

# the Postal Supervisor

August 2016

## **NAPS Responds to Latest House Postal Reform Bill**

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

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

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## Objectives

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

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# Thank You, NAPS Members

**L**et me again take this opportunity to thank all of you for your efforts on behalf of NAPS and all our members over the years. Whether you're a long-serving branch officer, a new member or—like most of us—somewhere in between, know that you are valued and very much appreciated as a vital part of this association.

As I prepare for retirement, it is rewarding, indeed, to look back on many years of solidarity within NAPS. I have had a wonderful career, whether laboring on

the workroom floor in Baton Rouge or in my 16 years at NAPS Headquarters. I have been extremely fortunate—blessed, really—to have worked with the most talented and dedicated group of supervisors, postmasters and managers the Postal Service has ever known.

Let me just say, as I move to the next chapter of my life, that I wish you continued success going forward. I heartily congratulate

your newly elected resident officers and Executive Board members. I am confident they will work in unison to meet the challenges of today and the future.

I would not have had the singular pleasure of serving you were it not for the patience, sacrifice and love of my family, especially my wife Bonita. She truly has been my rock for these many memorable years. Bo, thank you. I love you more than words could ever express.

I am grateful for people like Mary Lou and Jim Hinson, who championed my campaigns from NAPS regional vice president to two resident officer positions and, finally, to president. My sincere thanks to you both. More than a full measure of thanks goes out to Dr. Nancy Wesley for preparing and delivering my very lively nominating speeches since 2000.

Over the years, I've aligned myself with many others who contributed to my success, among them Theresa Williams, Louis Goodman, Roy Beaudoin and Cornel Rowel who provided a great foundation for me in Louisiana. My Southern allies—Shri Green, Tim

Ford and Bob Quinlan—and “my brother in crime”—Jerry Sebastian—I love you all, as I do the entire Southern Region.

How can I ever adequately thank Marvin Sykes, Anita White, Walter Holt and Roger and Jane Finley and our members in Georgia for their loyal and loving support through the years? And then there's John Carson and the tried-and-true members of Alabama and those in Mississippi, too.

I can't say enough about my friends all across America, who, two years ago in San Diego, helped deliver the landslide victory that was the greatest personal achievement of my career. I will always remember all the truly special individuals who stood by me—often working quietly, behind the scenes, but with fierce determination—to help us realize a vision for a powerful and respected NAPS.

Writing this last column as your president is bittersweet. I am grateful to all of you for allowing me to serve as your president; Bonita and I will always remember your kindness and hospitality. Thank you for 40 wonderful years as a NAPS member; we will always love you.

Let me leave you with a couple of thoughts. First, beware negative individuals. Such persons likely have little else to offer. Align yourself with positive people, as I have throughout a rewarding career, and I truly believe you'll be a better person. And, secondly, never compromise your integrity. Your integrity will serve you well in everything you do in life.

Lastly, here are five things a person needs to do when leaving the place he loves:

1. Ask for forgiveness.
2. Forgive others.
3. Say thank you for all the memories.
4. Say I love you.
5. Say goodbye.

Take care. May God continue to bless you and the National Association of Postal Supervisors.

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



**Louis M. Atkins**  
*President*

# House Introduces Draft of Postal Reform Legislation

**T**he 2016 NAPS National Convention is upon us. C. Michele Randall, host Branch 531, and your resident officers have coordinated plans for another great convention. We will see old friends and make new ones with our first-time attendees.

Together, we will blaze a trail to continued sustainability for our great association through resolutions submitted from around the country. We also will elect

the leaders we want and need to lead our association through the crucial times ahead with pay talks as we look to continue the work that already has begun.

We are looking forward to showcasing one of the best venues just outside our nation's capital, the Gaylord National Resort & Convention Center. There will be many activities in which to partake during your visit. Because this will be my first national conven-

tion serving as a resident officer, there is additional anticipation and excitement for me. I am looking forward to seeing, greeting and speaking with the delegates. My prayers are for safe travels to all.

Now, for a little legislative news. I would not have believed that, on June 21, 2016, when I wrote this article, we still would be talking about postal legislation—or any legislation, for that matter. However, here we are. On June 15, 2016, House Oversight and Government Reform Committee Chairman Jason Chaffetz (R-UT), Ranking Member Elijah E. Cummings (D-MD) and Reps. Mark Meadows (R-NC), Gerry Connolly (D-VA) and Stephen F. Lynch (D-MA) introduced a bipartisan discussion draft of postal reform legislation.

