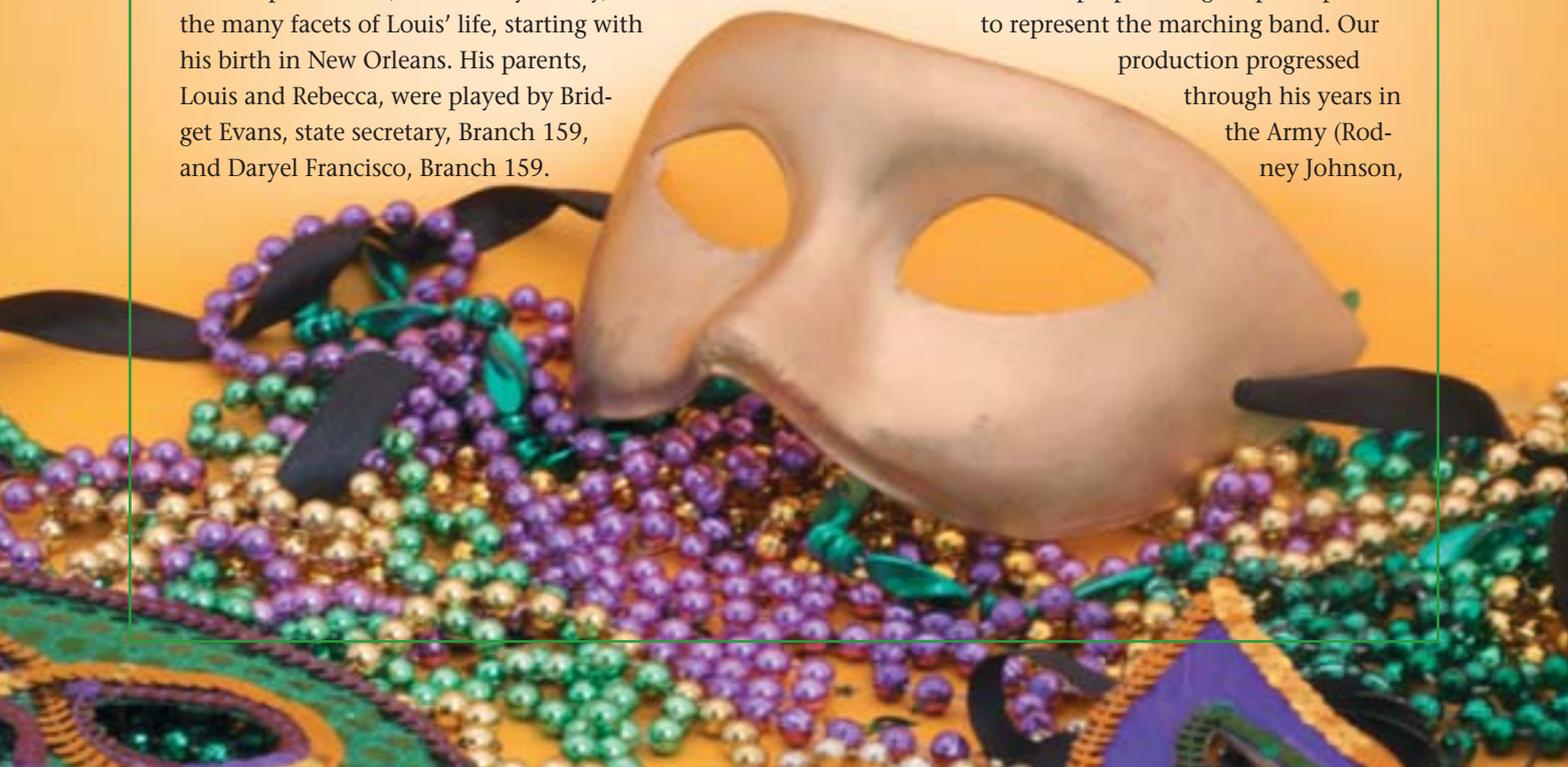
Our production, narrated by Danzy, covered the many facets of Louis’ life, starting with his birth in New Orleans. His parents, Louis and Rebecca, were played by Bridget Evans, state secretary, Branch 159, and Daryel Francisco, Branch 159.



His sisters, Anna Belle and Charlene, were played by Lisa Lloyd and Ella Francisco, Branch 159 Auxiliary.

Louis attended school in Baton Rouge, demonstrating even then his popularity and leadership skills. He attended Louisiana State University, where he met and married Bonita. The Greetings and First-Timers committees had purple and gold poms-poms to represent the marching band. Our

production progressed through his years in the Army (Rodney Johnson,





In 2000, Louis ran for NAPS secretary/treasurer and won. In 2005, he was appointed executive vice president by then-President Ted Keating. In 2006, he was elected executive vice president. In 2010, he was elected president—the first African American to hold this office. During our tribute, Executive Vice President Ivan D. Butts, playing himself, said it was clear that Louis was a strong and

Branch 39 Auxiliary, played a lieutenant colonel) and culminated with his successful career in the Postal Service and as president of NAPS.

Louis began his long postal career as a temporary clerk in 1973; he was promoted to supervisor in 1975

and OIC postmaster in 1979. In the 1980s, Louis and Bonita added son Ronnie and daughter Kristal to their family. Some of Louis' early NAPS influences were Ruben Handelman and Margarete Grant (played by Deborah Johnson, Branch 88).

determined candidate.

In 2014, after a hard fight, Louis was re-elected president. Our tribute ended in 2016, when Louis announced he would not run for reelection; after 45 years, he decided to retire and spend quality time with Bonita. The cast had purple, gold and green Mardi Gras beads in the spirit of Louis' birthplace and tossed them to the crowd. They also had umbrellas and performed a zydeco-style parade dancing with twirling umbrellas, while Lisa Lloyd sang "When the Saints Go Marching In." Our production earned rave reviews!

We were sad this was Louis' last state convention as NAPS president. He assured us that California has a





special place in his heart and he and Bonita still would be active with us and NAPS. Louis is retiring after 40-plus years with the Postal Service and 26-plus years of dedicated service in NAPS. After the star performance by the Greetings Committee, Louis addressed the group and brought us up-to-date on the issues.

Louis credited Bonita as being his backbone of support through these many years. He thanked the members at large for their many years of support and said he was successful because of the special relationships and bonds he has formed over the years with many special members. He also thanked Bonita for her strength, love and support.

Louis reiterated that EAS employees are the backbone of the USPS;

we make the difference! The USPS is earning revenue, he pointed out, but the agency has not paid its mandatory prefunding for retiree health benefits. He told meeting attendees that it is not right that EAS employees—who are on the front line—are not being treated fairly. EAS employees have not had fair raises in years.

EAS employees have weathered the storms with dedication during the rough economic struggles of the USPS. He said the PFP system is broken; NAPS is prepared to fight with labor attorneys in the upcoming pay

talks to ensure fairness. NAPS goes into pay talks 45 days after discussions with the NALC, which is the largest union, are concluded. Louis predicted pay talks will begin some time near January. He said that, although he would not be in office, he would be available to assist with the consultative talks. The audience applauded Louie and showed its admiration with a standing ovation. Louie, you are a class act and simply the best; we appreciate your dedication.

Convention attendees reviewed and approved several resolutions to send to NAPS Headquarters regarding EAS working conditions, compensation and the overall EAS pay structure. Topics include getting COLAs for EAS employees, achieving a reasonable pay differential between craft and EAS employees, removing the broken PFP system, giving step increases and paying for overtime, treating EAS employees with dignity and respect, compensating EAS employees fairly for their dedication to the USPS, revamping the Mystery Shop program to ensure improvement instead of punishment for WTL failures and restoring delivery standards and service.

