

'One of the Best' National Conventions Taking Shape *page 40*

the Postal Supporter

May 2014

**Deputy PMG:
'With
Comprehensive
Reform, the
Future Will Be
Bright'**

**Exciting New Advocacy
Tool Unveiled at 2014 LTS**

**Auxiliary Spearheaded
Successful SPAC Fund-Raiser**

**Capitol Hill Visits Garnered
Congressional Support**

Ron Stroman

LTS Coverage Begins on Page 9





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the Postal Supervisor

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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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NAPS Will Be on the Front Line of This Fight

I want to convey my thanks and congratulations to Jay, Brian, Bruce Moyer, Sheri Davies and the rest of our legislative team on another excellent Legislative Training Seminar. Our focus centered on providing you with the tools needed to expertly advocate for a thriving Postal Service. Based on the feedback we received from our contacts on Capitol Hill, we were able to educate lawmakers on what needs to be done to end the Postal Service's current period of financial uncertainty and return it to a path of growth and prosperity.

I know we've said this time and again, but we are at the most critical period in the history of the United States Postal Service; we stand at a fork in the road. One path leads to standing our ground and fighting for a universal delivery system that provides affordable service to all Americans. The other path leads to a vanishing Postal Service replaced

by a system where timely service only will be available to the highest bidder.

As participants with much at stake in the future of the Postal Service, we will be on the front line of this fight. With a united, collective voice, NAPS can and will continue to steer our legislators toward enacting legislation that returns needed operating capital to the Postal Service, along with granting it the needed flexibility to compete in an ever-changing delivery marketplace.

Despite the great efforts of NAPS members during LTS, we still wait for the announcement of a full floor vote for the Carper/Coburn postal reform bill; S. 1486 passed the Senate Homeland Security and Governmental Affairs Committee. Some stakeholders have voiced opposition to certain portions of S. 1486, claiming they will cause harm to the USPS should they be enacted. This bill is not perfect. But achievement is about compromise and an imperfect, compromise solu-

tion is far more acceptable than the outcome of congressional inaction on postal reform.

The Board of Governors has taken a "wait-and-see" attitude to what is happening in the Senate, hoping that Congress finally can get its act together and move legislation forward. However, if the board senses inaction is on the horizon, it will be forced to proceed with measures that further reduce our resources and negatively impact the quality of service we are able to deliver. These measures will cut costs, but also will erode decades of goodwill and public trust that the Postal Service continues to enjoy.

If we look back on the holiday season, the Postal Service met and often exceeded its own high standards for value and reliability. We delivered on time, while our more vaunted private-sector competitors struggled to provide basic services and, therefore, lost much of the goodwill they amassed. This was proof the Postal Service is changing and evolving to meet the challenges of the current marketplace. As a result, many major retailers are now looking at the Postal Service as the preferred way to deliver their goods to consumers.

The challenges of the past decade have forced this work force to become more resilient than ever. In his article, "Bouncing Back," noted business consultant Daryl Conner stated, "Resilience is a key component of a successful organization; resilience is thought of as the ability to not just survive change, but to emerge stronger than ever before." Conner also stated, "Developing personal and organizational resilience is the single most important competency in increasing an organization's competitive edge during rough times."

EAS managers, postmasters and supervisors have shown tremendous resilience during the past few years as expectations have grown and resources have dwindled. However, with the fortunes of the Postal Service appearing to be on the rebound, there is hope we can stop focusing on simply surviving and, instead, focus on serving the American people.

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Louis Atkins
President

Listening to Our External Customers

I recently spent four days at the National Postal Forum in Washington, DC, where top leaders of the USPS and mailing industry met to talk about the future of mail in business. There's a lot of uncertainty in the minds of mailers about postage rates, delivery frequency and the level of service we will be providing for the foreseeable future. This uncertainty makes it hard for external customers to project how much of a role the mail will play in their businesses for advertising, moving merchandise, sending bills and receiving payments.

As postal employees, we work as part of a team that takes mail from external customers. We then pass that mail off to internal customers (processing centers and delivery units), finally to the point when the mail gets to its destination and we hand it to another customer. It is the external business customer who holds our

future in their hands as they are responsible for around 85 percent of all the mail we process.

Customers of the mail want the best price, reliable service, the ability to track their mail and timely delivery. That's not much different from any business that you frequent, whether it is a restaurant, department store or service provider; you expect value for your hard-earned money. You want reliability and certainty, such as when you hit your TV remote, you expect to see your favorite show. Reliability means a lot to customers, especially postal customers.

Looking at ourselves from the inside, there are several things the Postal Service needs to do right away to satisfy that external customer. The Postal Service's "must do's" include filling supervisory vacancies so we can manage the movement of the mail. The New Supervisor Program needs to be re-engineered because it simply isn't working as the tool to train our new supervisors. Without the right mix of trained and qualified supervisors, we can't be successful.

We need to look at providing our external customers with the support they say they need by creating additional positions in Mail Piece Design. I heard

loud and clear at the Postal Forum that external customers want to use the mail to boost their business, but they need mail piece design assistance. For some irrational reason, these critical positions that used to support external customers were reduced as a cost-savings measure.

Internally, the Postal Service must take a realistic view of the reports they make us do every day and ask: Is this report necessary? Our computers don't need to be managed; instead, we should be managing people. Our supervisors spend as much time, if not more time, looking at their computer screens than they do observing and managing the performance of their employees. We should be watching our employees—not our computer monitors.

If nothing changes, expect that nothing will change. Albert Einstein once said, "The definition of insanity is doing the same thing over and over again and expecting different results." At NAPS Headquarters, we have been questioning senior management about why things are done the way they are in the field and we've been recommending changes. We all should be asking the same questions at all levels of the Postal Service where we work: Is this report or activity necessary? How does it help the bottom line?

At every point in the customer/supplier chain, we should know everything about our customers' and suppliers' needs and vice versa. The same holds true of the next person in the "24-hour process" of mail flow. We all are customers and suppliers in the internal movement of the mail. Have you ever even had a conversation with your supplier? Do you even know the name of the supervisor whose unit sends you your mail? If you knew each other, then your relationship could result in a better product for you, as well as the external customer at the end of the cycle.

Only when we have our internal processes down to a science will our external customers, the ones who ultimately pay the bills, be satisfied and successful. Once this happens, our external customers will have the confidence in the Postal Service to continue to provide us with the additional revenue and volume of mail we need to continue to grow and prosper.

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Jay Killackey
Executive Vice President

'Yes' to LTS

If you have not already figured it out, you are reading our special Legislative Training Seminar (LTS) issue of *The Postal Supervisor*. This issue is not only special because it is filled with pictures of our LTS delegates with their congressional leaders, but it summarizes our legislative work for the three days this

past March where more than 500 NAPS and Auxiliary members took to Capitol Hill with our legislative agenda to promote postal reform.

But, more importantly, what really makes this entire LTS *Postal Supervisor* issue special is all the advance hard work our members, state legislative chairs, national officers, NAPS staff and legislative counsel did in preparation to make our 2014 LTS a great success. However, this LTS issue would not have

come to fruition without the support of our local and state branches that said "Yes to LTS" and sent dele-



Brian J. Wagner
Secretary/Treasurer

gates to Capitol Hill to advocate for our legislative issues.

Although this year's LTS is over, we must continue making those congressional calls and Supervisors' Political Action Committee (SPAC) donations throughout the year to ensure our legislative message is not lost or forgotten. Otherwise, Congress may forget how special the Postal Service is to our country, which could result in a loss of more EAS positions.

Take time to read this special LTS issue and visit our legislative center on our NAPS website at www.naps.org to learn more about our legislative agenda. Remember, regardless of your position in NAPS, we are all political advocates. Also, to ensure you are taking an active role to protect your postal livelihood and retirement, you must be heard and seen on a regular basis. Therefore, call and visit your local congressional district office—often.

So, do your best: Be heard and seen in 2014 and in 2015 say, "Yes to LTS."

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NAPS 2014 State Conventions

Dates	State(s)	Location
April 26	ND/SD	Hampton Inn Deadwood at Four Aces Casino, Deadwood, SD
May 1-3	Northwest Area (AK, ID, MT, OR, WA)	TBD
May 1-4	CA	Doubletree, Los Angeles Westside
May 2-3	IL	Embassy Suites O'Hare, Rosemont
May 14-18	Capitol-Atlantic (DC, MD, NC, SC, VA)	Wyndham Virginia Beach Oceanfront, Virginia Beach
May 15-17	MINK Area (MN, IA, NE, KS)	Overland Park Marriott, Overland Park, KS
May 15-17	WI	Osthoff Resort, Elkhart Lake
May 15-18	New England Area (CT, MA, ME, NH, RI, VT)	Red Jacket Mountain View Resort, North Conway, NH
May 16-17	CO/WY	Colorado Springs Marriott, Colorado Springs
May 26-29	NY	Villa Roma, Calicoon
June 6-7	MN	Fair Hills Resort, Detroit Lakes
June 11-13	GA	Merry Acres Inn, Albany
June 13-15	Tri-State (AL, LA, MS)	Hilton, Jackson, MS
June 18-22	TX	Houston Hilton Post Oak, Houston
June 19-22	FL	hotel TBA, Cocoa Beach
June 20-21	MI	Valley Plaza Inn, Midland
June 20-22	PA	Holiday Inn Grantville/Hershey, Grantville
June 22-24	NJ	Golden Nugget, Atlantic City

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

New Form 3189 for EAS Employees, NMO Pilot Among Timely Items Discussed

The March 12 consultative meeting was held in conjunction with the spring Executive Board meeting (*the Executive Board meeting minutes will be published in the June issue*). The entire NAPS Board was present; representing the Postal Service were John Cavallo, Labor Relations Policy Administration, and Bruce Nicholson, Labor Relations specialist.

Agenda Item #1

NAPS members in the field are experiencing issues whenever EAS employees request to change their work schedules. EAS employees now are required to document a schedule change on *Form 3189*, which is sent to Eagan, MN, for input into the system. On the form is a block for the signature of the steward for contract compliance with bargaining unit change of schedules.

NAPS members are being advised by Eagan, MN, that the *Form 3189* must be completed in its entirety, including the steward block, which is inappropriate and unnecessary for EAS employees. NAPS asks that change of schedule requests for EAS employees on *Form 3189* be processed without the steward block being completed.

The USPS sent NAPS a notice that it has developed Form 3189 E for EAS employees only to complete that does not have the block for the union steward to sign.

Agenda Item #2

NAPS would like an update on the NMO (non-machineable outside) Pilot previously discussed in consultation.

Has the pilot commenced as scheduled? What are initial observations on

how the program is working?

There are 10 sites and four Tier NDCs handling NMOs. Those facilities implementing the pilot did not do it correctly, skewing the information. Therefore, USPS Operations has reinforced the rules and now is collecting new data after cleaning up the compliance issues. The USPS will let NAPS know of the results.

NAPS expressed its concern that it is not profitable for the USPS to give NMO parcel volume away for sorting and feels handling NMOs should be kept in house.

Agenda Item #3

NAPS' convention season starts in April and runs through the end of August. NAPS would like assistance from the Postal Service in scheduling district and area leadership to attend and participate in formal NAPS convention programs to improve the working relationship between NAPS and the Postal Service in the field.

ELM 682.3 has policy on management conventions; that policy has not changed. The USPS recommendation is for NAPS Headquarters to let USPS Headquarters know if cooperation is not being provided from the field. Doug Tulino, vice president of Labor Relations, determines who from USPS Headquarters attends state conventions. The Postal Service encourages support of NAPS conventions.

Agenda Item #4

NAPS would like to know the process an EAS employee must follow when requesting to return to the craft. If a request to return to a craft position is approved, how does the USPS determine the former EAS employee's seniority, pay range, job type, domicile

and level they will be assigned within the respective craft position? Are there any MOUs or stipulations in the new CBA that affect this process?

There always is a "right" to request to return to craft, but there is no guarantee to return. There are many issues that affect how an EAS employee will go back to craft based on the various national agreements with the unions (i.e., CCAs, PSEs, MHAs, etc.). In the past, if a position was available, it was easy. Today, there are many factors that will determine where an EAS employee may be placed if they volunteer to return to craft. PSEs are covered under the APWU contract, even though they are non-career; they still have rights under the APWU agreement about EAS employees requesting to return to craft. Each union has different provisions.

The Board asked if there is an option to make the carrier reserve position the same as the USPS did in the past.

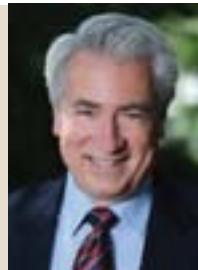
No. That specific option was a result of an arbitration ruling that required the USPS to make some adjustments.

DDF Provider Charlie Scialla stated that if an EAS employee becomes a city carrier assistant (CCA), they go back without benefits as an EAS employee; your pension is frozen. Basically, it is like resigning from the USPS and asking the USPS to hire you back as a CCA. You don't get the benefits you had as an EAS employee, including, most likely, sick leave.