NAPS applauds the efforts of this team to create this bipartisan legislation. NAPS views it as a great starting point from which to move forward in a rational manner to ensure a sustainable future for America's Postal Service. NAPS

believes the incredibly hard work done by EAS employees, from the lowest to highest levels, has returned the USPS to profitability. This success, though, makes the dire straits referred to by the committee not as urgent. Regardless, real reform is necessary.

NAPS strongly believes we cannot afford to be so anxious for reform that we fail to note and remove—to the best of our ability, with the help of our legislative champions—any toxic elements, such as prefunding future retiree health benefits that was part of the 2006 “Postal Accountability and Enhancement Act.” That onerous requirement has accounted for 80 percent of the Postal Service's financial losses.

Following are sections of the discussion draft NAPS currently is reviewing:

- Postal Service Retiree Health Care Benefit Funding Reform
- Postal Service Pension Funding Reform
- Governance Reform
- Conversion to Secure, Centralized Delivery
- Postal Rates
- Non-postal Services
- Fair Stamp-Evidencing Competition
- Efficient and Flexible Universal Postal Service
- Review of Postal Service Cost Allocation Guidelines
- Chief Innovation Officer
- Inspector General of the Postal Community
- MSPB Appeal Rights
- Contracting Reforms

NAPS is pleased to note that our champions in the House have been true to their commitment to fight for inclusion of our MSPB provision. The support of champions such as these are thanks, in part, to your SPAC dollars in action though engagement in Washington, DC, and in your home districts.

In solidarity ...

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



**Ivan D. Butts**

*Executive Vice President*

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

Issue	Copy Deadline*	Mails
SEPT/OCT	AUG 30	SEPT 30
NOV	OCT 4	OCT 24
DEC	OCT 27	NOV 17
JAN 17	NOV 28	DEC 14

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

# National Convention Delegate's Credential Is Essential

If you plan to attend and vote as a delegate at the 2016 NAPS National Convention in National Harbor, MD, do you know what is required of you? Just like when you want to vote in a primary or general election, you have to be a registered voter. It is no different if you want to vote at the NAPS national convention.



**Brian J. Wagner**  
Secretary/Treasurer

All delegates wishing to vote during the national convention must submit a Delegate Credential form to NAPS Headquarters in advance of the convention to present to the Registration and Credentials Committee. NAPS mailed credential forms to branches back in January. However, if you need more credentials, the form is posted on the NAPS website under the NAPS National Convention link.

If you received blank credential forms in the mail, you will notice the credential is a two-part carbonless form. The top copy is white and the carbon copy is pink. Branches sending delegates to vote on behalf of the branch must complete a credential form for each delegate and have it signed by the branch president or their designee.

The branch or convention delegate keeps the white credential copy and mails only the pink credential to NAPS Headquarters. In some cases, we have received both or the pink instead of the white copy. If we received both copies, we will mail the white copy back to the respective delegate. If you are printing the credential form from the NAPS website, print two copies, complete both and return one to NAPS Headquarters. Don't worry if your website copy is not pink. Just make sure NAPS receives your credential before you get to the national convention.

NAPS will do a pre-verification of all credential forms to address any anomalies or er-

rors. What does that verification entail?

First, the member's name and membership status are verified. Sometimes, a member will use a nickname or middle name as their first name or the member's last name has changed. Please complete the credential with the name as it appears on the label of your *Postal*

*Continued on page 14*

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

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

NAPS Areas	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
New England	1,562	437	1,999	78.14%	21.86%
New York	2,315	577	2,892	80.05%	19.95%
Mideast	2,145	709	2,854	75.16%	24.84%
Capitol-Atlantic	2,523	886	3,409	74.01%	25.99%
Pioneer	1,320	487	1,807	73.05%	26.95%
Michiana	1,131	460	1,591	71.09%	28.91%
Illini	1,036	451	1,487	69.67%	30.33%
North Central	843	569	1,412	59.70%	40.30%
MINK	1,142	614	1,756	65.03%	34.97%
Southeast	2,210	752	2,962	74.61%	25.39%
Central Gulf	749	293	1,042	71.88%	28.12%
Cotton Belt	859	453	1,312	65.47%	34.53%
Texas	1,724	643	2,367	72.83%	27.17%
Northwest	1,041	405	1,446	71.99%	28.01%
Rocky Mountain	1,475	550	2,025	72.84%	27.16%
Pacific	2,726	1,039	3,765	72.40%	27.60%
<b>National Totals</b>	<b>24,801</b>	<b>9,325</b>	<b>34,126</b>	<b>72.67%</b>	<b>27.33%</b>