Plans are in the works for the 2017 Annual California State Convention; Branch

266, San Bernardino, will host. There will be a Catalina/Ensenada Mexico Cruise sailing out of Long Beach. If you are not active in NAPS, attend the monthly NAPS meetings; be informed and let your voice be heard. Also, take advantage of the opportunity to learn by attending conventions!



# 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.

# National Association of Postal Supervisors

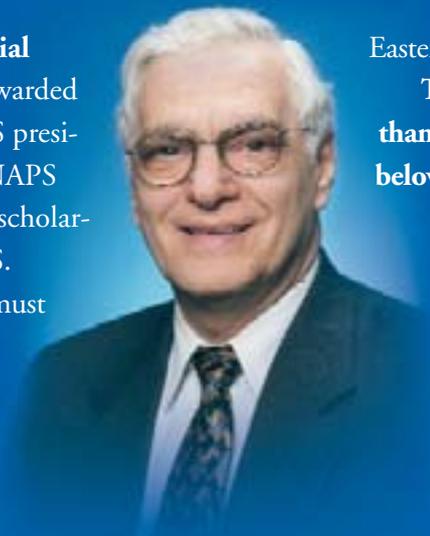
# Vince Palladino Memorial Student Scholarships

## 2016 Official Application Form

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

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

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



Eastern, Central, Southern and Western).

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

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

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

\_\_\_\_\_  
Student's name (please PRINT legibly)

\_\_\_\_\_  
Major course of study

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

\_\_\_\_\_  
City and state of the college or university

\_\_\_\_\_  
NAPS member's name

\_\_\_\_\_  
NAPS member's branch number

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

\_\_\_\_\_  
NAPS member's PO box/street address

\_\_\_\_\_  
City

\_\_\_\_\_  
State

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

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

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

**Bruce Moyer**

NAPS Legislative Counsel



With July fast approaching, there's little time left in the regular legislative calendar for Congress to pass postal reform legislation that fixes the Postal Service's

## Little Time Left for Postal Reform

financial problems and puts the agency on a more stable path. Election-year politics and the paralysis of partisanship weigh down the chances for action before November elections.

### A Compact Calendar

The congressional calendar in an election year is traditionally shorter, designed to provide more time for lawmakers to campaign for re-election. This year is no exception.

In fact, did you know there were seven weeks in August? Congress thinks so. The House and Senate will observe the traditional "August recess period" with a seven-week recess—two weeks longer than the five weeks Congress took off for August this past year and the same in 2014.

All this means is that House and Senate members will return to Washington after a seven-week recess in early September—for at most three weeks—before leaving at the end of the month and remaining home until after the November elections. Those three weeks in September will be devoted to sound-bite speeches echoing partisan themes. And both chambers will squabble over funding the government for the new fiscal year, starting Oct. 1, likely agreeing to disagree, through passage once

again of a short-term funding extension, likely reaching into early December.

### The Lame Duck

Enacting the extension, called a continuing resolution, will require Congress to return before its expiration for a "lame-duck" session, occupying the three weeks between the Thanksgiving and Christmas holidays. They'll decide what to do about government funding and possibly more, including even postal reform.

Historically, lame-duck sessions are a fizzle, but, sometimes, they feature a last-gasp blast of legislative action. A dramatic shift in power motivates the losing side to exercise control before being forced to give it up; that scenario could possibly happen this year. Smaller bills, such as a postal reform bill, can sometimes be swept up in the rush. That could happen this year, just as it did in the 2006 lame-duck session.

But there's still much that both chambers need to do to craft viable postal legislation before tying a bow on it in a lame-duck session. As this issue of *The Postal Supervisor* went to press, House Oversight and Government Reform Committee Chairman Jason Chaffetz (R-UT) announced he was preparing to release a postal reform "discussion draft" that potentially could lead to introduction and committee markup of a bill, possibly in June before the July 4 recess.

### Four Pillars of a Smaller Postal Bill

Sources say Chaffetz' bill will likely be smaller in scale than the comprehensive Senate *iPost* reform package (S. 2051), introduced by Sen. Tom Carper (D-DE), which remains stalled in the Senate Homeland Security

and Governmental Affairs Committee. Chaffetz' draft is expected to be closer to a four-point package promoted by Postmaster General Megan Brennan, designed to provide financial stability and some openings for innovation. Those "four pillars" involve Medicare integration of postal retiree benefits, reinstatement of the 4.3 percent exigent surcharge, recalculation of USPS retirement benefit liabilities and greater USPS product flexibility, including services to state, local and tribal governments.

Of the four, Medicare integration remains the anchor for savings to push the Postal Service back into the black and end the prefunding obligation. Medicare integration of retiree benefits in a USPS-only health plan will reduce the Postal Service's employer payments so substantially, proponents say, it would produce savings large enough to wipe out the retiree health benefit prefunding burden.

That financial carrot is driving USPS and congressional interests in finding ways to make Medicare integration happen. "We are actively trying to address the prefunding issue," Chaffetz acknowledged at a May 18 House oversight hearing on the Postal Service.

But Medicare integration still poses concerns. The impact on the finances of the Medicare Trust Fund and the federal deficit continue to raise questions. And the federal retiree community is concerned by the mandate requiring all retirees to participate in Medicare B, with added premiums.

Those concerns amid the headwinds of election-year politics will militate against congressional passage of a postal reform bill between now and November, making lame-duck passage the only viable opportunity.

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



# WORKING TOGETHER FOR OUR TOMORROW

2016 NAPS National Convention  
Aug. 15-19, 2016

Gaylord Resort & Convention Center  
National Harbor, MD

## 2016 NAPS National Convention Registration Form

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

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

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

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

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

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

### Refund Requests

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

### Mailing Instructions

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

### Substitutions

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

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

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

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

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

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

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

Nickname on badge (if other than first name below)

Full Name (First, Last)

PO Box/Home Street Address (for confirmation receipt)

City

State

ZIP+4

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

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

Registrant is:

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

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

| DO NOT WRITE IN THIS BOX  |  |
|---|--|
| Amount \$   |  |
| Date  |  |
| <input type="checkbox"/> Branch check <input type="checkbox"/> Personal check |  |
| <input type="checkbox"/> Money order  |  |
| Check/Money Order number  |  |
| Receipt number  |  |



# Working Together for Our Tomorrow

By Sheri Davies, vice president, ConferenceDirect

**W**e are very close to the start of the 2016 National Convention! Time has flown by and we are very excited to provide a wonderful convention for you. *We are working together for our convention.* There will be amazing entertainment, delicious food, beautiful accommodations, lots to do just outside the hotel entrance and great information to be shared.

We are providing a preliminary agenda and the schedule for area photographs. There is a “friendly reminder” listing provided as well; please use this as a reference sheet. Lastly, there is “Summerfest” information for fun events happening while we will be at the Gaylord in August.

## **Friendly reminder checklist:**

- Hotel cut-off for securing your hotel room is **Friday, July 22.**
- Wednesday activities may be secured via the custom weblink on the NAPS website; deadline is **July 15.**
- General sessions will be in Potomac AB Ballroom
- Registration is in the Potomac Foyer.
- You may purchase extra Grand Banquet tickets; please see the NAPS website for information; deadline is **Aug.1.**
- Check-in at the hotel is 4 p.m.
- NAPS registration documents may be found on the NAPS website.