NAPS stated each post office is its own unit, so there may be options to explore. But, right now, there is no clear path for EAS employees to return to craft. The USPS followed up, stating that union contracts open up to other crafts to transfer in before allowing EAS employees.

Legislative Update

Bruce Moyer
NAPS Legislative Counsel



TS delegates made history when they visited Capitol Hill in March during the recent Legislative Training Seminar. For the first time, NAPS delegates used iPads and other high-tech tablet devices as

The Big Idea

visual aids to reinforce their advocacy presentations to congressional lawmakers and staffs. To the best of our knowledge, this represented the first coordinated use ever of tablet devices by hundreds of activists during informational meetings across Capitol Hill.

NAPS' use of the tablet technology was a big hit. Hill staffers loved the presentational tool, as did their lawmaker bosses, who felt comfortable swiping the iPad screen while listening to the accompanying presentations by NAPS delegates. As a result, they became more engaged and interested in NAPS' underlying message.

Tools for Today

The use of iPads portrayed NAPS and the Postal Service as tech-savvy organizations, using technology in ways that reflect today's communication practices. It said to Hill offices: We're NAPS and we're part of the future—not the past. More important, the slide presentation visually reinforced NAPS' message, urging Congress to end the delay and pass responsible postal reform legislation.

The iPad slide presentation was downloaded by NAPS delegates before their meetings and consisted of 10 consecutive images, mostly photos and charts. The images particularly portrayed the consequences of con-

gressional delay-induced reductions in mail service: fewer processing plants and fewer jobs in the remaining plants, increased night-time delivery and safety risks to carriers, reduced post office service in rural areas and the deterioration of the USPS vehicular fleet.

One slide highlighted the increase in postal vehicle fires, especially involving LLVs. The color image of a burning LLV shocked many congressional staffers and lawmakers, as they learned of the increasing numbers of mail truck fires linked to vehicular old age and widening maintenance pressures. The image underscored the dire situation facing the USPS: up against its debt ceiling and without financial capital to overhaul its fleet.

And it pointed to the need for NAPS-endorsed measures, such as the "FLEET Act," H.R. 3963, introduced by Rep. Jared Huffman (CA-2), that would provide capital and allow the USPS to use Energy-Savings Performance Contracts (ESPCs) to pursue fleet overhauls and pay for them, over time, from the savings generated from energy-saving improvements to the USPS fleet. The Army already uses ESPCs to help pay for repairs and equipment upgrades with minimal up-front costs.

Additional Co-Sponsors

Knowledgeable NAPS delegates, using their cutting-edge visual aids, got results: 13 additional House lawmakers joined in co-sponsoring H.R. 3963 as a result of NAPS' visits. These included Reps. Earl Blumenauer (OR-3), Bennie Thompson (MS-2), Eric Swalwell (CA-15), Alan Grayson (FL-9), Pedro Pierluisi (PR), Hank Johnson (GA-4), Louis Slaughter (NY-25), Alcee Hastings (FL-20), Michael Honda (CA-17), William Keating (MA-9), Colleen

Hanabusa (HI-1), Corrine Brown (FL-5) and Mike Thompson (CA-5).

In addition, eight more House members, as a result of NAPS' visits, joined in co-sponsoring H.R. 1431, which would extend to non-supervisory managers in the Postal Service the right to appeal significant personnel actions to the Merit Systems Protection Board: Reps. Corrine Brown (FL-5), Bennie Thompson (MS-2), Colleen Hanabusa (HI-1), William Keating (MA-9), Louise Slaughter (NY-25), Michael Capuano (MA-7), Paul Tonko (NY-20) and Ted Deutch (FL-21).

And nine more House lawmakers joined in co-sponsoring the "Innovate to Deliver Act," which would promote innovation within the USPS by allowing it to offer certain non-postal services and engage in commerce through federal and state cooperative agreements: Reps. Marcy Kaptur (OH-9), Bennie Thompson (MS-2), Pedro Pierluisi (PR), Corrine Brown (FL-5), Colleen Hanabusa (HI-1), Alcee Hastings (FL-20), Michael Honda (CA-17), Kathy Castor (FL-14) and Emanuel Cleaver (MO-5).

Keep the Pressure On

These numbers of co-sponsors definitely can be expanded. More congressional lawmakers are likely to co-sponsor these bills if they receive added encouragement from NAPS members circling back to remind them of the importance of these measures and the need for their support.

If you did not meet with your House member during LTS, please arrange a meeting as soon as possible with him or her back in the district. And plan to use the distinctive NAPS iPad presentation, along with the NAPS-prepared talking points! These materials can be downloaded from the LTS area of the NAPS website.

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THE POWER
OF YOU

NAPS Advocates Push for Action on Postal Reform

By Karen Young

NAPS' annual Legislative Training Seminar brought 525 delegates to the nation's capital in early March. They came eager to educate, inform and influence their members of Congress to take action and get postal reform legislation passed. And the NAPS legislative team sup-

plied them with the tools to accomplish this on their visits to Capitol Hill.

The theme was "The Power of You." Speakers emphasized the importance of NAPS members visiting and educating their lawmakers on the urgency of passing postal

Photos by
Dave Scavone





U.S. Marine Band

reform. New this year was a NAPS talking points presentation for iPads and tablets (*see page 19*). Delegates met with more than 700 members of Congress and their staffs; 538 congressional offices were visited. This year's LTS also raised \$15,610 for SPAC and 30 members signed up for payroll deduction.

Monday morning's general session began with a stirring medley of songs played by the U.S. Marine Band. After presentation of the Colors, Patti Lynn, Branch 296, gave the invocation. The very talented Joe



Patti Lynn





Joe Lahmann



Secretary/Treasurer Brian Wagner introduced the NAPS Executive Board at the start of Monday's general session.



Louis Atkins

Lahmann, Oregon State Branch 940, sang “God Bless America.” Executive Vice President Jay Killackey welcomed NAPS members to LTS. He told members the goal was to build on the successes of prior years and that postal legislation is on the front burner. “We have a unique opportunity to make a difference this week,” he declared.

President Louis Atkins addressed delegates, ensuring them they would have the tools to successfully advocate for NAPS on Capitol Hill. “Your presence will make a huge and positive difference for NAPS members,” he said. Atkins stressed it was time for Congress to come up with legislation once and for all to solve the Postal Service’s financial challenges.

He pointed out there is strength in numbers and, together, NAPS can deliver. “Together,” he said, “we can make our lives better. But we need to work together to make this a better Postal Service. It’s the right thing to do.”

Killackey summarized the goals for LTS: Be well informed on the issues, build strong relationships with Congress and support SPAC. He noted the SPAC Café would be open during the event for members to contribute and sign up for payroll deduction.

He introduced the next speaker, Auxiliary President Sharon Mathews, as NAPS’ fund-raiser-in-chief.



Sharon Mathews



Jay Killackey



THE POWER OF YOU



NAPS delegates visited the SPAC Café to make contributions to SPAC and sign up for payroll deduction—the Continuous Contributor Club.



Members of the National Auxiliary were on hand to sell raffle tickets for five prizes to be given away at the end of the general session. The Auxiliary raised more than \$15,000 for SPAC.



Continued from page 11

Mathews told delegates the Auxiliary is there to support NAPS. This year, rather than 50/50 raffles, Auxiliary members would be selling raffle tickets for five items to be given away at the end of the general session. The benefits were that, instead of one winner, there would be five and it would raise significantly more money than a traditional 50/50. Also, members who bought raffle tickets would get credit for their SPAC contributions.

Ron Stroman, deputy postmaster general, addressed NAPS members. He said he has enjoyed working with the NAPS leadership team; they are tough, but fair and



Ron Stroman

always knowledgeable. “We have the best postal service in the world,” he told the audience and credited supervisors for doing a great job.

Stroman also commended supervisors for making the effort to visit their members of Congress. “It is significant,” he said. “Most people in the U.S. do not actively participate in our democracy.”

He explained that bills are the result of compromise; no one gets everything their way.



Deputy PMG Stroman visited with Branch 39 President Kent Buckley (left) and Branch 39 Trustee Sam Booth Jr.

THE POWER OF YOU



Delegates wait at the mike for the Q&A with Stroman.

The current Senate legislation, S. 1486, could put the USPS in a position to be profitable in the future. "It puts us in a strong financial position," he said. "We're trying to bring people to the table, but it won't happen without compromise."

Stroman said the agency is at a critical juncture. The stakes are very high between now and the end of the year. "If we can get this done," he declared, "the future will be enormously bright. We have to get postal reform done now!"

Doug Tulino, USPS vice president of Labor Relations, gave a detailed explanation of the Postal Service's health care proposal. He acknowledged that health care is very important to everyone in the room, especially retirees and those nearing retirement. Nearly 20 cents of every revenue dollar goes toward health care; \$13 billion was spent in 2013. It is the largest expenditure outside of wages.

The agency is looking at ways to address this challenge rationally. "It is choking us," Tulino stressed. The Postal Service's plan

Doug Tulino



focuses on keeping everyone in FEHBP, with Medicare integration for those eligible. For annuitants, Medicare would be the primary insurer and their FEHBP plan would be secondary. This has the potential to reduce claims costs paid by the insurance plans, which would lower insurance premiums. It also would eliminate the prefunding requirement.

"Why is this important?" Tulino asked. "We can fulfill our commitment to provide retiree health care. Integration with Medicare is the only way to reduce our unfunded liability to an affordable level."

Bruce Moyer, NAPS legislative counsel, proceeded to give delegates an overview of the current state of Congress and postal reform legislation. He likened working on postal reform to being on a roller coaster. He described the Sen-



Bruce Moyer

ate bill, S. 1486, as not perfect, but it would restore financial stability to the Postal Service and provide greater flexibility to innovate new products and raise rates.

Highlights include:

- Deals with the prefunding challenge by reamortizing payments over a much longer period
- Establishes a new health plan
- Restores FERS overpayments—at least \$6 billion—to be used to pay down the debt
- Provides for more postage revenue and protects six-day delivery
- Prohibits the USPS from changing rules of pay during consultation period
 - Applies the EAS compensation differential to pay and benefits
 - Extends MSPB appeal rights to all EAS employees

The bill is awaiting floor action. Moyer said NAPS' strategy is to convince lawmakers it is time to move ahead and encour-



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Gerry Connolly



age Senate Majority Leader Harry Reid to bring S. 1486 to the floor for approval and then send it to the House.

He admitted it will be a challenge; Congress is polarized and dysfunctional and this is an election year. “Your job,” he told NAPS members, “is to educate, inform, influence and urge the Senate and House to take action on S. 1486.”

Rep. Gerry Connolly (D-VA) addressed delegates after the luncheon provided to LTS attendees. A friend of the Postal Service and federal employees, he said it was great to be with NAPS members again and that it will be important for them to help in the education process on Capitol Hill. He pointed out that, if not for the prefunding requirement, the Postal Service would have

made a profit this past year. He described the Postal Service as a critical service mandated by the Constitution.

Connolly reiterated that six-day delivery is an advantage he does not want to see the agency relinquish. It could play a pivotal role in the ever-evolving fast-growing technology, pointing out, “The right thing to do is what is right for the customers.”

He said it was important that NAPS delegates visit their lawmakers’ offices during the week; they can’t assume lawmakers are familiar with the issues. “Your voice really does matter,” he said. “Know that you have friends and advocates.”

Elliot Friedman, NAPS SPAC coordinator



Elliot Friedman

and legislative assistant, explained to delegates it's important that SPAC have a steady fund-raising source. The fund supports incumbents and challengers—those who fight for what matters most to postal supervisors. The mid-term elections this November will be important for the future of postal reform; depending on the outcome, new players may be involved in passing legislation.

He urged members to sign up for payroll deduction—the Continuous Contributor Club (CCC)—the most effective way to contribute. Deductions occur regularly, which allows the NAPS legislative team to better manage the budget and make commitments to lawmakers. “It truly gives us a strategic advantage in planning,” he said.

This year’s SPAC challenge is to sign up 52 new members for CCC; every 10 persons who give \$5 a pay period equate to \$1,000 more this year for SPAC. Friedman thanked the National Auxiliary for all the hard work they do in supporting SPAC.



Florida, represented by Branch 911 President Bob Quinlan (second from right) and Kym Mullins, Branch 81, has the distinction of being number one in SPAC donations eight years in a row. Legislative Counsel Bruce Moyer (left) and SPAC Coordinator Elliot Friedman recognized the top contributors during the general session.

Seth Lennon, NAPS communications director/assistant to the president, explained some ways to communicate with Congress using social media. He said lawmakers are more connected than ever with mobile devices and 24/7



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Internet connections. They all have websites and use Facebook and Twitter to communicate with constituents.

He talked about using advocacy images on Facebook. You see a photo of a letter carrier delivering mail in the deep snow with the headline, “He does his job every day, no matter what.”

Under the photo, it reads, “He shouldn’t suffer because Congress can’t. Tell our leaders to end their assault on federal employee benefits!” The image draws you in and you read about the issue. It then can be shared on your Facebook page and spread virally, with minimal effort.