NAPS Regions	Total Members	Total Non-Members	Total Possible Members	% Members	% Non-Members
Northeast	4,703	1,243	5,946	79.10%	20.90%
Eastern	5,162	1,853	7,015	73.59%	26.41%
Central	4,152	2,094	6,246	66.47%	33.53%
Southern	5,542	2,141	7,683	72.13%	27.87%
Western	5,242	1,994	7,236	72.44%	27.56%
<b>National Totals</b>	<b>24,801</b>	<b>9,325</b>	<b>34,126</b>	<b>72.67%</b>	<b>27.33%</b>

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



# Changes to the eRMS to Track Personal Leave and an Organizational Change to Supply Management in the Denver Facility Among Items Discussed

**E**xecutive Vice President Ivan D. Butts and Secretary/Treasurer Brian J. Wagner were present for the June 8 consultative meeting with the Postal Service. Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were Bruce Nicholson, Phong Quang and Seth Lennon, Labor Relations Policy Administration; Kelvin Williams, executive director, Employee Engagement; and Frank McCraw, manager, HR Support Services.

## Agenda Item #1

NAPS requested the breakdown of the February 2016 Postal Pulse responses by employee type, i.e., clerk, carrier, EAS employee, etc.

*Kelvin Williams explained the data would be available after a June 20 briefing with Gallup, Inc.; it takes time for Gallup to calculate the data. Once requested data is available, it will be forwarded to NAPS. There are two EAS data segments: non-bargaining, which is all EAS employees, including executives; the other is all EAS-17 Customer Service and plant supervisors only.*

## Agenda Item #2

NAPS Headquarters has received correspondence from the field concerning changes to the eRMS process effective March 23, 2016, where the USPS now is tracking the use of EAS employees' personal leave. In accordance with 39 U.S. Code § 1004(c), the USPS should have consulted with NAPS on this eRMS policy change.

NAPS requested a briefing on the following:

- The reasons why the USPS did not first consult with NAPS in advance of this eRMS policy change.
- The reasons why the USPS now is tracking the use of EAS employees' personal leave.

*The Postal Service does not consult on enhancements to eRMS, which is not policy. The ELM is policy and nothing has changed. The USPS merely is enhancing its record-keeping practices by moving from recording personal absences manually to recording it electronically in eRMS.*

## 519.751 Responsibility

Managers are responsible for

controlling the workhours of their exempt employees. They may require the attendance of these employees during and outside of regular service hours and, when warranted, may disapprove advance requests for late arrivals, early departures or other absences, as well as leave. These instructions are not intended to be overly restrictive, but managers must be aware of the frequency of requests for personal leave, recognize patterns in the use of this leave and be alert to possible abuse. They must also give consideration to the amount of the current workload or urgency of a particular program or project that requires the employee's presence.

*The USPS has multiple systems and posts those changes when an employee logs into a system that may have had an update or a change. (NAPS was given an eRMS screenshot showing the message employees see when logging into the system.)*

*The reason for the enhancement is that, originally, personal leave could not be entered into eRMS. The intent was to make it easier for those handling time-keeping to have a clean PS Form 3972, rather than having to continually enter personal leave manually. Personal leave is a leave category that needs to be managed like all other leave.*

*The process for recording personal leave is not an ELM leave change policy. The ELM cites that personal leave may be used for the Family and Medical Leave Act (FMLA). Also, personal*

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## NAPS Training Calendar

### Southeast Area Training (FL/GA)

**Sept. 24, 2016**

**Conducted by:** Southeast Area VP Bob Quinlan

**Location:** Buena Vista Suites, 8203 World Center Dr., Orlando, FL 32821-5407; 800-537-7737 (ask for NAPS SE Area Training Seminar)

**Hotel Rate:** \$99 plus tax/queen/double, \$109 plus tax/king suite


**Registration Fee:** \$30 before Sept. 15; \$50 after that date. Make check payable to NAPS Florida State Branch. Registration includes training materials, coffee break and lunch.