## **Areas Photo Schedule**

Photo Room: Chesapeake 1, 2 & 3

### **Monday, Aug. 15:**

|            |                  |
|------------|------------------|
| 12:15 p.m. | Midwest          |
| 12:30 p.m. | Pioneer          |
| 1:30 p.m.  | Capitol-Atlantic |
| 4:45 p.m.  | Northwest        |
| 5 p.m.     | Rocky Mountain   |
| 5:20 p.m.  | Pacific          |

### **Tuesday, Aug. 16:**

|           |               |
|-----------|---------------|
| 12:15     | Southeast     |
| 12:30     | Central Gulf  |
| 1 p.m.    | Cotton Belt   |
| 1:30 p.m. | Texas         |
| 4:45 p.m. | North Central |
| 5 p.m.    | MINK          |

### **Thursday, Aug. 18:**

|            |             |
|------------|-------------|
| 12:15 p.m. | New England |
| 12:30 p.m. | New York    |
| 1 p.m.     | Michiana    |
| 1:30 p.m.  | Illini      |



## WORKING TOGETHER FOR OUR TOMORROW

2016 NAPS National Convention  
Aug. 15-19, 2016

Gaylord Resort & Convention Center  
National Harbor, MD

# 2016 NAPS National

*This agenda is tentative; all events are at the Gaylord National Resort & Convention Center, National Harbor, MD.*

## Saturday, Aug. 13

### noon to 5 p.m.

NAPS/Auxiliary Registration—  
Potomac Foyer  
*Delegates must bring the white  
copy of their credentials form,  
signed by their branch president,  
and their registration receipt to  
register.*

## Sunday, Aug. 14

### 8 a.m. to 5 p.m.

NAPS/Auxiliary Registration  
continues—Potomac Foyer  
*Delegates must bring the white  
copy of their credentials form,  
signed by their branch president,  
and their registration receipt to  
register.*

### 8 a.m. to 4 p.m.

Exhibits open—Potomac Foyer

### 9 a.m.

Tee time, NAPS Golf Tournam-  
ent, National Golf Club at  
Tantallon

### 9 to 10 a.m.

Campaign banners must be  
dropped off at Potomac Ball-  
room AB.

### 1 to 2 p.m.

Non-Denominational Church  
Service—Azalea 1 & 2

### 2 to 4 p.m.

NAPS First-Time Delegates'  
Orientation—National Harbor  
12 & 13

### 3:30 p.m.

NAPS National Auxiliary First-  
Time Delegates' Orientation—  
Azalea 3

### 8 p.m.

Welcome Reception hosted by  
NAPS Branch #531—Potomac  
ABCD

## Monday, Aug. 15

### 8 a.m. to 4 p.m.

NAPS/Auxiliary Registration  
Continues—Potomac Foyer  
*Delegates must bring the white  
copy of their credentials form,  
signed by their branch president,  
and their registration receipt to  
register.*

### 8 a.m. to 4 p.m.

Exhibits open—Potomac Foyer

## Opening Ceremony

### 9 to 11:30 a.m.

Convention Call to Order, Host  
Branch #531—Potomac AB

### 12:15 p.m.

Area photos—Mideast and  
Pioneer areas—Chesapeake  
1, 2 & 3

### 1:30 to 4:30 p.m.

NAPS Business Session—  
Potomac AB

### 4:30 p.m.

Area photos—Capitol-Atlantic,  
Northwest, Rocky Mountain  
and Pacific areas—Chesapeake  
1, 2 & 3

## NAPS National Harbor Themed Welcome Reception

### 5:30 to 7:30 p.m.

Potomac ABCD  
*(Complimentary food, beer, wine,  
soft drinks; cash bar and enter-  
tainers)*

# Convention Agenda

## Tuesday, Aug. 16

### 8 a.m. to 4 p.m.

NAPS/Auxiliary Registration  
Continues—Potomac Foyer

### 8 a.m. to 5 p.m.

Exhibits open—Potomac Foyer

### 8:30 a.m. to noon

NAPS Business Session—  
Potomac AB

### 12:15 p.m.

Area photos—Southeast,  
Central Gulf, Cotton Belt and  
Texas areas—Chesapeake 1,  
2 & 3

### 1:30 to 4:30 p.m.

NAPS Business Session—  
Potomac AB

### 4:30 p.m.

Area photos—North Central  
and MINK areas—Chesapeake  
1, 2 & 3

## Entertainment Night

### 7 to 11 p.m.

Potomac ABCD  
Featuring Sound Connection  
10-piece band

## Wednesday, Aug. 17

No official convention business.

## Thursday, Aug. 18

### 7 a.m.

SPAC Walkathon—Meet in the  
front lobby at hotel entrance

### 8 a.m. to noon

NAPS/Auxiliary Registration  
continues—Potomac Foyer

### 8 a.m. to 5 p.m.

Exhibits open—Potomac Foyer

### 8:30 a.m. to noon

NAPS Business Session—  
Potomac AB

### 12:15 p.m.

Area photos—New England,  
New York, Michiana and Illini  
areas—Chesapeake 1, 2 & 3

### 1:30 to 4:30 p.m.

NAPS Business Session—  
Potomac AB

### evening

Candidate/City Receptions  
*Hosted by Executive Board candi-  
dates and cities vying to host the  
2020 NAPS National Convention;  
all delegates, family members and  
guests are welcome. Refer to the  
Daily Newsletter for specific loca-  
tions and times.*

## Friday, Aug. 19

### 8 a.m. to 3 p.m.

Exhibits open—Potomac Foyer

### 8 a.m. to noon

NAPS Business Session—  
Potomac AB

### noon to 1:30 p.m.

National Auxiliary Luncheon—  
Cherry Blossom Ballroom  
*(Admission ticket required)*

### 1:45 to 3:30 p.m.

NAPS Business Session—  
Potomac AB

## Grand Banquet

### 5:30 to 6:30 p.m.

Cocktail hour—Potomac Foyer  
outside Potomac AB

### 6:30 p.m.

Dinner/Entertainment—  
Potomac ABCD Ballroom

# 2016 NAPS National Convention

## PIRATES ON THE POTOMAC

### Capt'n Bones Buccaneer Breakfast

Join Capt'n Bones for the finest fare on the Potomac River. After filling up your belly, join our pirate crew for games, arts & crafts and more!

\$29.95\* for adults (ages 12+)

\$19.95\* kids (ages 4-11)

\*VIP experience included for all SummerFest package guests.

**When:** Saturdays & Sundays and select dates, Starting at 7:30 am and 9 am only

**Where:** Piazza, Lower Atrium



### Atrium Antics

Prepare for an array of fun as pirates invade our lush garden atrium. Hang out with the coolest pirates on the Potomac as they entertain with magic, juggling, and more!

**When:** Fridays & Saturdays and select Sundays, 4 pm-7 pm

**Where:** Lower Atrium



### Swashbuckler's Story Time Adventures

Gather 'round our pirate pal as the sun sets over the Potomac for an adventurous pirate's tale that is fun for the whole family.

**When:** Fridays & Saturdays select dates, 8:15 pm

**Where:** Location varies, check with front desk

### Guess the Pirate Gold

The pirates have left their treasure chest filled with gold doubloons in our hotel lobby. Guess the number of gold coins and enter to win. A winner will be selected weekly.

**When:** Anytime

**Where:** Lobby Level

### Pirate Pool Invasion

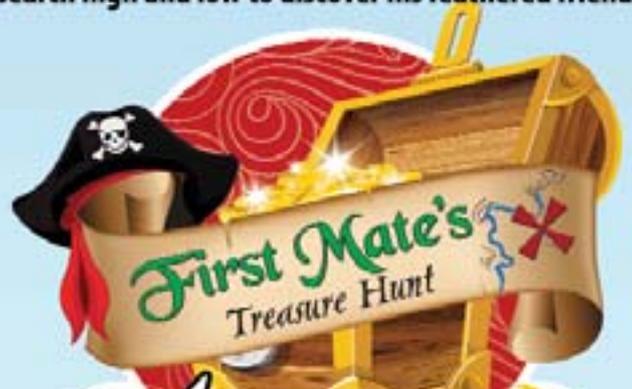
Avant! The pirates have docked their ship and are invading our pool! Join our crew for games, prizes, and poolside SPI.ASHbuckling fun!

**When:** Fridays & Saturdays and select dates, 5 pm - 6 pm

**Where:** Pool Level (registered hotel guests only)



Grab yer' looking glass and treasure map to find the captain's parrots that have escaped. Follow the clues to search high and low to discover his feathered friends.