Twitter offers real-time news as it happens; it is brief and easy to understand. Tweets focus on a single topic with news collected from a multitude of sources. It is easy to follow on any device. And lots of people use Twitter. It gets the message out in a concise format. For example, a hearing on postal reform legislation lasting almost five hours can be condensed to the important points. It then is easy for NAPS members to reach out to every lawmaker who makes a comment about postal reform.

The information gleaned from Twitter then can be used with CapWiz, available on NAPS’ website. It is action messaging that can be sent to Congress. There is existing text about postal reform you can edit, inputting your personal information—a letter from you to your lawmaker and it’s fast. It can be found under “Issues



Delegates pose questions to Legislative Counsel Bruce Moyer.

and Legislation” at www.naps.org. You also can find updates on what’s happening on Capitol Hill and Bruce Moyer’s updates and how this activity will impact you.

Lennon urged everyone to sign up for the NAPS website. It offers myriad resources: You can subscribe to legislative updates and social media tools and locate and bookmark social media feeds for your lawmakers. And when the time comes for action on postal reform, you will get a note so you can go to CapWiz and message all your lawmakers, telling them they need to vote.

He encouraged delegates to have their friends and family members also contact their lawmakers. “It impacts them as Americans,” he said. “We need a strong and vibrant Postal Service; lawmakers pay attention to their constituents.”

The NAPS Legislative Center, SPAC and engaging in social media tools—it’s all connected and gets the message out on Capitol Hill. Bruce Moyer reiterated, “It’s a changing world and we have to keep changing with social media and what the Postal Service is doing.”

Tablet Presentation Provides Innovative Tool

By Seth Lennon

This year's LTS centered on innovation in how we communicate with our legislators and advocate for a prosperous Postal Service. In an effort to bridge the gap between the young, 20-something Capitol Hill staffers and our members, the NAPS legislative team developed a new "wrinkle" for our advocates to use during their visits to their Senate and House members.

Many of us have embraced tablet computers as a way to connect on the go. Whether it be an iPad, Surface or Kindle Fire, tablets have become a dominant communications tool over the past couple years. A number of our members have adopted this new tool in order to stay connected with work and home, no matter where they go.

In order to enhance the quality of the office visits held on Tuesday during LTS, NAPS prepared a series of slides to be used during the presentation to congressional staff. Members were given a script so they could know which slides to use during a particular portion of their discussion. The slides con-



Legislative Counsel Bruce Moyer demonstrated the iPad talking points presentation for use during delegates' visits on Capitol Hill.

sisted of visual aids that illustrated the physical cost of what would happen without postal reform, along with statistics that described the current fiscal situation of the USPS.

Early feedback received by the legislative team was very positive. The imagery allowed our members to engage congressional staffers in a more fruitful and productive dialogue on what Congress can do to move postal reform through Congress and what would be the consequences of inaction. NAPS will be expanding on this type of programming for the next LTS.

2013 SPAC Club Contributors at LTS

Ultimate (\$1,000+)



Elite (\$750-\$999.99)



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



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



Supporter (\$100-\$249.99)



Continuous Contributor Club



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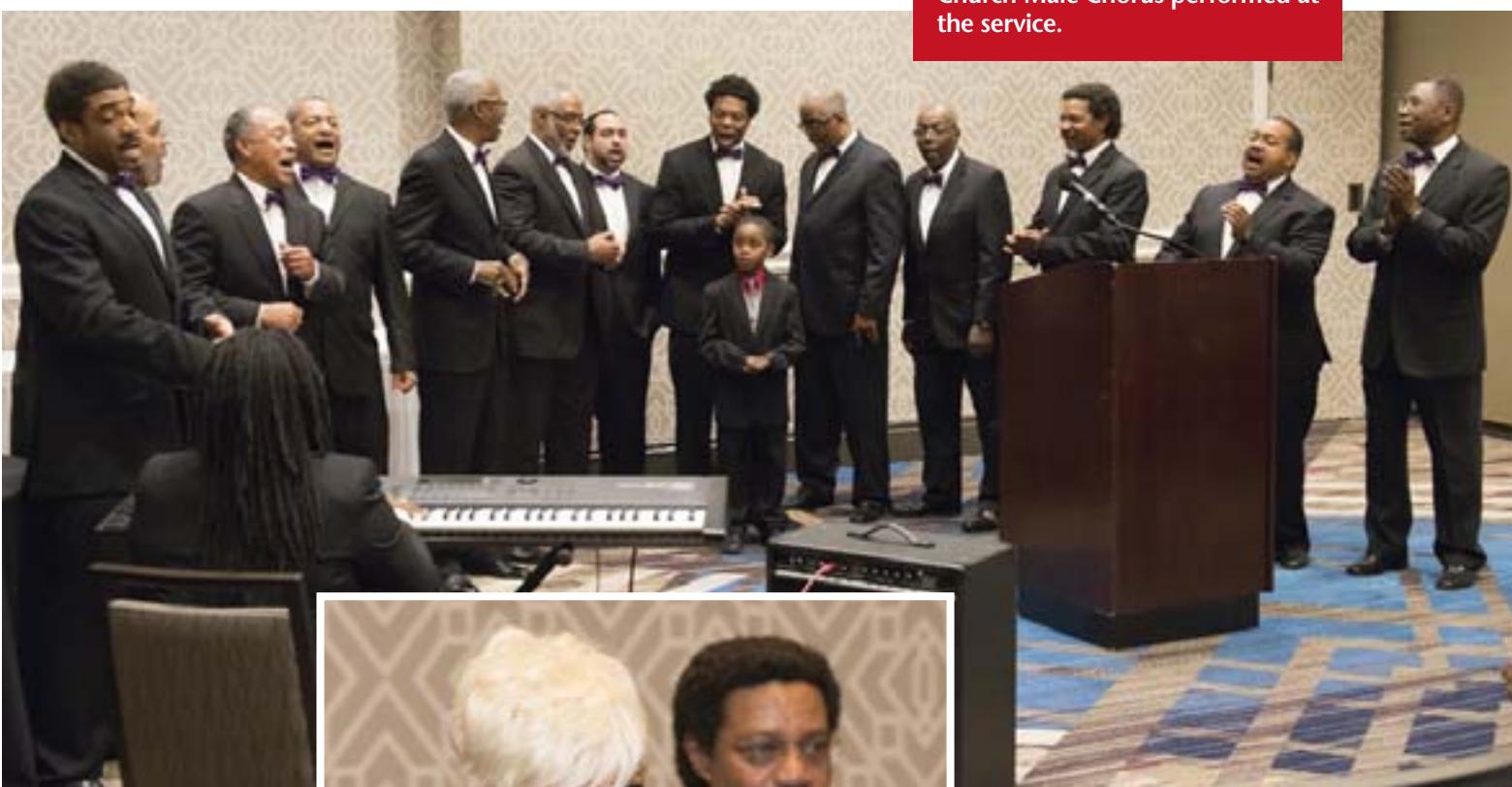
Wreath Laying

Participating in laying a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery were, back row, from left: Stanley Gold, Branch 146; Brian Holt, Branch 105; Executive Vice President Jay Killackey; and Rich Wilson, Branch 61. President Louis Atkins, front left, and Secretary/Treasurer Brian Wagner attended the ceremony.



Non-Denominational Worship Service

The Saint Paul United Methodist Church Male Chorus performed at the service.



Dr. Nancy Wesley, past Illini Area vice president, presided over the service.

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First-Timers' Orientation

Louis Atkins



Bruce Moyer





Paul Norton and Stanley Gold were co-presenters.



Town Hall Meeting

The NAPS resident officers and Executive Board members responded to questions from NAPS members during Sunday afternoon's Town Hall Meeting. Topics included additional workload, scanning issues, realignment of POOMs, non-career positions, postal legislation, RIFs and the upcoming national convention.

Executive Board Chair Larry Ewing explained delegates would have three minutes to ask each question.





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Capitol Hill Visits



Branch 41 delegates
with Rep. Steve
Cohen (D-TN),
fourth from right



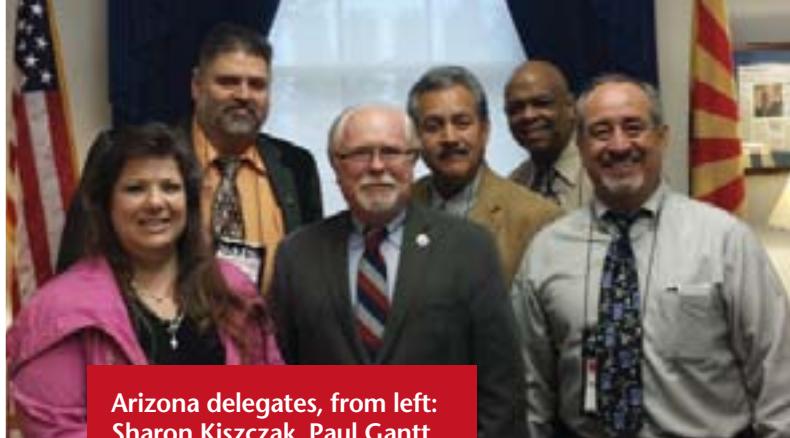
Caribbean Branch President Antonio
Cabrera (left) and Executive Vice
President Jose Rodriguez with Rep.
Donna Christensen (D-VI)



Rocky Mountain Area VP John
Aceves and Rep. Raul Grijalva



Arizona delegates, from left:
George Hernandez, Wendell
March, Paul Gantt, John Aceves,
Rep. Raul Grijalva (D-AZ), Deb
Larochelle, Sharon Kiszcak and
Juan Luna



Arizona delegates, from left:
Sharon Kiszcak, Paul Gantt,
Rep. Ron Barber (D-AZ), Juan
Luna, Wendell March and
George Hernandez



Ann Strickland and Patti Lynn met with Rep. Joe Garcia (D-FL) at a fund-raiser in Fort Lauderdale in mid-March. They had met with Garcia's legislative staffer during their LTS Hill visits. The fund-raiser was a small affair and Strickland and Lynn were able to spend quality time with Garcia—more than would have been possible in Washington, DC. Visiting lawmakers in their home districts is a great way to get NAPS' issues heard.



New York delegates, from left: Darius Evans, Joe Dispensa, Sen. Charles Schumer (D-NY), James Duffy, Dennis Gawron, John Yuen and Joe Amash



Branch 157 delegates from
Greensboro, NC, met with
Rep. David Price's (D-NC) staff
member, fourth from left.

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NAPS Alabama leader-
ship with Rep. Bradley
Byrne (R-AL), right



Rep. Paul Tonko (D-NY)
and Joe Amash, left



Branch 39 with Rep. Eleanor
Holmes Norton (D-DC), third
from right



Staffer for Rep. Susan
Brooks (R-IN), second
from right, with Indiana
delegates



Rep. Bill Enyart (D-IL),
third from right, with
Illinois delegates



Branch 39 with Rep.
Maxine Waters (D-CA),
third from right



Members of the Rhode
Island delegation met with
Sen. Sheldon Whitehouse
(D-RI), second from right



Maryland state leadership
and Sen. Ben Cardin (D-MD),
second from right



Branch 39 with Rep.
Karen Bass (D-CA),
third from left



Sen. Mike Johanns
(R-NE), center



Sen. John Walsh
(D-MT), left



The North Carolina delegation—with members from Charlotte, Greensboro and Raleigh—met with a staff member (back row, fifth from left) for Sen. Kay Hagan (D-NC).



Rep. Patrick Murphy
(D-FL) and Stanley
Gold



Rep. Bill Owens (D-NY),
left, and Joe Amash



Nathan Bennett, staffer for
Rep. André Carson (D-IN),
fourth from right, with
Indiana delegates

Guilty Until Proven Innocent

By Kevin Trayer
Michiana Area Vice President

We all know why it's important for our customers to have a world-class experience when coming to our retail lobbies and counters. With that said, we have a Mystery Shopper Program with mystery shoppers whom we never can identify or interview to question their reports that include subjective findings that, when management uses the exact same report, may result in corrective actions



against our EAS members.

The Postal Service is taking the position it isn't about the mystery shopper's report, but, rather, it's about supervisors failing to follow directions. If that, indeed, is the case, then why are so many of our EAS

members being addressed after their offices failed Mystery Shops? Coincidence?

As representatives of our members, we have a right under *ELM 650* to interview witnesses that may bear facts relevant to the situation. If the Postal Service will not allow us to do that, then

The Postal Supervisor 2014 Production Schedule

Issue	Copy Deadline*	Mails
JUNE	APR 29	MAY 19
JULY	MAY 26	JUNE 16
AUG	JUNE 25	JULY 16
SEPT	JULY 21	AUG 12
OCT	SEPT 2	SEPT 25
NOV	OCT 6	OCT 27
DEC	OCT 31	NOV 19
JAN 15	NOV 26	DEC 18

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

shouldn't the entire corrective action become null and void because we have no way to appeal the action under our current rules and regulations?

Even criminals in this country have the presumption of innocence, which is the principle that one is considered innocent until proven guilty—not the other way around.

SPAC Attack

By Jaime Elizondo
Texas Area Vice President

We completed our 2014 LTS in early March. In terms of preparation and content, it was one of our best yet. We were provided with information on bills in both the House and the Senate. We also were given talking points to influence our elected officials to vote for bills that accomplish logical postal reform.

Unfortunately, the attendance at this year's LTS was lower than in past years. This was attributed to branches opting to send more members to the national convention in San Diego. While San Diego certainly will be a great convention and promises to be a great



time had by all, we cannot neglect our legislative quest.

We must be diligent in helping secure positive postal reform. We must remember that without a USPS, there is no NAPS. Some question our legislative involvement. But, if not

us, then who?

I had the pleasure of having lunch with Stanley Gold from Florida at the Press Club in DC. We talked about legislation recently passed thanks to Stanley's involvement.

He introduced verbiage to allow postal employees to evacuate when severe weather was approaching. More than 20 years later, Stanley had the opportunity to bring the issue up again and it was passed. While we cannot wait more than 20 years for postal legislation,

we must understand it is not a fast process.

We must continue our dialogue with Congress and we must continue to contribute to SPAC. SPAC donations enabled NAPS to have lunch with Sen. Tom Carper on S.1486. Without continuing contributions, these types of personal meetings would not be possible. We need to support our friends in Congress and SPAC contributions are key. If not us, then who?

Thanks to everyone who has donated to SPAC: 30 members signed up for SPAC payroll deduction. Special thanks to the top five donors in 2013: Kym Mullins, Branch 81, FL; Ann Konish, Branch 11, NY; Ira Dickman, Branch 172, IA; Belinda Gilbert, Branch 425, FL; and "Texas Bob" Bradford, Branch 948, TX.

Locality Pay—A Concept Whose Time Has Come

By Ivan Butts

Eastern Region Vice President

In our most recent pay talks, which ended with us having to unsuccessfully go through the fact-finding process, we once again attempted to bring some resolution to the issue of EAS employees and the lack of compensation for cost-of-living adjustments (COLAs).

COLAs for EAS employees were lost in 1992 in what was advertised

by then PMG Marvin Runyon as the negotiations of the future for all employee groups. However, 22 years later, EAS employees are the only group not receiving compensation from COLAs; all efforts by NAPS since that time have not brought about any change.

However, this could be a “more moment.” A “more moment” is just that: a moment to

do more. This has come in the way of a white paper from the USPS that was issued on Feb. 7, 2014. The OIG completed a thorough analysis of private- and federal-sector compensations and concluded, “The Postal Service should consider locality pay as a means of instituting a more fair system. One that could save expenses in some areas and enhance



NAPS Training Calendar

Illini Area Training (IL)

May 1, 2014

(In conjunction with the Illinois State Convention)

Conducted by: Illini Area VP Luz R. Moreno

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

Room Rate: \$115

Registration Fee: No charge

Training Topics: *ELM 650, Officer Training Manual*, eCareer, branding, interviewing and generating income

Instructors: Esmeralda Dominguez and Alicia Mendez

Northwest Area Training (AK/ID/MT/OR/WA)

May 2-3, 2014

(In conjunction with the Northwest Area Convention)

Conducted by: Northwest Area VP Cindy McCracken

Location: The Grove Hotel, 245 S. Capitol Blvd., Boise, ID 83702; (208) 333-8000

Room Rate: \$89

Registration Fee: TBA

Training Topics: TBA

Instructors: Northwest Area VP Cindy McCracken; guest speaker TBA

New England Area Training Seminar (CT/MA/ME/NH/RI/VT)

May 15-18, 2014

(In conjunction with the New England Area Convention)

Conducted by: New England Area VP Cy Dumas

Location: Red Jacket Mountain View Resort, 2251 White Mountain Hwy., North Conway, NH 03860; (603) 356-5411

Room Rate and Registration Fee: \$600, single; \$800, double (includes meals)

Training Topics: TBA

Instructors: TBA

For information: Contact Cy Dumas, cyrildumas@aol.com; (508) 816-7517, cell

CO/WY Training

May 16-17, 2014

(In conjunction with the CO/WY State Convention)

Conducted by: Rocky Mountain Area VP John Aceves

Location: Colorado Springs Marriott, 5580 Tech Center Dr., Colorado Springs, CO 80919; (800) 832-2151

Room Rate: \$87 plus tax—ask for NAPS rate (must stay Friday night)

Registration Fee: \$125 (send check, payable to NAPS Area 907 Annual Training, to John Kerns, PO Box 15496, Colorado Springs, CO

80935-5496; fee is \$150 after April 25)

Training Topics: *ELM 650, debt collection, involuntary reassignment*

Instructor: Rocky Mountain Area VP John Aceves

Pacific Area Training (CA, HI, Guam, American Samoa)

May 31, 2014

Conducted by: Pacific Area VP Hayes Cherry

Location: TBA

Registration Fee: TBA

Training Topics: TBA

Instructors: TBA

Texas Area Training

June 20-21, 2014

(In conjunction with the Texas State Convention)

Conducted by: Texas Area VP Jaime Elizondo

Location: Hilton Houston-Post Oak, 2001 Post Oak Blvd., Houston, TX 77056; (730) 961-9300

Room Rate: \$109

Registration Fee: No charge

Training Topics: EAP, e Career, legislation, representation

Instructors: Terri Sitrin, Kimberly Paulissen, Elliot Friedman and Jaime Elizondo

the quality and stability of its work force in others. Implementing locality pay would be challenging, but not impossible, and the benefits could be significant. Careful planning and focused attention will be needed."

NAPS is on record in the OIG white paper, stating, "Another troubling consequence of the Postal Service's national wage system is experienced and effective postal supervisors often resist pressure to relocate to high-cost areas." NAPS continued, "In fact, many valuable supervisors and employees seek relocation to low-cost areas." This theory particularly makes

more sense as one approaches retirement age.

During the recent NAPS spring Executive Board meeting, I raised this subject with the USPS representative attending the consultation meeting. Two comments were made in response. The first: "Who wants to tell someone in a lower cost-of-living area they will not get as much as someone in a higher cost-of-living area?" My initial response was—and still is—that locality pay would give members something, which is better than the nothing presently received.

The second comment: "This is a

Continued on page 37

On the Move?

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

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

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

NOVA District Branch Renamed

By Richard Green

Capitol-Atlantic Area Vice President

I had the honor of attending the March meeting of NOVA Branch 526. The branch was conducting its usual business when President Lloyd Cox opened the floor to new business. Cox gave up the chair and stated:

"James E. Parks Jr., a resident of Falls Church, VA, since 1960, started his postal career as a letter carrier in Falls Church in 1958. He was drafted into the Army in June 1960 and served three years before returning to the Post Office Department in August 1963. He worked a few years as a parcel post driver and was promoted in 1967 to the position of Vehicle Operations assistant in 1967.

"Parks later attended the Postal Service Management School in Potomac, MD, and the University of Oklahoma. He passed the supervisor exams in 1973 for mail processing and vehicle operations and was pro-



moted to vehicle dispatcher at the MSC Merrifield Sectional Center in 1973.

"He joined NAPS prior to his promotion and has held numerous positions in the branch. The Northern Virginia Area was in its infancy

in the 1970s; there were several local NAPS branches in the area. Parks had a vision of a large branch encompassing the entire Northern Virginia district. He worked hard and diligently

for more than a year getting all the branches to turn in their charters and merge into what is now known as NOVA District Branch 526. It became the largest branch in Virginia. Parks strived to make the branch one of the finest branches in the country. Parks retired from the USPS in 1992 and continues to be an active member of Branch 526."

At that point in the meeting, a motion was put on the floor to rename the branch in Parks' honor for his many years of dedicated service to NAPS. The motion passed unanimously.

I was truly honored to be at the branch meeting and see the pride and joy of a member who has served the association for so long with honor and integrity. Great job to the newly named James E. Parks Jr. NOVA District Branch 526!



Capitol-Atlantic Area VP Richard Green (left) was present when NOVA Branch 526 was renamed in honor of longtime member James E. Parks Jr. (center). Lloyd Cox is president of the branch.

2014 SPAC Contributors



2014 Ultimate Donors to Date

Atkins, Louis	LA	Branch 209
Konish, Ann	NY	Branch 11
Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355

Ultimate (\$1,000+)

Atkins, Louis	LA	Branch 209
Konish, Ann	NY	Branch 11

Elite (\$750-\$999.99)

Wagner, Brian	IL	Branch 255
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President's Roundtable (\$500-\$749.99)

Ewing, Larry	KS	Branch 52
Foley, Paul	MA	Branch 120
Johnson, Craig	MO	Branch 36
Amash, Joseph	NY	Branch 83
Roma, Thomas	NY	Branch 68
Bradford, Robert	TX	Branch 203
Navarre, Arnold	VA	Branch 98

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

Acevedo-Dominguez, Sylvia	CA	Branch 373
Burkhard, Mary	CA	Branch 244
Patterson, Charles	CA	Branch 127
Wong, Tom	CA	Branch 127
Cribbs, Kimberly	FL	Branch 478
Gilbert, Belinda	FL	Branch 425
Goldstein, Diane	FL	Branch 156
Winters, Michael	IL	Branch 255
Morse Jr., Sam	LA	Branch 73
Trayer, Kevin	MI	Branch 142
Hill, Mildred	MS	Branch 199
Mahoney, Dolores	PA	Branch 387
Halm, Frank	RI	Branch 105
Green, Shri	TN	Branch 41
Gerber, Melissa	UT	Branch 139

Supporter (\$100-\$249.99)

Brathwaite, Rafael	AL	Branch 45
Aceves, John	AZ	Branch 376
Chandler, Dennis	AZ	Branch 246
Strickland, Ann	FL	Branch 146

Dickman, Ira	IA	Branch 172
Rendleman, Daniel	IL	Branch 255
Stevenson, Queen	IL	Branch 14
Coleman-Scruggs, Toni	IN	Branch 171
Mosley, Monique	IN	Branch 8
Murphy, Gregory	MA	Branch 102
Johnson-Fowlkes, Maria	MI	Branch 23
Vasquez Elms, Valerie	MN	Branch 16
Petersen, Lisa	MO	Branch 36
Caruso, Richard	NE	Branch 10
Sarnie, Deborah	NH	Branch 932
Grasso, Salvatore	NJ	Branch 568
McMahill, Jason	NV	Branch 463
Duffy, James	NY	Branch 85
Hart, Ronald	NY	Branch 100
Popaduke, Alexander	NY	Branch 100
Hines, Regina	OH	Branch 15
Lewis, Gillian	OH	Branch 2
Smith, Ronald	OH	Branch 46
Skjelstad, Aric	OR	Branch 276
Ferguson, Donald	PA	Branch 48
Smith, Robert	PA	Branch 35
Cabrera, Antonio	PR	Branch 216
Holt, Brian	RI	Branch 105
Dickey, Azilee	SC	Branch 225
Magnuson, Sonny	SD	Branch 946
Barbee, Johnny	TN	Branch 41
Blakely, Kathy	TN	Branch 41
Oliver, Kimberly	TN	Branch 41
Williford, Shirley	TN	Branch 41
Conley, Robert	TX	Branch 9
Lomba, John	TX	Branch 103
Lyons, Lisa	TX	Branch 428
Mitchell, Annie	TX	Branch 124
Raymond, Beverly	TX	Branch 49
Adamson, Leslee	UT	Branch 139
Mott III, George	VA	Branch 132

Continuous Contributor Club Earned in March

Ingalls, Dianne	CA	Branch 77
Gonzalez, Ernesto	FL	Branch 406
Doty, Andrea	KS	Branch 52
McCartney, Kelly	KS	Branch 919

Misserville, James	MA	Branch 498
Gramblin, Reginald	MD	Branch 531
Hafford, Darrell	ME	Branch 96
Sutton, Greg	MS	Branch 199
Santiago, Jose	NJ	Branch 538
Walker, Veronica	NJ	Branch 237
Goldstein, Charlie	NV	Branch 463
Schirching, Christy	NY	Branch 27
Sargent, Richard	OH	Branch 33
Robinson, Andrea	PA	Branch 35
Girard, David	RI	Branch 105
Bowen, Randy	TN	Branch 97
Nettles, Mark	TX	Branch 9
Baldwin, Dexter	WA	Branch 31
Chambliss, Brenda	WA	Branch 61
Gillett, Michael	WA	Branch 31
Reedy, James	WA	Branch 61
Roberts, Charles	WA	Branch 31
Burdick, James	WI	Branch 213
Sederholm Marti, Susan	WI	Branch 72
Sprewer, Victoria	WI	Branch 72

Views from the Vice Presidents

Continued from page 35

pay talks issue and we are outside pay talks." Although this response was predictable, I believe the locality pay issue has moved outside the pay talk arena with the revelations identified in the OIG's white paper and additional research. As researched, Postal Service craft employees receive regular COLA increases per the collective bargaining agreements. PCES employees created a policy (EL-380) making it permissible for them to receive lump-sum payments to offset higher cost-of-living areas. EAS employees are the only employee group within the Postal Service that does not receive any compensation for higher costs of living. To further illustrate this in conjunction with the OIG's white paper, EAS employees are the only employee group in the federal sector that received no compensation for cost-of-living adjustments.