## 4 STEPS FOR

Remember that you won't need to climb onto (or into) anything to find the Parrots. They are not hiding in any guest rooms, the convention center or outside of the hotel.

1

Pick up the scavenger hunt clue sheet.



2

Search the lobby and atrium and find at least six (6) Parrots. They are small, so look carefully.



3

Enter the locations of the Parrots in the kiosk and receive your password.



4

Take your password to the Urban Pirate Ticket Booth between 9am-5pm in National Harbor and receive your prize.\*



PASSWORD:

\*Limit one prize per password. While supplies last and available only during normal operating hours. Dates: May 27 - September 5, 2016

The Bayard National Treasure Hunt is open to all guests and visitors to Bayard National Resort during the promotion period May 27 - September 5, 2016. Employees, officers and representatives of Bayard National Resort (company), and the respective related companies, as well as the immediate family (spouse, parents, siblings, and children) and household members of each such employees are not eligible. Subject to all federal, state and local laws and regulations. Odds of winning depend on the number of eligible entries received. Additional restrictions apply. More information at [www.GaylordNational.com/Contests](http://www.GaylordNational.com/Contests)

## WHERE ARE THE PARROTS HIDING AT GAYLORD NATIONAL®?

### FIND THE PARROTS HIDDEN IN THE ATRIUM OF OUR HOTEL.

CLUE #1: This is our crew's favorite place for a burger or a swill, you'll find yer' first parrot at our world famous sports bar & grill.

I AM LOCATED: \_\_\_\_\_

CLUE #2: If yer' forgetful like me hearties, no need for despair. Find the next parrot at the place that has toothpaste, shampoo and even a little D.C. flair!

I AM LOCATED: \_\_\_\_\_

CLUE #3: Our parrot friends are all sorts of colors, but they really like red, white, and blue, head on over to the most patriotic store in the land, to find yer' next clue.

I AM LOCATED: \_\_\_\_\_

CLUE #4: Purses, jewelry, and so much more, treasure for one and all, the next parrot is near our own 'White House', hiding up high and tall.

I AM LOCATED: \_\_\_\_\_

CLUE #5: These lamps are all over the atrium, guiding our ships at night, perched atop one is yer' next parrot friend, it's not too far from sight!

I AM LOCATED: \_\_\_\_\_

CLUE #6: Ye' must be gettin' hungry! We could sure use a munch, let's put the next parrot where we can get a buffet lunch!

I AM LOCATED: \_\_\_\_\_

CLUE #7: Sailing the seven seas for months on end can surely wear a parrot out, check where you get pampered and cleaned up, that's what I'm talking about!

I AM LOCATED: \_\_\_\_\_

## WIN AN OVERNIGHT STAY!

Submit Your Entry at a First Mate's Treasure Hunt Computer or Enter Online to Win!

To enter the drawing, please visit: [GaylordNational.com/Contests](http://GaylordNational.com/Contests)

Simply complete the electronic form—including the whereabouts of the Parrots you have found—and you'll be entered to win! One grand prize will be awarded. When complete, don't forget to write down your special password and take it with you to the Urban Pirate Ticket Booth in National Harbor to redeem for your prize!

Events and schedules are subject to change or cancellation without notice. AQUAFINA is a registered trademark of PepsiCo, Inc. SKOL, and the Lizzy | Leigh are trademarks of South Beach Beverage Company, Inc. GN160202



AT GAYLORD NATIONAL®

FEATURING

# PIRATES ON THE POTOMAC

MAY 27 – SEPTEMBER 5, 2016

PROUD PARTNER



[GaylordNational.com/SummerFest](http://GaylordNational.com/SummerFest)

#SummerFestGN

# 2016 NAPS National Convention

## RESORT FAVORITES



### Atrium Fountain Show

Don't miss our amazing atrium water fountain that "dances" to music with jets that shoot 60-feet high!

**When:** Nightly, 6 pm, 7 pm, and 8 pm  
**Where:** Lower Atrium



### Splashin' Pool Fun

Take a dip in our resort's Junior-Olympic-sized pool or play in the outdoor "splash zone" fountain while enjoying drinks and snacks at the pool bar.

**When:** Daily  
**Where:** Pool Level (registered hotel guests only)



### Yoga Class

Get ready to get fit this summer with our invigorating yoga classes! Our fitness trainer will help you build strength and flexibility through a variety of stretches to energize your morning.

**When:** Sundays, 7:30 am  
**Where:** Pool Level (registered hotel guests only)



### Sobe® Splash Party

Sip on Sobe®-inspired cocktails on our river-view pool deck while enjoying live music. This resort guest-only pool party promises to be a splashing good time.

**When:** May 28, July 3, September 3, 6 pm-9 pm  
**Where:** Pool Level (registered hotel guests only)

## EXPLORE THE AREA

### Capital Wheel

Enjoy the best views on the Potomac River from 180 ft. above on National Harbor's observation wheel.

### Tanger Outlets

Shop 'til you drop at over 80 premium designer stores. Shuttle service from the resort.

### The Washington, D.C. Capital Region

Explore museums, sites and monuments via water taxi or shuttle bus.

### National Harbor

Just steps away discover fun for everyone with boutiques, restaurants, concerts, movies and more.

### Urban Pirates

Climb aboard a pirate ship for an interactive sailing adventure. Family experiences and Adult B.Y.O.B. cruises available.

**Visit the concierge desk for more information.**





### Sounds of Summer Concert Series

Soar to our 18th floor, rooftop lounge for an exclusive concert series. Resort guests can enjoy sunset views while listening to live music and enjoying summer cocktails.

**When:** June 11, 18, July 9, 30 & August 20, 27. 6pm-9pm  
**Where:** POSE Rooftop Lounge  
(registered hotel guests ages 21+)



### Summer Lights COMING IN JULY!

Join us nightly as the Atrium comes alive with the new spectacular laser light show. Enjoy a kaleidoscope of colorful lasers and our dancing fountain, all synchronized to music.

**When:** Nightly, 9 pm  
**Where:** Lower Atrium

## Summer at RELÂCHE SPA

### SENSATIONAL SPA TREATMENTS

Spa-goers can enjoy the scents of cucumber and melon with its Refreshing Summer Escape treatments including a massage, pedicure and facial.

**When:** Daily

### SUMMER GLOW SPECIALS

Enjoy healthy, radiant skin and combat signs of sun damage with Hydratfacial® - a celebrity favorite facial that gives instant results with no downtime. Book a service during select times and enjoy a complimentary glass of champagne as part of your experience.

**When:** Tuesdays - Thursdays, 12 pm-4 pm only

### SUMMERTIME SHINE

Experience a customized shampoo and style that will leave your hair shining and renewed. Special summer pricing during our "happy hour" and enjoy a complimentary glass of champagne during the service.

**When:** Mondays-Fridays, 3 pm - 6 pm only

RELÂCHE SPA IS LOCATED ON THE LOBBY LEVEL OF THE HOTEL

**Book Reservations Anytime at [RelacheSpa.com](http://RelacheSpa.com)**

# SUMMER DINING EXPERIENCES

### Extraordinary Kids

Kids can select from a healthy and tasty menu designed just for them. Available for children 11 and under.

**When:** Lunch and Dinner daily, \$9\*

**Where:** National Pastime Sports Bar & Grill, Atrium Level



### Summer Cocktails

Enjoy breathtaking views of the sunset over the Potomac River while enjoying hand-crafted, seasonal cocktail specials including Captain Morgan's Rum and new oak barrel-aged cocktails.

**When:** Nightly, Starting at 4 pm

**Where:** Belvedere Lobby Bar, Lobby Level

### Summer Burger & Brew

National Pastime Chefs are creating special gourmet burgers expertly paired with a Heavy Seas craft-beer from the award-winning Baltimore-based brewery.