The question becomes, as posed to Postal Service leadership, "Does it seem unequal that EAS employees are the only employee group in federal-sector agencies and private-sector companies that do not receive compensation for cost-of-living adjustments?"

In solidarity ...

idbfreedbyhim@comcast.net

SPAC Scoreboard

All statistics reflect money collected between Jan. 1 and March 31, 2014

● National Aggregate: \$57,168 ● National Per Capita: \$2.27

State Aggregate:

1. Pennsylvania \$5,237
2. New York \$4,520
3. Ohio \$3,426
4. Texas \$2,936
5. California \$2,891

State Per Capita:

1. Utah \$10.29
2. West Virginia \$10.02
3. Rhode Island \$7.57
4. Kansas \$6.26
5. Delaware \$5.38

Area Aggregate:

1. Mideast \$6,444
2. Capitol-Atlantic \$5,834
3. Pioneer \$5,683
4. New York \$4,695
5. New England \$4,659
6. Southeast \$3,437
7. Rocky Mountain \$3,612
8. Pacific \$3,161
9. MINK \$3,114
10. Texas \$2,936
11. Michiana \$2,842
12. Illini \$2,806
13. Central Gulf \$2,266
14. North Central \$2,106
15. Cotton Belt \$1,925
16. Northwest \$1,415

Area Per Capita:

1. Pioneer \$4.17
2. Central Gulf \$3.11
3. Mideast \$2.89
4. MINK \$2.80
5. New England \$2.77
6. Illini \$2.56
7. Michiana \$2.55
8. Rocky Mountain \$2.42
9. North Central \$2.35
10. Capitol-Atlantic \$2.34
11. Cotton Belt \$2.19
12. New York \$1.95
13. Texas \$1.69
14. Southeast \$1.51
15. Northwest \$1.43
16. Pacific \$1.15

Region Aggregate:

1. Eastern \$17,349
2. Central \$10,868
3. Southern \$10,564
4. Northeast \$9,965
5. Western \$8,188

Region Per Capita:

1. Eastern \$3.33
2. Central \$2.58
3. Northeast \$2.01
4. Southern \$1.88
5. Western \$1.57

Continuous Contributor Club

Contributions by Region:

1. Central \$5,722
2. Southern \$4,883
3. Eastern \$4,794
4. Western \$4,180
5. Northeast \$3,353

Members by Region:

1. Central 78
2. Eastern 59
3. Southern 51
4. Western 44
5. Northeast 35

Third Biennial SPAC Walkathon

Participating in our SPAC Walkathon is the healthiest way to raise money for SPAC and have fun while you're at it! Join us for a one-mile fun walk at the beautiful Town and Country Resort, host of our 2014 NAPS National Convention, Aug. 25-29.

- All proceeds will go to SPAC.
- You will receive your Walkathon t-shirt during convention registration.



- The Walkathon will begin at 7 a.m., Thursday, Aug. 28, 2014. Meet at the Tiki Pavilion near the center of the property between 6:30 and 6:45 a.m. Be sure to wear your Walkathon t-shirt!
- Entry fee: \$20 per walker.
- Sleep-in registrations welcome!
- First Prize: Certificate for the most money collected.
- Second Prize: Certificate for the second-highest amount of money collected.

SPAC Walkathon Entry Form

One form per entrant, please.

Name _____

Branch Number _____

Street Address/PO Box _____

City _____

State _____

ZIP Code _____

Home Phone Number (*Not USPS*) _____

Cell Phone Number _____

E-Mail Address _____

Shirt Size

(please circle one):

Small

Medium

Large

Extra-Large

XX Large

XXX Large

Walkathon waiver and release of claims (Entrants must sign below to participate.)

I hereby voluntarily assume full and complete responsibility for the risk of any injury or accident that may occur during my participation in this event. I hereby release and hold harmless and will not file suit against NAPS or the Town and Country Resort for any injury or damages I might suffer in connection with my participation in this event.

Signature (*required*) _____

Date _____

Parent or guardian's signature if participant is under age 18

Individual and group entry fees should be paid by check, payable to SPAC. Send advance registrations to Ann Strickland, 13300 SW 10 Place, Davie, FL 33325-1062; cell phone, (954) 240-3369. Branch checks not accepted. Walkathon contributions cannot be solicited from individuals who are not affiliated with NAPS or their families.

Third Biennial SPAC Walkathon Pledge Sheet

NAPS National Convention – San Diego, CA
All proceeds will go to SPAC.

SPAC Contribution Form

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

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

**\$100—Supporter
\$250—President's Club
\$500—President's Roundtable
\$750—Elite**

Current as of February 2014

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

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

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

Card number

Security code (Three- or four-digit number on front or back of the card)

Card expiration date: /

Signature (required for credit card charges)

Membership: Regular Associate Auxiliary

Name	Branch #	Contribution Amount
------	----------	---------------------

Home Address/PO Box

City _____ State _____ ZIP + 4 _____

Date _____ Employee ID Number (FIN) _____ Civil Service _____

Non-Monetary Donation, e.g., gift card, baseball ticket

Describe gift **Value**

'One of the Best'

NAPS National Convention Is Taking Shape in First-Class San Diego

Plans continue to take shape for what promises to be one of the most memorable national conventions in NAPS history. And it all will be happening in warm, sunny and exciting San Diego, Aug. 25 to 29, 2014. Following is an early overview of convention activities; more information will follow in upcoming issues of *The Postal Supervisor*.

Airport Arrival

Delegates should plan to arrive at San Diego International Airport (also known as Lindbergh Field), which is just three miles from downtown San Diego. Details, including estimated costs, regarding convenient transportation options to our host Town and Country Resort via cab or airport shuttle will be provided in an upcoming issue. If you plan on renting a car at the airport, you may wish to know there is a convenient, onsite Avis satellite office at the Town and Country.

Hotel Registration

Be sure to let the Front Desk at the Town and Country know if you'll be parking a personal or rental vehicle at the resort. Discounted parking, with free in-and-out privileges, for NAPS members is \$5 per day *if you're staying at the resort*. Non-hotel guests will be charged \$5 per hour, not to exceed \$25 per day.

Hotel check-in is 3 p.m. If a room at our deeply discounted convention rate of \$119, plus tax, happens to be available when you check in—even if it's before 3 p.m.—you will be given a room right away. Unless you're traveling very light, ask the bell desk for assistance in getting you and your bags to your room. You also may wish to ask the concierge near the Front Desk

to point you to where the Old Town Trolley picks up hotel guests daily or inquire about

San Diego sightseeing venues (*see description of NAPS tour offerings and registration form on page 44*).

If a room or room type (two queen beds, for example) you requested is not immediately available, you will be asked for your cell phone number. That way, the

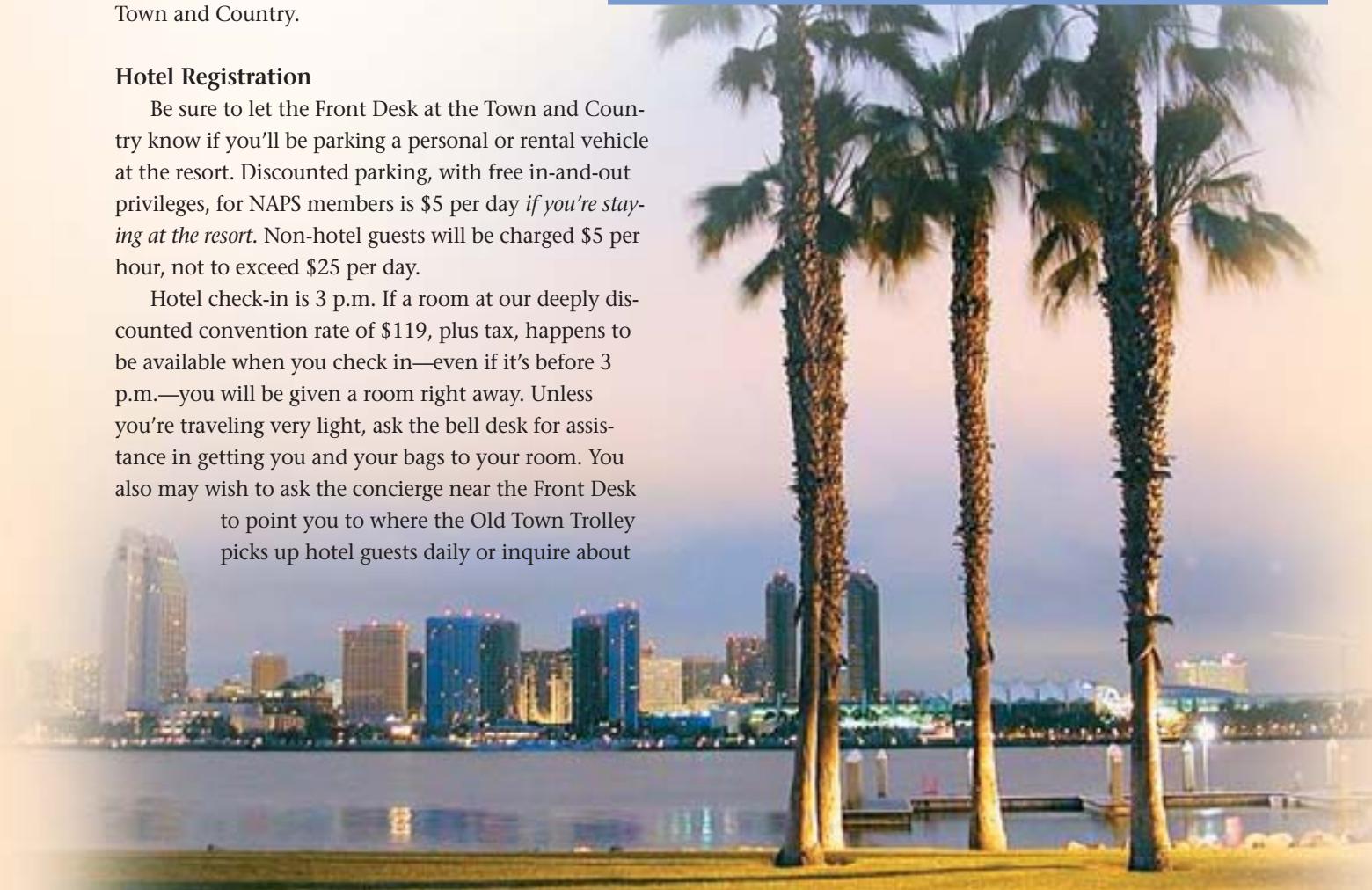
Continued on page 42

NAPS Seeks Memorial Notices for Publication

NAPS would like to receive the name and branch number, including city and state, of any member who has died since the 2012 National Convention in Reno. The deadline for notices to be received is **Thursday, July 3**.

Please e-mail notices to kbalentyoung@gmail.com. Submissions will be acknowledged by return e-mail. Names of the deceased will be listed in one of the daily newsletters published at the national convention in San Diego this August.

Thank you.



Official Registration Form

San Diego National Convention

Aug. 25-29, 2014—Town and Country Resort & Hotel

Please submit only one form per registrant. Subsequent name substitutions to previously submitted forms are not permitted. In such cases, a refund must be requested (*see below*) and a new registration form must be submitted, along with payment at the prevailing registration fee.

Please **PRINT** legibly and largely. Do not clip out; mail the entire page.

()

Branch No.

Daytime Phone (including area code)

Familiar Name/Nickname (This name will appear in large type on your badge.)

First and Last Names (This name will appear in small type on your badge.)

PO Box/Street Address (Where receipt is to be mailed)

City

State

ZIP+4

E-Mail Address (non-USPS address)

Registrant is (check ONE BOX only) a/an:

NAPS delegate Auxiliary delegate Visitor/Guest

Check here if you will be attending your first NAPS national convention.

Registration Fee and Mailing Instructions

Mail-in and online registration fees:

- For NAPS and Auxiliary delegates with credentials—\$130
- For NAPS/Auxiliary delegates staying in hotels other than the Town and Country—\$220
- For visitors/guests—\$220

Registrations must be received, not post-marked, by July 25, 2014, to receive the early registration fee. After July 25, the late registration fee for NAPS and Auxiliary delegates, visitors and guests is \$250 (mail or online). No registrations will be accepted by mail or online after Aug. 8, 2014; after that date, delegates must register onsite for \$300.

Please mail this entire page, along with a check or money order (no cash accepted), payable to NAPS Convention 2014 to: NAPS, 1727 King St., Suite 400, Alexandria, VA 22314-2753.

Refund Policy

There is no penalty for refund requests received at NAPS Headquarters by July 25, 2014. There is a \$50 cancellation fee for refund requests received between July 26 and Aug. 8; no refunds for cancellations received after Aug. 8. The registration receipt must be mailed with the refund request.

DO NOT WRITE IN THIS BOX

Amount \$

Date

Branch check Personal check

Money order

Check/Money Order number

Receipt number

Hotel Reservations

All attendees must make their own reservations. Call 1-800-772-8527, toll-free, or 619-291-7131, ext. 3810, to reserve a room at the Town and Country Resort & Hotel. Be sure to mention NAPS2014 when making your reservation.

To register online—only after reading through this important housing information—go to the NAPS website, www.naps.org. Click on “Events” at the top of the home page and then on “2014 National Convention.” Lastly, click on “Hotel Reservations.”

A first-night’s deposit (room rate, plus tax) is required to confirm a reservation. Typically, the deposit is charged 21 days prior to the arrival date.

Check-in time is 3 p.m.; check-out, 11 a.m. Rates are extended five days prior to and five days following the convention dates on a space-available basis.

The hotel has a 48-hour cancellation policy prior to arrival date before 6 p.m. to avoid penalty. An early checkout fee is at the discretion of the Front Desk.

Room Types/Rates

The convention single-quad room rate is \$119, plus tax. Available accommodations at that rate include Garden Rooms, Regency Tower/Courtyard Rooms and Royal Palm Tower Rooms. Visit the hotel website at www.towncountry.com to review room types before making your reservation. Room type preferences and special requests (handicapped, low floor, near an elevator, etc.) will be taken, but cannot be guaranteed. Discounted parking, with in and out privileges, for hotel guests is \$5 per day. Non-hotel guests will be charged \$5 per hour, not to exceed \$25 per day.

Reservations Cut-Off Date

The cut-off date for hotel reservations is midnight, July 27, 2014. Room rates and availability beyond that date are not guaranteed.

Branch Blocks

Please note there are special requirements for branches wishing to block rooms, including an earlier cut-off date and a deposit of first-night’s room and tax for each room held in a block. See the notice posted on the NAPS website under “Events” and then the “2014 National Convention” tab.

NAPS National Convention

Continued from page 40

Front Desk can notify you when your room is ready. Otherwise, you'll need to check back with the Front Desk from time to time. The resort will be happy to check your bags if you want to begin exploring this lush property right away.

For the convenience of delegates, NAPS has arranged for the Town and Country to host a hospitality area—free coffee, soft drinks and refreshments, with ample seating—near the Front Desk. This area is for the exclusive use of those NAPS members who may need to wait a while for their rooms.

Convention Registration

Convention registration will begin at noon, Saturday, Aug. 23, in the Atlas Ballroom of Town and Country's conveniently located, onsite convention center. Registration will run until 6 p.m. that day and be open from 8 a.m. to 5 p.m. on Sunday and again on Monday from 8 a.m. to 4 p.m.

Campaign Banners

Campaign banners for NAPS candidates for national office or cities bidding to host the 2018 NAPS National Convention may be dropped off to the NAPS representative at the entrance to the Grand Hall on Sunday, Aug. 24, from 9 a.m. to 9:30 a.m. *only*. Banners will be available for pick-up in the Grand Hall following the Grand Banquet on Friday, Aug. 29. Banners not claimed that evening will be discarded.

First-Time Delegates

The NAPS First-Time Delegates' Orientation will be Sunday in the San Diego Room of the Atlas Ballroom

Important Convention Deadlines

- | | |
|----------------|---|
| May 9 | Deadline for entering NAPS Newsletter Contest; see March issue, page 22 |
| May 16 | Newly extended deadline for entering the NAPS Best Website Competition ; see March issue, page 22, for other details. |
| May 31 | Deadline for \$79 early-bird registrations to be received for the 2014 NAPS Golf Tournament; see April issue, page 22 |
| June 20 | Receipt by NAPS Headquarters of all resolutions from states with conventions concluding on or before June 13, 2014; see February issue, page 24 |
| June 27 | Cut-off date, at midnight, for branch room blocks; see February 2014 issue, page 20 |
| July 1 | Deadline for all registrations to be received for the 2014 NAPS Golf Tournament; see April issue, page 22 |
| July 11 | Receipt by NAPS Headquarters of all final resolutions; see February 2014 issue, page 24 |
| July 25 | After this date, the late registration fee for NAPS and Auxiliary delegates, visitors and guests is \$250 |
| July 27 | Cut-off date, at midnight, for room reservations, if available at all |
| Aug. 8 | After this date, no registrations will be accepted by mail or online; delegates must register onsite for \$300. |

from 2 to 4 p.m. National Auxiliary first-timers also will meet on Sunday in Salon One of the Royal Palm Ballroom at 3:30 p.m.

Following are traditional convention activities in the active planning stages. Please refer to the program section of the convention *One Book* or the *Daily Convention* newsletter you will receive at registration for times, rooms and other details.

NAPS Executive Board Meeting—8:30 a.m., Saturday, Towne Room, Meeting House Conference Center.

NAPS Golf Tournament—9 a.m. tee-time, Sunday, Riverwalk Golf Club. See the registration form in the April issue of *The Postal Supervisor*, page 22.

Former NAPS Executive Board Dinner—This by-invitation reception and dinner honoring former NAPS national officers will be Sunday evening in Pacific Salons Two/Three, Golden Pacific Ballroom (*turn right just inside the main convention center doors and follow signage*).

Welcome Dance—8 p.m., Sunday, Golden West Room, Atlas Ballroom. All NAPS and Auxiliary members, family and guests are welcome. Cash bar, refreshments.

Opening Ceremony—9 to 11:30 a.m., Monday, Grand Hall. Everyone welcome.

Delegates' Welcome Reception—7:30 to 9 p.m., Monday, Golden Pacific Ballroom and Lion Fountain Court (*just outside convention center entrance*). Live Beach Boys-type musical entertainment, dancing, food and beverages.

Entertainment Night—7:30 to 9:45 p.m., Grand Hall, featuring an opening-act comedian and "A Decade of Soul," a classic soul and Motown revue. All welcome. Dancing, cash bar.

SPAC Walkathon—7 a.m., Thursday. Pre-registrants (*see page 38*) and onsite registrants will meet at 6:45 a.m. at the Tiki Pavilion near Terrace Café and Deli for a 7 a.m. step-off.

National Auxiliary Luncheon, noon to 1:30 p.m., Friday, Town and Country/San Diego Room, Atlas Ballroom. Open to all, but admission tickets required. Refer to Auxiliary section of future issues of *The Postal Supervisor* for registration information.

Grand Banquet and Reception, 6:15 to 9 p.m., Grand Hall. Live musical entertainment.

2014 National Convention Shirts Now Available

Order your official NAPS convention shirt now; shirts will be available for sale at the convention, but sizes and colors will be limited. The deadline for receiving orders is July 15, 2014. Shirts will be available for pickup at convention registration.



Name _____

Branch _____

City _____

State _____

ZIP _____

Contact phone # _____

E-mail address _____

Port Authority shirts are collared, 65/35 percent poly cotton, with three buttons

Men's sizes available:

X-small, small, medium, large, X-large, 2XL, 2XT, 3XL, 3XLT, 4XL, 4XLT, 5XL, 6XL

Women's sizes available:

X-small, small, medium, large, 2XL, 3XL, 4XL, 5XL, 6XL

Prices

Small – X-large: \$35
2XL: \$36
3XL: \$37
4XL: \$38
5XL: \$39
6XL: \$40

Colors

Please note quantity, men's or women's, and size(s) below.

Hibiscus Quantity _____ Size _____ Cost _____

Purple Quantity _____ Size _____ Cost _____

Teal Green Quantity _____ Size _____ Cost _____

Lime Quantity _____ Size _____ Cost _____

Royal Blue Quantity _____ Size _____ Cost _____

Total Shirts Ordered _____

Total Payment _____

Mail order, with check or money order (no cash)—payable to “NAPS Branch 159”—to:
NAPS Branch 159, PO Box 81022, San Diego, CA 92138-1022. Write “shirt order” in memo section.

Questions? Contact Jonathan Edwards, explorerab1@gmail.com, or Frances Meana, frances.meana@me.com.

San Diego Tours *Will Amaze!*

Arrangements Unlimited has been selected to arrange NAPS delegate tours at the San Diego National Convention. Company representatives will be coordinating and managing our optional tour program. A minimum number of participants is required in order to operate these tours. Please sign up as soon as possible to guarantee availability. All tours are handicapped accessible.

Registration Deadline—Wednesday, Aug. 13, 2014

Wednesday, Aug. 27, 2014

Viejas Casino and Outlet Mall

noon – 4 p.m.

Cost: \$24

One of the finest California Indian casinos, resorts and outlet centers, Viejas is owned by the Viejas Band of Kumeyaay Indians. Viejas Casino houses 2,000 slot machines, up to 32 table games, five restaurants, bingo, an off-track betting facility, lounge, concert venues and a poker room. Viejas Outlets delivers the ultimate mix of shopping, dining and entertainment in one destination, making it the most attractive and engaging visitor experience in San Diego County and Southern California.

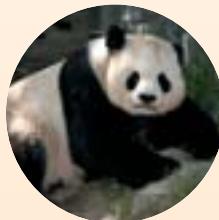


A Day at the World-Famous San Diego Zoo

10 a.m. – 2 p.m. with optional zoo departure at 3:30 p.m.

Cost: \$73

No trip to San Diego would be complete without a visit to the world-famous San Diego Zoo. Here you'll find a world-class collection of fascinating exhibits with rarely seen animals. The zoo cares for animals on site, as well as wildlife from



around the world. Although many species, such as the koalas, cheetahs and giant pandas, face an uncertain future, one thing is for certain: The San Diego Zoo and its world-class staff are dedicated to protecting and preserving the earth's animals and their precious habitats. Micro-habitats include Gorilla Tropics, Tiger River, Ituri Forest and Polar Bear Plunge. A fun day to be had by all!

Birch Aquarium at Scripps with Walking Tour and Shopping in La Jolla

11 a.m. – 3 p.m.

Cost: \$49

The Birch Aquarium at Scripps is beautiful and one of the largest oceanographic museums in the country, set above the sea on the cliffs of Torrey Pines. The aquarium offers outstanding views of the Pacific Ocean and an interactive discovery-and-learning experience for all visitors.



While La Jolla is known to be one of the most affluent communities in the United States, its beautiful natural scenery and friendly residents give it a pleasant charm. Upscale designer boutiques, world-class restaurants and an array of art and antique galleries, all with magnificent ocean views, make La Jolla one of the most popular destina-

tions in the world. With sunny weather year-round, it is no wonder that visitors continue to flock to this seaside city!

Harbor Tour and USS Midway

10:30 a.m. – 2:30 p.m.

Cost: \$56

This unique tour combines a personal glimpse at military history and an up-close look at one of the world's most beautiful harbors. See San Diego from a totally different perspective, cruising the calm waters of the bay from a Coast Guard-certified yacht. Then climb aboard the San Diego Aircraft Carrier Museum and discover "Midway Magic."



San Diego City Motor Coach Tour

11 a.m. – 3 p.m.

Cost: \$24

Your tour captures the best of San Diego! You will enjoy such areas as Balboa Park—considered to be San Diego's cultural center—Coronado, Historic Old Town (known as the birthplace of California), Little Italy and the beautiful waterfront. Relax in comfort as you tour beautiful San Diego and remember your camera. This picturesque tour is sure to be unforgettable!



NAPS San Diego Tour Registration Form

	Number Attending	Total
<input type="checkbox"/> Viejas Casino & Outlet Mall <i>Wed., Aug. 27, 2014—Noon to 4 p.m.</i>	_____	x \$24 = _____
<input type="checkbox"/> Day at the World-Famous San Diego Zoo <i>Wed., Aug. 27, 2014—10 a.m. to 2 p.m. or 5 p.m. (circle choice of return times)</i>	_____	x \$73 = _____
<input type="checkbox"/> Birch Aquarium and La Jolla Walking Tour <i>Wed., Aug. 27, 2014—11 a.m. to 3 p.m.</i>	_____	x \$49 = _____
<input type="checkbox"/> Harbor Tour and USS Midway <i>Wed., Aug. 27, 2014—10:30 a.m. to 2:30 p.m.</i>	_____	x \$56 = _____
<input type="checkbox"/> San Diego City Motor Coach Tour <i>Wed., Aug. 27, 2014—11 a.m. – 3 p.m.</i>	_____	x \$24 = _____

GRAND TOTAL: _____

NAPS Attendee and Guest Names:

Payment by:

- Check
- Credit Card (MasterCard/VISA/American Express)
A \$3 per ticket convenience and processing fee applies.