**When:** Fridays - Sundays, Lunch and Dinner, \$22\*

**Where:** National Pastime Sports Bar & Grill, Atrium Level

### Chef's Summer Sampling Menu

Guests can enjoy a special three-course prix-fixe menu created by our Resort Chefs. Add a selection of paired wine to complete your meal.\*

**When:** Fridays & Saturdays, Dinner, \$85 per person\*, (wine pairing an additional \$30 per person\*)

**Where:** Old Hickory Steakhouse, Lobby Level

\*Prices listed do not include tax and gratuity, which are extra. Special offers cannot be combined with any other discount or special pricing. Not valid for groups of 4 or more people and not retroactive. No substitutions. Other restrictions apply and subject to change or cancellation without notice.

Events and schedules are subject to change or cancellation without notice.

# Participate in SPAC at the National Convention

**N**APS will be excited to see members at the 2016 National Convention, Aug. 15-19, at the Gaylord National Resort & Convention Center in National Harbor, MD. This event is a great opportunity for NAPS members from all over the country to meet up with old friends and discuss how we will continue to grow the association.

Although the national convention is not dedicated to legislative is-



issues as is our yearly Legislative Training Seminar, we always want to continually focus on living life at the top of the pyramid to advance NAPS' legislative positions. One method to advance is through the Supervisors' Political Action Committee (SPAC).

SPAC keeps NAPS' voice heard on

Capitol Hill and ensures our elected federal officials are aware of our concerns and what needs to be done to create a sustainable U.S. Postal Service. Through SPAC's financial contributions to campaigns, NAPS members are front and center in the political field.

At the national convention, NAPS members will be able to learn the benefits of SPAC and how it promotes the

*Continued on page 33*

## Convention Update

### Best Website Competition

The NAPS Best Website Competition again is being conducted in conjunction with the upcoming NAPS national convention in National Harbor, MD, this August.

A branch wishing to enter the competition must e-mail only its website address to [kbalentyoung@gmail.com](mailto:kbalentyoung@gmail.com) by **Friday, July 15**, for forwarding to the competition judge.

Points will be awarded for content, design and technical merit, among other contest categories. The two entries receiving the highest overall point totals will be named the competition winners.

At the convention, all branches will be given the point totals of their entries by category, along with any comments the judge may make.

### NAPS Newsletter Contest

The NAPS Newsletter Contest also is planned for the national convention. The entry deadline is **Friday, July 15**.

Branches wishing to submit their newsletters may do so in four categories: "Overall Excellence," "Best Layout," "Best Bylined Column/Editorial" and "Best News/Feature Article." Entries must have been published after August 2014.

The entry instructions include:

"Overall Excellence"—Submit three consecutive issues of the newsletter, stapled together as one entry. Staple a Post-it note or similar to identify the judging category, your branch number and the newsletter editor.

"Best Layout"—Submit two issues (not necessarily consecutive ones) of the newsletter, stapled together as one entry. As in the item above, identify the judging category, your branch number and the individual who lays out/designs the newsletter.

"Best Bylined Column/Editorial"—Submit one entry clipped from your newsletter (please do not submit the entire newsletter). The entry must be an original work that carries the byline of the author, who may or may not be the editor, but must be a NAPS member. Identify the judging category and your branch number.

"Best News/Feature Article"—Follow the instructions immediately above.

Please mail—do not e-mail—entries to NAPS Newsletter Contest, c/o Balent-Young Publishing, Inc., PO Box 734, Front Royal, VA 22630, to be received no later than Friday, July 15. Receipt of all entries will be acknowledged.

Winners will be announced at the convention.

# OPM Contributions to SPAC (for Retired Postal Supervisors)

**B**elow are step-by-step instructions for making an allotment to SPAC through your OPM retirement allotment, using either OPM's telephone-based account management system or the online "Services Online" portal.

Please note: The amount you key in will be your *monthly* allotment to SPAC. The start of your allotment will depend on the time of the month it was requested. If you make your request during the first two weeks of the month, expect the withholding to take place the first of the following month. If the allotment is requested after the first two weeks of the month, the change will take place the second month after the request.

## By Internet:

To sign up online, go to the OPM website at [www.servicesonline.opm.gov](http://www.servicesonline.opm.gov), then:

- Click on "Retirees & Families."
- Under "Retirees & Families," click on "Services Online."
- Enter your CSA number and PIN, and log in.
- Click on "Allotments to Organizations," and then select "Start" to begin a new allotment.
- Click on "Choose an Organization."
- Select "National Association of Postal Supervisors (SPAC)."
- Enter the amount of your monthly contribution and then click "Save."

## By telephone:

- Dial **1-888-767-6738**, the toll-free number for the Office of Personnel Management (OPM)'s Interactive Voice Response (IVR) telephone system.
- Have your CSA number and Personal Identification Number (PIN) on hand when you call. You may speak to an OPM customer service representative or you may use the automated system.
- Simply follow the prompts provided in the telephone system.



# 2016 SPAC Contributors



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

|                   |    |            |
|-------------------|----|------------|
| Boisvert, Michael | CA | Branch 159 |
| Strasser, Brian   | FL | Branch 386 |
| Wagner, Brian     | IL | Branch 255 |
| Mathews, Sharon   | IN | Branch 576 |
| Atkins, Louis     | LA | Branch 209 |
| Amash, Joseph     | NY | Branch 83  |
| Gawron, Dennis    | NY | Branch 27  |
| Konish, Ann       | NY | Branch 11  |
| Roma, Thomas      | NY | Branch 68  |
| Warden, James     | NY | Branch 100 |
| Butts, Ivan       | PA | Branch 355 |

## May Donors

### Secretary's Roundtable (\$500)

|                     |    |            |
|---------------------|----|------------|
| Lynn, Patti         | FL | Branch 296 |
| Randall, C. Michele | MD | Branch 531 |
| Weilep, Laurie      | MN | Branch 104 |

|                    |    |            |
|--------------------|----|------------|
| Duffy, James       | NY | Branch 85  |
| Williams, Darryl   | PA | Branch 554 |
| Cooper, Karen      | TX | Branch 124 |
| Green Jr., Richard | VA | Branch 98  |
| Reedy, James       | WA | Branch 61  |

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

|                   |    |            |
|-------------------|----|------------|
| Rogers, Katherine | KS | Branch 205 |
|-------------------|----|------------|

### Supporter (\$100)

|                      |    |            |
|----------------------|----|------------|
| Randle, Carol        | CA | Branch 39  |
| Wong, Tom            | CA | Branch 127 |
| Harper, Alvin        | DC | Branch 135 |
| Rogers, Katherine    | KS | Branch 205 |
| Russo, Dominic       | MA | Branch 43  |
| Amergian, Raymond    | ME | Branch 96  |
| Krzycki Jr., Kenneth | MI | Branch 508 |
| Trayer, Kevin        | MI | Branch 142 |

# 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.*

**Did you know** that SPAC must have your current contact information? In order to comply with filing procedures with the Federal Elections Commission (FEC), SPAC needs to fully account for who gives to SPAC, including their home addresses. Also, by providing a home address, it ensures you will receive your contributor pin when you earn it! If you would like more information on FEC compliance and SPAC, please contact PAC Manager Katie Maddocks at NAPS Headquarters by e-mail, naps.km@naps.org, or phone, (703) 836-9660.

### Participate in SPAC at the National Convention

*Continued from page 30*

NAPS mission. Katie Maddocks, the new PAC manager, will host the SPAC Café. She will be available to answer questions about candidates SPAC supports, how to attend local political fund-raising events and how NAPS members can contribute to SPAC.