Name on Card: _____

Signature: _____

Credit Card #: _____

Expiration Date: _____

Security Code: _____

Mailing Address:

Phone Number: _____

E-Mail: (required) _____

Cell Phone #: _____

**Please direct inquiries to Debbie Ibey at
619-660-5340 or
debbie@arrangementsunlimited.net.**

Please mail this form, along with your payment,
to Arrangements Unlimited, to: 2990 Jamacha
Road, Ste. 250, El Cajon, CA 92019

Group Terms and Conditions

PLEASE NOTE: The deadline for registration and cancellation of tours is 08/13/14. Cancellations will only be made if written notice is received by 08/13/14 via fax or e-mail at debbie@arrangementsunlimited.net. Arrangements Unlimited reserves the right to cancel any tour if the minimum pre-registration is not met. In the event of a cancellation, all pre-registration monies will be returned. If you have any questions, please call Debbie Ibey at 619-660-5340. This registration form signifies participation in the activity chosen. The registrant releases Arrangements Unlimited and any of their employees from all claims, demands, suits, actions, losses (to persons or property), damages, injuries (including personal or bodily injury or death), expenses (including attorney fees) or other liabilities of any kind by or in favor

of any person directly or indirectly arising out of or in connection with Arrangements Unlimited regardless of cause or fault. We accept MasterCard, VISA and American Express. A \$3 per ticket convenience and processing fee applies. If you prefer to pay by check, please print and mail this form to Arrangements Unlimited, 2990 Jamacha Road, Ste. 250, El Cajon, CA 92019. Payment will not be processed until and unless tour minimums are met. If minimum participation is not met, tours will be cancelled at no cost to the pre-registrants. Tours will take place rain or shine, unless conditions are deemed unsafe by Coast Guard or other authority. No refunds will be given for no-shows. Tour confirmation will be e-mailed to you once tour minimums have been met.

Elect Jaime Elizondo Executive Vice President



This August we will be meeting in San Diego for our 2014 National Convention and it is imperative that we elect a Vice-President that knows, sees, and understands how the Postal Service works.

We need a person that can not only speak to our representatives on the Hill but can also communicate with postal officials on postal issues in the field.

We need someone with H/R experience that KNOWS what the Postal Service is thinking and can articulate NAPS concerns.

We need someone who is a trainer to better educate our members and keep them well prepared.

WE NEED ONE CLAP Jaime Elizondo as our next Executive Vice President

- 30 year postal employee
- HR Generalist. Responsible for job hiring postings and testing.
- District Complement Coordinator. Responsible for coordinating staffing evaluations and approvals. Input excessing Impact statements. Assisted field with understanding staffing programs such as SWCs, CSV, etc.
- Manager, Learning Development and Diversity
- Operations Support Specialist
- Certified Train-The-Trainer on all automation equipment
- USPS National Trainer at USPS training facilities in Norman, OK and Potomac MD for In Plant Support (IPS). Chosen as a trainer after only two months in the position.
- Two-time USPS National Diversity award winner
- Past National President – Hispanic Organization of Postal Employees (HOPE) - Six years
- 3rd Degree Knight – Knights of Columbus Council 803 since 2002
- Past Secretary-Treasurer and President, Branch 589 Area 773 North Houston
- Past Texas State Secretary-Treasurer (six years)
- Current Texas Area VP since 2006
- Certified Trainer - Franklin Covey
- Presenter at national and regional conferences including A+Plus, NAPUS, NAPS, USPS NPMHU National Conferences, HOPE, and USPS Career /Diversity conferences.
- Certified National Trainer on old Associate Supervisor Program (ASP) – 7 classes
- Certified Trainer and Coordinator on New Supervisor Program (NSP)

Please visit my web blog at <http://jaime4vp.blogspot.com>

If you would like to assist with the campaign or make a contribution, please contact:

***Jaime E for NAPS VP Election Committee
517 66th St. North
Palm Harbor, FL 34684-4602***

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

Balance Sheet—Feb. 28, 2014

Assets:

Cash and Investments	\$13,888,332.45
Dues Withholding Receivable	371,133.00
Prepaid Expenses and Other Assets	288,352.96
Total Current Assets	14,547,818.41
Building and Equipment, Net of Accumulated Depreciation	3,709,059.41
Total Assets	\$18,256,877.82

Liabilities and Fund Balances:

Accounts Payable	\$ 20,330.65
Accrued Expenses	120,250.42
Deferred Revenues	80,526.29
Dues to be Remitted to Branches	403,187.75
Total Liabilities	624,295.11
General and Designated Fund Balances	17,632,582.71
Total Liabilities and Fund Balances	\$18,256,877.82

Statement of Revenues and Expenses

(For the period Dec. 1, 2013, through Feb. 28, 2014)

Revenues:

Dues and Assessments	\$ 1,618,957.30
Less: Dues Remitted to Branches	1,049,182.63
Net Dues and Assessment Revenue	569,774.67
Investment Income	389,067.09
Royalties	2,465.31
NAPS Property, Inc. Net Income Before Depreciation	\$(26,693.82)
Less Depreciation	(59,873.63)
NAPS Property, Inc. (Net Loss)	(86,567.45)
Training Fees	11,625.00
Other	16,898.89
Total Revenues	903,263.51

Expenses:

National Headquarters	312,766.31
Executive Board	113,953.90
<i>The Postal Supervisor</i>	90,720.73
Legal and/or Fact Finding	12,990.52
Legislative Counsel	20,692.50
Legislative Expenses	600.54
Education and Training	17,314.85
Training Registration Expense	11,625.00
Adverse Action Consultant	3,500.00
Disciplinary Defense	62,466.88
Total Expenses	646,631.23
Revenues In Excess of Expenses	\$ 256,632.28

The NAPS Postmaster

'Oh, the Places You'll Go'

By Joe Bodary

Well, the good weather is just around the corner and many postmasters will be taking some long-awaited leave. Of course, some already have taken that leave to get away from the brutal winter we just experienced. Before you go, though, be certain you follow the right procedures for using your leave. Postmasters are different from regular EAS employees and, depending on what level postmaster you are, there are processes to follow. Lately, there have been some cases where the proper process was not followed.

The F-21 should be your best friend when planning your vacation. Chapter 310 explains all you ever wanted to know about recording leave in all categories and all levels. Exempt Postmasters are different from non-exempt. Chapters 313.5 and 323.3 state: "Postmaster and installation heads must (1) promptly report any emergency or planned absence exceeding five working days to their managers and (2) maintain accurate recording of leave taken."

What I hear the most from Postmasters is they don't need to notify their managers of five days or less per the section stated above; the way it is written does imply that. However, imagine you had people scheduled to work and someone does not show up or notify you. What would you do? How would you feel? Imagine your manager calling your office to talk to you and finding out you are not there!

Continued on page 54



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."

24/7 Commitment
To NAPS members and the USPS



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



"We need an experienced, principled and strategic visionary in the Sec./Treas. leadership position."



Committee to Elect
Mary Burkhard

To find out more, please go to NAPSwhatsinitforme.com

How Valuable Is Your Time?

Toni A. Coleman-Scruggs

Tired of working late? Are you working late, long hours and not being compensated? Have the multitude of redundant reports caused your mind to go into overload? When was the last time you actually took lunch and didn't work? Does it seem as though the walls are caving in? Probably so. When was the last time you really thought about how valuable you and your time are?

As a retired branch president, I spend much of my time answering my members' questions, providing a listening ear, offering advice, representing them in investigative interviews and handling grievances. As a former Customer Service supervisor, station manager and postmaster, I feel their frustration from being short-staffed, doing endless reports and constantly dealing with issues that, in some cases, could easily be solved. I remember those days, but what I remember most about being in management was how valuable my time was. What mattered most was getting home to my family to spend valuable time with them.

I learned early on in order to accomplish this goal it required accountability, time management and ensuring that my manager understood the value of my time. I did not work without getting paid, there was no love time and my employees understood my desire to go home at the end of the work day, which meant they would be held accountable each day to work efficiently and explain why they would not be able to complete their duties according to the work given to them.

So, you ask yourself, "Where am I going as a branch officer?" I hear

many NAPS members express frustration about their workloads, their employees and how they are being treated by their managers. Our members are not realizing the value of their time because they are not holding their employees accountable. That's evidenced by the endless grievances that are the result of you giving instructions and holding employees accountable to be regular in attendance and complete their time records accurately, and union stewards requesting union time every time you give one of your employees an instruction they don't like. In other words, you are doing the job you are required to do.

Are you documenting and informing your manager each day of issues you are encountering that are preventing you from completing your duties in eight hours? If not, are you putting in for all hours worked? If not, then you're not only falsifying your time, but introducing misleading data that possibly could show staffing issues or too many redundant documents and duties for you to complete.

Members say they don't have enough staff so they are delivering mail, taking out relays, sorting parcels, casing mail and chasing mail—and not just in case of emergencies. In some offices, this is done, if not daily, at least several times a week; you have little time to perform your management duties because you also are working as a craft employee.

As a branch officer, when I receive calls about issues and I am asked to do something about it, the thing that leaves me stumped in many cases is when the NAPS member fails to provide me with documentation, state-

ments and any other evidence to address their issues. Not only have I spent my valuable time listening, sending messages to the area vice president and even NAPS Headquarters, believing the member is so frustrated, so tired of being harassed and bullied, tired of being overworked and having their valuable time consumed with postal duties. Their personal lives have suffered, too.

Surely, after taking the time to call me, they would follow up by providing me the tools to help them. But, in many cases, I have come to realize the pressing issue they had that day was not so pressing because, for various reasons, they never follow up with the information I need to move forward.

We can't help if you're not willing to provide the information needed to address or solve your problem. Valuable time has been used up just talking about how frustrated you are instead of you supplying statements and documents to get your valuable time back.

I am looking forward to seeing everyone in San Diego. I missed everyone this year at LTS due to emergency back surgery in late February. I want to thank everyone for their thoughts, prayers and concerns as well as after the recent tragic car accident that claimed the life of one of our granddaughters and injured the other in mid-March. I appreciate the branch officers who stepped up during my illness, as well as NAPS Headquarters staff and Michiana Area Vice President Kevin Trayer. Gary Branch 171 has been receiving positive results in resolving many years of issues.

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Toni A. Coleman-Scruggs is Gary Branch 171 president and an associate member.



Paid for by the Committee to Elect Ivan Butts - William Taylor, Treasurer

An Open Letter to NAPS membership



I am writing this letter at the conclusion of a successful 2014 LTS and Spring Executive Board meeting. It is always good to see old friends and network with new ones as we continue on our path of serving the needs of our Association and this Agency we know as the United States Postal Service.

We had a good turnout of delegates for LTS and I was impressed with the open frankness of DPMG Ron Stroman who represented Postal Headquarters. One of the key points made by Mr. Stroman was what he called "a poison pill" within the main Postal legislation that is being back by the Agency, which is S1486.

Although, the fate of S1486 has not been etched in stone as of yet, we have some excellent tools before us to construct possible legislation to help not just the Postal Service, but all Americans who rely upon the Postal Service each day.

As your Executive Vice President, I would push NAPS to become a true stakeholder in the legislative life of the Postal Service by collectively brainstorming with my fellow Executive Board members, our membership and our highly competent legislative staff to draft the commonsense legislation that we can support and present to our Congressional friends on Capitol Hill.

We have seen failed proposed legislation that has centered on eroding and taking away from the Postal Service brand by closing facilities, eliminating delivery days, "shifting" retiree health benefits and putting our 8 year record as the most trusted Federal Agency on the line by shifting our product line to non-Postal Service entities.

Under my model of Leadership for Membership, I will offer solutions to grow the business, creating legislation to create a more proactive legislative package. Some of those elements could be:

- MSPB rights for all EAS.
- Pre-paid credit cards, a \$100+ billion dollar industry that currently is predatory to the 25% of Americans underserved by the banking industry, many of whom we already service with Postal money orders.
- Expansion of product shipping to include beer and wine.
- Requirement for Federal sector mailing with the Postal Service, similar to the Federal sector requirement to purchase vehicles through GSA.
- Expansion of fish and game licensing services.
- Injury compensation reform. Not the type of reform that kicks legitimately injured workers off the DOL roles, but common sense reform that will be proactive and maintain the dignity of the employee, while saving the Postal Service millions in compensation benefits.

Obviously and most important, the re-calculating of the pre-funding requirement of retiree Health benefits is a must. I have not spoken with any Legislator who has not echoed the injustice of the level of pre-funding that the Postal Service is being mandated to provide. The problem is "how do we fix it". NAPS can, and must be, the leader in drafting this legislative solution.

As your next Executive Vice President of NAPS, I pledge to continue being the innovative thinker that I have been as the NAPS Eastern Region Vice-President and to continually look for initiatives that help move not just the agenda of our Association forward, but also look to serve a greater purpose for the United States of America.

In Solidarity
Ivan

In many instances, the workplace is a type of home away from home where employees develop relationships with co-workers. These relationships can be of a casual nature, where there is sharing of common information about anniversaries, birthdays, graduation dates and other general information. They also can be of a more personal nature, wherein an employee may have friends with whom problems, concerns and more personal information are shared.

These relationships often are formed because people generally want to work in a positive, supportive environment and make efforts to create a pleasant workplace.

As a manager, it is important to encourage such connectivity among employees. When employees feel involved and connected, productivity tends to increase and absenteeism rates usually drop due to a sense that a positive time can be had at work. The quality of the workplace environment is a major factor in employee retention; if people enjoy their jobs and feel their employer cares, they often reciprocate by providing excellent service.