While SPAC accepts contributions via credit cards, checks and cash, the easiest way to give to SPAC is through the Drive for Five Campaign. This way, SPAC calls on NAPS members to donate through either payroll deductions or withholding a portion of their retirement annuity. By giving as little as \$5 a pay period, SPAC will be better equipped to budget its giving plan and efficiently use its funding.



Sharon Mathews, NAPS National Auxiliary president, will be on hand with her outstanding team of Auxiliary members to assist with all raffles and give-a-ways for those who contribute to SPAC, either through a one-time donation or payroll or annuity deductions.

To raise additional funds, Ann Strickland, Miami Branch 146, and Legislative chairs for Branch 911, will once again coordinate our SPAC Walkathon, sponsored by Dillard Financial. Registration is \$20, plus the cost of a T-shirt: \$5 for sizes S through XL and \$6 for XXL. At the 2014 National Convention, more than \$5,000 was raised for SPAC through this event. So don't forget your walking shoes and T-shirt money!

SPAC also would like to thank those who already generously give—whether through Drive for Five or one-time contributions. Politics is not a spectator sport; because of NAPS members' support, postal supervisors remain a player in Washington, DC.

# SPAC Scoreboard

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

## National Aggregate:

\$97,896.74

## National Per Capita:

\$3.78

## Region Aggregate:

|                    |             |
|--------------------|-------------|
| 1. Northeast ..... | \$20,097.49 |
| 2. Southern .....  | \$19,860.25 |
| 3. Western .....   | \$19,752.76 |
| 4. Central .....   | \$19,439.74 |
| 5. Eastern .....   | \$18,635.50 |

## Region Per Capita

|                    |        |
|--------------------|--------|
| 1. Central .....   | \$4.42 |
| 2. Northeast ..... | \$4.02 |
| 3. Western .....   | \$3.65 |
| 4. Eastern .....   | \$3.48 |
| 5. Southern .....  | \$3.46 |

## Area Aggregate:

|                           |             |
|---------------------------|-------------|
| 1. New York .....         | \$11,447.49 |
| 2. Pacific .....          | \$11,022.00 |
| 3. Mideast .....          | \$9,110.00  |
| 4. Southeast .....        | \$8,097.75  |
| 5. Capitol-Atlantic ..... | \$7,123.50  |
| 6. New England .....      | \$6,560.00  |
| 7. Texas .....            | \$6,393.00  |
| 8. North Central .....    | \$5,269.00  |
| 9. Michiana .....         | \$5,243.09  |
| 10. Illini .....          | \$5,034.00  |
| 11. Pioneer .....         | \$4,552.00  |
| 12. Northwest .....       | \$4,378.76  |
| 13. Rocky Mountain .....  | \$4,352.00  |
| 14. MINK .....            | \$3,893.65  |
| 15. Central Gulf .....    | \$3,289.50  |
| 16. Cotton Belt .....     | \$2,080.00  |

## Area Per Capita:

|                            |        |
|----------------------------|--------|
| 1. North Central .....     | \$5.95 |
| 2. Michiana .....          | \$4.95 |
| 3. New York .....          | \$4.69 |
| 4. Central Gulf .....      | \$4.27 |
| 5. Northwest .....         | \$4.24 |
| 6. Mideast .....           | \$4.06 |
| 7. Illini .....            | \$3.94 |
| 8. New England .....       | \$3.86 |
| 9. Pacific .....           | \$3.84 |
| 10. Texas .....            | \$3.63 |
| 11. Southeast .....        | \$3.50 |
| 12. MINK Area .....        | \$3.31 |
| 13. Pioneer .....          | \$3.29 |
| 14. Rocky Mountain .....   | \$2.88 |
| 15. Capitol-Atlantic ..... | \$2.74 |
| 16. Cotton Belt .....      | \$2.32 |

## State Aggregate:

|                       |             |
|-----------------------|-------------|
| 1. New York .....     | \$11,277.49 |
| 2. California .....   | \$10,262.00 |
| 3. Florida .....      | \$6,840.75  |
| 4. Texas .....        | \$6,393.00  |
| 5. Pennsylvania ..... | \$6,070.00  |

## State Per Capita:

|                       |         |
|-----------------------|---------|
| 1. North Dakota ..... | \$14.56 |
| 2. Maine .....        | \$8.31  |
| 3. Minnesota .....    | \$7.22  |
| 4. Rhode Island ..... | \$6.72  |
| 5. Washington .....   | \$6.54  |

## Drive for Five

### Members by Region:

|                    |    |
|--------------------|----|
| 1. Central .....   | 87 |
| 2. Southern .....  | 70 |
| 3. Western .....   | 69 |
| 4. Eastern .....   | 64 |
| 5. Northeast ..... | 55 |

### Aggregate by Region:

|                    |            |
|--------------------|------------|
| 1. Central .....   | \$9,961.00 |
| 2. Western .....   | \$9,375.01 |
| 3. Eastern .....   | \$8,308.00 |
| 4. Southern .....  | \$8,077.50 |
| 5. Northeast ..... | \$6,765.00 |

# Mental Well-Being in Today's Uncertain World

Submitted by the USPS Employee Assistance Program

**H**ow do you have mental well-being in today's uncertain world? Unfortunately in today's society, we are surrounded by things that can be harmful to us and our loved ones. These include natural and man-made disasters, crime, community violence, global health concerns, online dangers and so many more things about which we can worry. We often are bombarded with news articles about the latest crimes, terror attacks, disasters or online threats.

It can become frightening and overwhelming to the most-balanced person. It is scary enough worrying about yourself, but when you add loved ones and children into the mix, it can cause true fear and panic. Part of mental wellness includes learning how to manage fear, worry and anxieties. When we are not managing these things very well, we end up having difficulty with sleeping, appetite problems and ongoing stress responses. This can be troubling for our health and overall well-being and also can affect our relationships or even our jobs!

Before you panic, it is important to keep it all in perspective. We all can discover new tools to learn how to manage our worries and learn ways to be proactive about safety. You also can find out how to calm your anxiety better for improved, overall well-being.



It is important to remember that our worst fears rarely ever come to fruition. However, it is always best to be prepared. Look at things over which you actually have control and learn ways that you and your family can be safer in today's world. This article discusses some helpful tips.

Planning always is the first step in being prepared for the possible.

Create a plan for different types of events that may be possible for you. Plan with your family what to do if a natural or man-made disaster occurs. Have an agreed-on meeting place in case you cannot communicate with each other using your phones. If you cannot get to the agreed-on meeting place, have a plan to contact a family member who does not live nearby so everyone can relay information to that person to share among each other.

Think of a situation that may occur and for what you need to plan. For example, while you and your spouse are at work and your kids are in school, your community has a strong rainstorm with serious flooding. How will you contact your kids and spouse to tell them you won't make it home until the roads are safe? (Keep in mind cell-phone systems often are spotty at best in these kinds of situations.) Do you know what the school district's plan is during such events? Do you know anyone who lives nearby who can pick up your kids? It is crucial to have a plan and

to know the school district's plan before something like this happens.

Another area for which you and your family can plan is fire safety. Plan a fire drill with all the people who live in your home. Include where you will meet in case of a fire and plan what to do about pets, as well. Practice a few fire drills and inspect your smoke detectors and carbon monoxide detectors a few times a year.

Look at the overall and general safety practices you and your family members use. Robberies are fairly common in today's society. Make sure you practice safety measures when you shop or use ATM machines. If you look around at any mall or grocery store parking lot, it is not uncommon to see people walking in and out, talking on cell phones or holding a bunch of shopping bags; most of them are not paying attention to their surroundings. This is the time that you should be most attentive and aware.

Walk in or out of a store with confidence, paying attention to what is going on around you. Be extra vigilant if anything seems out of the ordinary. If you see anything unusual, get to a safe place or have security walk you to your vehicle. Do not sit in your car and talk on the telephone. Instead, get in your car and leave and make sure you are not being followed. Avoid complacency and pay attention to your surroundings and especially your intuition.

It also is helpful to get to know your neighbors. In today's world, many people spend years living somewhere and never even know their neighbors' names. However, your neighbors and you can watch out for each other and alert one another if any suspicious activity happens. Plus, it is nice to make new friends and increase your social network and support.

What are other types of events for which you should prepare? Do you have a disaster supply kit? Do you have an updated phone list of emergency contacts? Are your kids aware of what to do if they find themselves home alone for some reason? While you cannot plan for every eventuality or know what you will do in all situations, thinking ahead and planning what you can often helps when the unthinkable happens. This can help you maintain your well-being when things are going well so you don't have unnecessary stress.

In addition to being prepared, there are other things over which you have immediate control that can help increase your well-being by reducing anxieties. You can control the amount of exposure you have to reports of negative and unsettling news. While you want to maintain a level of awareness and have necessary information, you can overdo it. While some people watch the news frequently, this may increase paranoia and fear.

The goal of personal safety awareness is not to increase fear, but to increase your awareness and confidence and decrease worry. The news can increase anxiety, especially for "news junkies" or people who have news alerts going on all day. It is best to limit the amount of news you watch, especially stories of disturbing events.

Social media is another source of negative information that can cause anxiety. Social media can be a source of crimes and criminal activity, even identity theft. The goal is to enjoy social media, but not give out too much personal information. For example, wait to post pictures of any vacations until after you return so lurking burglars do not know your home is empty.

Monitor the people whom you

allow on your social media accounts. If you don't know someone, be cautious before allowing them to "friend" or follow you. Sometimes savvy thieves find out personal information by getting close to you on social media. Especially monitor your kids' social media accounts. This could prevent them from becoming victims of people who try to lure kids into danger. Teach them how to spot dangerous people on social media and "stranger danger" in real-life situations. Teach them (and yourself) to trust your intuition.

Trusting your gut is important in many situations. Be aware of other dangers such as terrorism or people intent on harming innocent people. If you see anything that is a concern, pay attention to your gut instinct and do not hesitate to alert the authorities.

No one can completely prepare for bad events in life, but developing a safety plan can help you in the event a disaster does occur. Do what you can now to be prepared later.

Recognize when it is time to ask for help from family, friends and others and when it is time to seek professional help. If you find yourself feeling anxious, distracted, worried, having difficulties coping with fears or just need to talk through your safety plan with someone, your EAP can connect you with a counselor who can help you. Sometimes you just cannot manage alone; getting help from a professional can help you make the best plan of action.

When it is time for that, your EAP can help you find ways to address the causes of your stress and help you find ways to reduce the stressed-out feeling. Call today (800-327-4968 or TTY: 877-492-7341) to be connected with a counselor or coach to assist you. You also can find valuable information on the EAP's website at [www.EAP4YOU.com](http://www.EAP4YOU.com).

## ‘We the People of the United States ...’

By **Darryl G. Williams**

**T**hose words introduce a document that is the very heart and soul of this great nation’s existence. Woven within the fabric of this document is the true essence, purpose and obligation of the United States Postal Service—an entity that has served the American people for centuries.



I am a part of this “Service” and find it necessary to remind people, especially those whom we have entrusted—through democratic process—to uphold the United States Constitution. We are obligated to bind this nation together through all levels of correspondence for the American people.

- A child can draw a picture on a piece of paper, fold that paper in half, put grandma’s name and address on it with a stamp and we will ensure its safe arrival.

- A business can create a flier on an 8 1/2 x 11-inch piece of paper, tri-fold the information, secure it with a piece of tape, put a customer’s address on it with a stamp and we will ensure its safe delivery.

We are a “Service”—not a for-profit-gaining business. The Postal “Service” is in the business of providing prompt, reliable and efficient postal “Service” that binds our patrons at all levels of correspondence and package services and international, national, federal, state and local communities.

The Postal Service has endured the test of time. From the Pony Express to railway cars to a fleet of

more than 200,000 delivery vehicles, from manual distribution to mechanization to automated sortation to network distribution. Through diligence and dedication, we have stood

the test of time and earned the privileged recognition by our patrons as the number one trusted federal agency.

Our focus is on quality, not quantity, in providing postal services to our patrons. In order to do so,

our congressional leadership must uphold its sworn duty to the United States Constitution to maintain a viable Postal Service.

It is not the corporate whims of one individual, but the voices of many that have determined the long-standing existence and fundamental

purpose of the Postal Service. Yet, many of our duly elected officials have chosen to turn a blind eye, allowing a handful of political entrepreneurs to determine its fate.

If Congress does not allow the Postal Service to move forward into the 21st century and expand its services to the American people, the agency will be apportioned to the point of non-existence. Failure will impair the overall value of such “Service” to the people. This would be a blatant violation of the people’s rights to a fundamental service “provided by the Government, authorized by the Constitution, created by an Act of Congress and supported by the people.”

*Darryl G. Williams is the Pennsylvania State Area 1 vice president.*

## Are You a Man or a Mouse?

By **Mary Burkhard**

**A**ccording to the “Free Dictionary,” this phrase is something you say in order to encourage someone to be brave when they are frightened and need the courage to do something. According to the “Dream Dictionary,” dreaming about mice likely symbolizes some kind of fear. When I researched this phrase further, I was surprised to discover its documented origin was in the 1937 classic Marx Brothers film, “A Day at the Races.”

Whatever its history, the phrase



still is used and can be meaningful, especially in our USPS workplace where it is common to hear employees mumble “How could it be allowed to happen?” or “Why doesn’t somebody say something (and/or do something) about that?” or “Why didn’t someone call that Postal Pulse guy about this?”

The answer to these questions has nothing to do with mice and usually can be attributed to a simple lack of human courage, which, according to the “Urban Dictionary,” is the ability to confront pain, fear, humiliation or anything else from which a per-

# Medicare Integration: A Different View

By John Farrell

**S**en. Tom Carper's postal reform measure, S. 2051, "Improving Postal Operations, Service and Transparency Act of 2015," threatens to cancel postal retirees' Federal Employees Health Benefits Program (FEHBP) coverage, which they earned through long years of service, unless these retirees, on fixed incomes and with limited options, enroll in Medicare parts A, B and D and take on the added financial burden of Medicare premiums. A large percentage of postal retirees voluntarily enroll in Medicare parts A and/or B at present, but that is their option based on their judgment of their needs and their resources; they keep their FEHBP coverage, regardless. Past Medicare economic value is not necessarily a predictor of future value.

S. 2051, which is opposed by the National Active and Retired Federal Employees (NARFE), would create separate postal FEHBP health plans for the purpose of integrating with Medicare, effectively dividing postal employees and other federal employees under FEHBP into two smaller and weaker groups. These new health plans would be created by a cash-strapped and desperate Postal Service that might be distracted from having our best interests in mind.

We cannot predict how the quality of these new plans might change or how they would be integrated with Medicare in the future. As has happened in the private sector, Medicare integration can start with the more favorable coordination of benefits (COB) method, then shift toward the draconian "carve out" method. Even if the cost of the added Medicare premiums might be offset by lower cost coverage—and we have no guarantee of that—future Medicare premiums could skyrocket while we would be locked in for the ride.

If this bill becomes law, there are some other disturbing possible scenarios:

- If a spouse covered under your FEHBP plan is not eligible for premium-free Medicare Part A at age 65, including those currently over 65, they will have to pay for both Part A (up to \$411/month) and Part B (\$121.80/month at the lowest tier) to keep that coverage.
- Any unusual spike in income could lock you, and possibly your spouse, into a substantially higher Medicare Part B premium tier for a minimum of one year in order to keep your FEHBP benefits.
- If you have dual coverage under FEHBP and a spouse's health plan, will you still be required to enroll and pay for redundant Medicare coverage

at age 65 in order to remain in FEHBP?