Deadlines and long workdays/weeks often contribute to increased stress levels at work. Employees can begin to feel physically and emotionally drained in their attempts to balance work and personal demands. Focusing on intense competing demands can cause a disconnection from co-workers when an employee is feeling there is no energy or time to care about

Caring in the Workplace

Submitted by the USPS Employee Assistance Program



fellow workers. In an attempt to cope with stressful job demands and obligations, employees may just want to complete an assignment without concern about quality of work.

Overwhelmed and disconnected employees may feel no sense of community, thereby eliminating the need to try and help co-workers. As a supervisor, you have a unique opportunity to help create a safe, nurturing environment to encourage and support employees. Several steps can be taken to improve or create a caring work environment.

Assess the situation: What is the current mood in the workplace? Are employees complaining about lack of help or arguing among themselves about minor concerns? Is the workplace appearing unorganized? As a supervisor,

how are you feeling: tired, frustrated, hopeful for a solution? By assessing the current work environment, a plan of action can be created to identify and resolve or improve problems.

Perhaps reviewing the work environment over the past year or reflecting to a time when employees were happier and more productive can be a good starting point. After assessing the work environment and personally brainstorming to resolve problems, team building is a good next step.

Team building: Conducting an informal group discussion or individually asking employees for input can be a starting point for improving or rebuilding a unified workplace.

Employees feel valued when asked for ideas and probably have insights into the craft perspective that can enhance a plan of action. After gathering information and including employees in the process, a sense of team or community will begin to develop.

When you take actions to build connectedness among the team, the sense of community contributes to improved cooperation, customer service and concern for co-workers. Connectedness in the workplace can help reduce isolation and go a long way toward improving outcomes and results. Team building will help employees take ownership of production outcomes and feel a sense of contributing to the general welfare of the work environment.

Use service talks as an opportunity to continue promoting a car-

ing workplace environment and as an opportunity to measure progress, evaluating for areas still needing attention. Employees also will be informally assessing if changes are being made, how to contribute to further growth of a positive work environment, as well as how to support co-workers.

Emphasize the importance of creating a mutually supportive environment to increase the investment with the work organization. Opening communication lines will give employees a chance to express feelings and help foster a sense of community.

Creating trust: As you continue to build your team and their level of interaction, so, too, should the level of trust among co-workers, as well as a level of trust for you as their supervisor. Employees will begin to gain confidence in the team building process and come to expect an honest evaluation of performance. They will believe that the input they provide is appreciated and implemented as appropriate.

A trusting work environment will help people accept feedback about areas that could be improved without feeling vulnerable or harshly criticized. If employees are committed to developing or maintaining a positive work environment, the efforts of the group will not be undermined. Employees who feel valued will want to protect and enhance the movement toward a positive, supportive work environment.

Workplace friendships: Encouraging caring workplace friendships will improve employee morale. Remembering or acknowledging important dates for employees, such as birthdays, anniversaries and graduation dates of family members, can help foster a sense of community.



Taking a moment to wish an employee a happy birthday or congratulate an employee on a personal success is a thoughtful gesture that doesn't involve a tremendous amount of effort, yet can let the employee know others care.

If an employee is facing a difficult time, such as an illness of a loved one, taking a few minutes in a private setting can help that employee better face the situation and the day.

Knowing people care can motivate an employee to go to work versus staying home. Anticipating supportive communications and concerns will cause a person to not want to miss an opportunity to interact with the team and be a part of the work process.

As a manager, you may be wondering why it is so important to focus on creating a caring work environment where employees feel part of a team and connected to each other. The answer lies in the problems that a disconnected work force can create.

Common Problems Contributing to a Stressful Work Environment

If employees are stressed and too busy to engage in any meaningful interpersonal communications, it could translate to others as indifference. Such impersonal interactions with co-workers often can lead to people feeling disconnected. People need to feel valued and that they are not being taken for granted. Remember: People are sensitive to non-verbal cues as well and may misperceive that no one cares simply because the demands are interfering with general courtesy. Encouraging positive interactions while completing assignments will help reduce a sense of indifference or even hostility in the workplace.

Outcomes at the sake of interpersonal relationships: While as a manager you must focus on productivity, it is important to remember that a "whatever it takes" attitude can be counter-productive. By focusing solely on assignments, employees may inadvertently sabotage outcomes. When people don't feel connected or valued, the quality of work can suffer. Allowing for positive interactions can actually create greater productivity.

A Resource for Caring in the Workplace

Work environments can range from those that operate in an almost antagonistic way to those where co-workers are more like friends than just employees of the same organization. There are many factors that contribute to the amount of caring in the workplace. As a manager, you can help influence the work environment of your group.

As stated above, assessing the situation, working on team-building skills, creating trust and encouraging appropriate friendships can go a long way in helping promote a caring environment. Sometimes, it may take more work than you think to build that trust or create a friendly environment. By contacting the Employee Assistance Program and consulting with an EAP counselor, you are taking the next step needed. EAP offers a coaching service that may work well in helping you foster the caring work environment you seek. An EAP coach can help you assess your team and work with you to identify goals and ways to reach those goals.

No matter where your work-group fits on the spectrum of being a caring worksite, the EAP is there to help you reach your goal. Call 800-327-4968 (TTY: 877-492-7341) to learn more.

National Association of Postal Supervisors

Vince Palladino Memorial

Student Scholarships

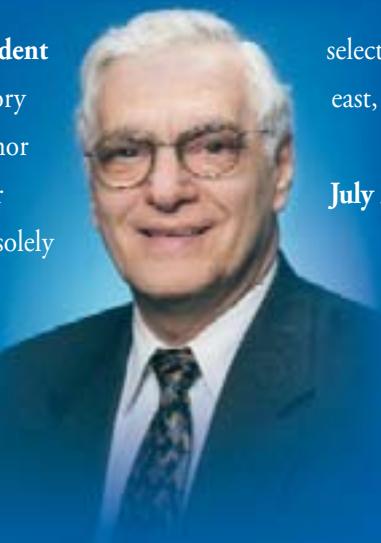
2014 Official Application Form

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

Applicants for this scholarship must be the children or grandchildren of a living NAPS member, active or associate, at the time of drawing.

Furthermore, the children or grandchildren must be attending or have been accepted by an accredited two- or four-year college or university.

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



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

This application must be received no later than July 31, 2014, at the address provided below.

Scholarship winners will be announced at the NAPS 2014 National Convention in San Diego in August. In addition, the scholarship winners will be listed in the 2014 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 2014. Scholarships may be used to pay expenses in the student's current or following semester.

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City _____ State _____ ZIP+4 _____

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2014**

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

Civility in the Workplace

By Dioenis D. Perez

The March issue of *The Postal Supervisor* had an excellent article from the USPS EAP, "Civility in the Workplace for a Happier, More Productive Team." I hope everyone reads and learns from the suggested practices, regardless of your title in management. Thank you, EAP, for this wonderful and insightful article.

I suggest posting this article on the back of your work computer after you have read and understand the concepts discussed; practice what this article preaches. It is not hard for a manager to change their behavior toward a subordinate employee. If you make a concerted effort to change and understand why you should change, then



you can change; it's not difficult.

The real issue for us is how upper management/postal leadership will monitor their own people in every district, area and even in their own backyard—Postal Headquarters—in order to practice what is being preached via e-mails.

Until there is enforceable policy, practice and training, this always will remain a concern for the majority of all EAS employees. Although we have heard leadership expound on the importance of dignity and respect, the actual practice has been a different story throughout the nation.

I'm baffled that some of our leaders actually think their disregard of respect and civility toward a subordinate EAS employee will motivate that person to be more engaged. Actually,

this type of intolerable behavior only will encourage the employee to give the one-finger salute when that person walks away.

Members, I've spent an ample amount of time on this subject the past few years, but, in truth, if you're not being treated with dignity and respect, you can't sit around waiting for NAPS Headquarters or Postal Service Headquarters to resolve this issue for you. This type of treatment starts and ends with you. If you don't tell the person who disrespects you that you will not accept that kind of behavior, then you condoned it and own it!

With dignity and respect, always.

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

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

The NAPS Postmaster

Continued from page 47

Then, the employee answering the phone looks at the situation as management doesn't communicate and they share that with two friends and so on and so on. Then we are dealing with poor VOE scores.

We should be respectful enough to notify our managers of any absences we are taking: annual, sick or personal, even if it is less than five days. I send my 3971s to my POOM for several reasons. One, to get their signature so I know they are aware of my absence; two, so my leave can be input in TACS because I can't enter my own; and three, so I have the record of my absence.

I have seen cases where the OIG has come in and claimed someone didn't work a certain day months ago or even a year ago and wants to see the record. It's kind of hard to prove if you don't have a record. Even if you are filling out and approving your own leave report, you still should send a copy to your manager. This includes annual, sick and personal time, even if it is only a couple hours.

Then we have the managers' responses, which is why most postmasters don't like to submit them: They may deny them. The way I see it is, first, there is no reason to deny requests as long as you have everything covered; take away the reason, make sure all is covered. Second, if

your manager has to find you a replacement, then, yes, it is possible they cannot approve it because they don't have anyone to back fill. So, just because exempt postmasters have the right to approve their own leave of five days or less, we also have the right to fire people, discipline people, reward people and promote people, yet we don't always do that.

So, enjoy the places you are going and rest assured you are in control by handling your leave properly and respectfully.

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Joe Bodary is president of NAPS Michigan State Branch 925 and postmaster of Lincoln Park.

San Diego: Dreams Abound Here

By Bonita R. Atkins

Southern Region Vice President

The Town and Country Resort is bigger than life! My first bit of advice is to wear comfortable shoes. Many of you may be doing a lot of walking from "Point A" to "Point B," but not quite as much as we did in Orlando. If you have problems getting around, you may consider renting a scooter (*see April issue, page 20*).

The resort features small cottages, bungalows and high-rise rooms. The grounds are beautifully landscaped—flowers and palm trees galore. Everything is there to fit your personal needs. There are three pools, four restaurants and three lounges and, of course, the convention center—all on one property. NAPS and Auxiliary members and guests will have access to the entire property; staff on duty will be available to meet your specific needs. Everyone I've met was warm, kind, courteous and attentive.

It's probably going to be pretty warm in August, but not humid. It may be cooler in the evenings, so dress accordingly. For the business sessions, please, no jeans, shorts or tank tops.

There is a huge outside mall behind the hotel. A small bridge leads directly from the hotel to the mall. It is well lit and a leisurely two-block walk. Major stores include J.C. Penney, Macy's and Bloomingdale's. The mall may be considered "high end," but sometimes there are great sales. There are many restaurants from which to choose (*see April issue, page 21*) and a



food court is available.

The Town and Country has a wonderful selection of food that's reasonably priced and great tasting; Pepsi products only. You may, however, purchase Coke products in the gift shop behind the Tiki Pavilion near the center of the property. Just before the mall entrance, there is Rapid Transit that will take you not just to "Old Town," but all over San Diego.

This promises to be a very exciting and informative national convention. Wednesday is a

free day, so be sure to explore all that San Diego has to offer. The world-famous San Diego Zoo and SeaWorld are must-sees, especially if you are bringing kids or are young at heart. San Diego beaches, Balboa Park and Qualcomm and Petco stadiums for sports fans also are great places to visit. (*See the list of great tour offerings on page 44 of this issue.*)

Come, enjoy and have a great time. I hope to see you there. If there is anything I can help you with, please do not hesitate to ask. I will try to point you in the right direction or find someone who can!

Fruit for Thought

By Willie Carter

Central Gulf Area Vice President

How many of you are keeping that New Year's resolution to be healthier this year? Did you join a gym? Did you start a starving diet to lose weight? Hopefully, you didn't throw your money away or waste your time on weeklong diets. There is a more practical way to get healthy.

First, let's realize that we are born small, skinny, medium, large or even fat. Some of us can change those traits; some of us never will. Second, remember that people of all sizes have the same health problems: strokes, heart attacks or various cancers.

So, with that in mind, let's put more emphasis on our inner body, where we all are the same. By taking care of our inner bodies, we can live a healthy life. We must be aware of what we put into our bodies and how much. We must know what is good

and what is bad for us.

The first thing to do to start this healthy process is to get a complete physical. With the resulting blood work, know your numbers and keep track of them: cholesterol, glucose levels, etc. Also, know your blood pressure and use this information to begin your healthy process. Your doctor will let you know what numbers are normal for your bone structure and body mass. With that, you can make adjustments to your present lifestyle.

By eating the right foods, cutting back on smoking and alcohol, getting moderate exercise (15 to 30 minutes' walking twice a week, knee bends while sitting or elbow bends while in bed) and trying for a good night's sleep, you'll keep those numbers in check. So, get ready, get set and go for the goal. Let's all get healthier for the upcoming NAPS national convention.

See you there!

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Please photocopy and save for future reference. Current as of April 11, 2014.