- CSRS retirees are especially susceptible to Medicare Part B premium increases. In 2016, for example, those not covered by 42 U.S.C.1395r(f), the "held harmless" provision, were slated to pay not only their own Part B premium increase, but an additional increase to make up for the uncollected increases from those "held harmless"—a whopping 52 percent total premium increase.

Fortunately, Congress passed legislation to reduce the increase to "just" 15 percent. Medicare Part B premiums are projected to rise sharply in the coming years, and that is not taking into account that, if S. 2051 is passed, Medicare costs would be pushed up by \$13.2 billion over 10 years. Who do you think will end up paying that bill?

I am very concerned that any postal reform bill containing mandatory Medicare integration for current and future Postal Service retirees is not in their best interests. At best, it is a throw of the dice with the health and security of you and your family. The FEHBP is one of the pillars of postal employee and retiree security; it is not a quick fix for the Postal Service to use in solving fiscal challenges.

[jffjr@optonline.net](mailto:jffjr@optonline.net)

son naturally would stay away. It can be divided into mental courage—threats, attacks, career retaliation, embarrassment—and physical courage—pain, hardship, torture and death. Courage is the state of mind that enables one to face danger, control inner fear, persevere through dif-

ficulty and face whatever the ordeal with bravery.

According to Steve Pavlina in "The Courage to Live Consciously," real courage is a mental skill, not an emotional one. You must learn to use your brain to override the emotional mammalian impulses you've

inherited that limit you and, instead, use your human intelligence, logic and independent will. There basically are two methods for building courage.

The first is similar to weight training: You take each fear- or anxiety-producing situation you would

## National Leadership

By Joe Bodary

The 2016 National Convention is going to be a very important time for the election of national officers. Whoever is elected will be expected to work with USPS leadership to improve working conditions for EAS employees, up to and including pay policies. Of the three leaders we have now, two are subject to change.

As dedicated members of NAPS, it is our responsibility to elect the right persons to those positions who will reflect favorably on the organization: People who have proven leadership experience at various levels of the organization and/or the USPS, are professional, have good negotiating skills and are able to keep the organization structured and unified.

During the next few months, there will be campaigning by various candidates for these positions at state conventions and local branch meetings. We owe it to the organization to ask these candidates serious questions so we may be assured they are the right persons for the position before we support them—not just support them because they are “friends” or acquaintances. We need to ask questions such as how will you work to keep NAPS together as a united front? What have you demonstrated in your own

branch and state that shows you have the skills needed to represent NAPS at the national level in the position for which you are running? Do you have experience in resolving conflict on a large level; if so, what is that experience you can bring to the national front?

All EAS employees have a choice of which, if any, organization they now wish to belong. We need to treat our dues-paying members right in order to keep them in our organization by giving them the best representation for all their issues and concerns. We understand you can't always get what you want, but the effort used to try to get what you want must be 100 percent. The reputation the elected leaders have in the USPS is very important. You know how the telephone works; we need our leaders to be respected at the national, area and district levels.

Those who have not demonstrated these important skills can continue to work on them, then run again the next time. Research very carefully the candidates. Let's elect the right people for the National Association of Postal Supervisors!

**jbod@aol.com**

*Joe Bodary is a NAPS Michiana Area member and postmaster of Lincoln Park.*

like to overcome and practice with smaller fears first and build up to bigger ones. For example, if you have a fear of public speaking, start with a few people and build up to more. Pavlina says this training will result in no longer reinforcing the fear/avoidance response that encourages unconscious mouse-like behavior and will strengthen conscious human-like behavior. Most of us want to behave like humans, don't we?

The second approach to building courage is to acquire additional knowledge and skills within the domain of your fear. For example, if you are afraid to quit your job and start your own business, even though you would love to be in business for yourself, then start reading books, taking classes, attending conferences, creating networks and building your skills to the point you are confident you could succeed.

Or, if you are afraid to say or do something about concerns in your workplace, start reading the postal website, other federal sites, the *ELM*, *The Postal Supervisor*; attend NAPS meetings and conferences, take LMS courses, read branch websites and newsletters. Build your knowledge, skills and networks to the point you are confident enough to speak up and offer possible solutions.

Pavlina states, “Fear is not your enemy; it is a compass pointing you to the areas where you need to grow. Courage will permit you to lead a far more fulfilling and meaningful life as you uncover and develop your greatest talents and begin living as a daring human being instead of a timid mouse.”

**mary4rep@gmail.com**

*Mary Burkhard is NAPS Branch 244 president.*

## Tickets Available for the National Convention Auxiliary Luncheon

By Sharon Mathews  
President

Soon we will be gathered at the Gaylord National Resort & Convention Center in National Harbor, MD, for the 2016 National Convention. One of the Auxiliary traditions is the Auxiliary Luncheon. This year, the luncheon will be noon, Friday, Aug. 19, in the Gaylord's Cherry Blossom Ballroom.

Tickets are \$45 per person if purchased by July 31. After this date, all

tickets must be purchased at the convention for \$50 per person. Please complete the form below and return it with your check as soon as possible to ensure you have a seat.

Some additional things to keep in mind:

- The form and your check payable to NAPS National Auxiliary must be received on or before **July 31, 2016**.
- If you are sending a form for more than one person, i.e., your

branch, please indicate the *total* number of tickets for which you are paying.

- Indicate *who*, by name, will be picking up the tickets at the Auxiliary registration booth.

- Anyone wishing to attend the luncheon who has not returned this form so it is received on or before July 31, must purchase a ticket at the convention. Tickets only will be available on site Monday, Aug. 15.



### Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 19, Cherry Blossom Ballroom

\_\_\_\_\_  
Name (Please PRINT)

\_\_\_\_\_  
Auxiliary #/Branch #

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

\_\_\_\_\_  
City

\_\_\_\_\_  
State

\_\_\_\_\_  
ZIP

**Check one:**

- Auxiliary Member       Auxiliary State President  
 NAPS Member       Visitor

I'd like to purchase \_\_\_\_\_ advance-order tickets at \$45 each.

The total is \$\_\_\_\_\_

**Advance ticket orders MUST be received on or before July 31, 2016.**

Group name: \_\_\_\_\_  
Last Name/Auxiliary Name/Branch Name

Pick up by: \_\_\_\_\_

The above-named person *must* pick up the tickets at the Auxiliary registration table.

After July 31, I plan to purchase \_\_\_\_\_ tickets at \$50 each for a total of \$\_\_\_\_\_. These tickets will be available for sale at the convention until Monday, Aug. 15, limited by room capacity. Submit this form and payment at the Auxiliary registration booth.

Please mail this form, with a check payable to NAPS National Auxiliary, to Sharon Mathews, National Auxiliary President, 4504 Winter Dr., Anderson, IN 46012-9565.

*Thank you.*



## It's home improvement season and we have a promo just for you!

Have you been thinking about refreshing your outdoor space, upgrading your appliances, or even remodeling some spaces in your home? Take advantage of home improvement season with our home equity promotion.

### Get a low intro rate

Now you can get a home equity line of credit at a **low introductory rate of only 1.90% APR for nine months**. There is no better time to get your home improvements done. For more information about our home equity products visit [signaturefcu.org/HomeEquityProducts](http://signaturefcu.org/HomeEquityProducts) or to apply, contact us at (800) 336.0284 or visit <http://bit.ly/signaturefcu-apply-now>.

After nine months, introductory rate of 1.90% annual percentage rate (APR) will revert back to the standard rate ranging from 3.50% - 4.25% APR. Rates are current as of June 1, 2016 and are subject to change daily. The maximum allowable rate is 18% APR. The Credit Union will pay up to \$1,000 in closing costs, anything over \$1,000 (usually \$0-\$500) plus a processing fee of \$150 will be paid by you. Promotion good from June 1, 2016 - September 30th, 2016.