**Topics:** Adverse action and debt collection, web page design with WordPress, others TBD

**Trainers:** Tim Ford and John Ruckar

# LET'S DRIVE NAPS INTO A NEW ERA AND ELECT **MARY BURKHARD** AS YOUR NEW NAPS SECRETARY/TREASURER

- ★ Mary Burkhard has demonstrated for decades that she has the courage to consistently stand up for what is right for EAS and get documented results.
- ★ Engaged for decades with legislators, corporate executives and USPS leadership at all levels. Mary regularly travels all over the nation, including D.C., to accomplish our goals.
- ★ Mary has a degree in Economics cum laude and a lifetime of managing financial portfolios, budgets, and analyzing earnings statements.
- ★ Knows the USPS inside and out, has represented over 3,000 EAS and is nationally sought after for her passion, diligence, national networks, experience, and knowledge.
- ★ Authored hundreds of position papers, articles, letters and resolutions to assist EAS and the USPS.



"It is time for EAS  
to get the respect,  
workplace, and  
wages they deserve  
and have earned."  
-Mary Burkhard



**Mary is ready to step in and help make our NAPS team excel in D.C.**  
"Fighters like Mary don't come around often. Let's send her to Washington to keep fighting for us!"

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## June 8 Consultative

Continued from page 6

*leave is at the manager's discretion. If personal leave was being recorded manually, as required, it still would appear on PS Form 3972; entering personal leave electronically keeps records accurate. In addition, if an employee is using personal leave as part of the FMLA, all leave must be recorded properly.*

NAPS stated that, in the field, personal leave is being viewed as comp time. NAPS did not receive a notice of this change, but received notices on other issues regarding, for example, the painting of mailboxes, End-Of-Day (EOD) reporting being suspended and maintenance of computer programs that will limit access.

*Again, the Postal Service does not consult on enhancements to eRMS, which is not policy. The ELM is policy and nothing had changed.*

NAPS requested to be briefed in advance when a change, such as the eRMS enhancement, is going to take place so NAPS may inform its members. This issue is all about engagement. Engage NAPS in advance when there will be USPS changes that may have an impact on its members.

Note: The USPS informed NAPS it does not consult on enhancements, but decided to address the issue with NAPS during the consultative meeting.

### Agenda Item #3

NAPS requested, on a monthly basis, the 2016 NPA standings of the number of EAS employees currently in PFP cell boxes 2 and 3 by USPS Headquarters, area and district levels.

*This information is not readily*

## Resident Officer Candidates Announced

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

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

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

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

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

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

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

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

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

*available in one report. The Postal Service is not interested in providing this data requested by NAPS because it would be costly and extensive to develop and provide on a monthly basis. Field EAS employees can access the NPA website to review YTD NPA performance on a monthly basis for each unit.*

NAPS said it would seek information from the field. NAPS is aware that USPS field leadership has been messaging at NAPS state conventions that the area and district officers are tracking which EAS employees currently are in boxes 2 and 3 of the PFP matrix for the current fiscal year. Once NAPS receives the field report, it will share it with USPS Headquarters to determine if it is a nationally generated report or was developed at the area or district level.

### Agenda Item #4

NAPS Headquarters has been informed there is an organizational change in Supply Management in the Denver CMC. NAPS asked whether an organizational change is occurring. If yes, NAPS requested the following:

- In accordance with 39 U.S. Code § 1004(c), a briefing regarding the change in Supply Management.

- The reasons why the USPS did not first consult with NAPS in advance regarding the change.

*The Denver CMC is a Postal Headquarters-reporting function and not subject to consultation.*

Note: The USPS did elect to address this issue with NAPS at the consultative meeting, advising of the following:

*Some work performed by non-bargaining employees at the Denver CMC will be shifted to Washington, DC. A group of*

*employees within the CMC were informed by their manager of this shift, yet no date of the change has been approved.*

*The manager's intentions were to advise employees of current vacancies and other opportunities within Supply Management in the Denver office prior to the shift of work. There has been no organizational change to date and a RIF is not anticipated.*



# Demonstrated Leadership for NAPS Members for Over 18 years



- ⇒ *NAPS Branch 133 Vice-President*
- ⇒ *NAPS Branch 133 President*
- ⇒ *NAPS Ohio State President*
- *NAPS Pioneer Area Vice-President*
- *NAPS Eastern Region Vice-President*

## *Our Fairness Platform*

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

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

## NAPS of Note

Capitol-Atlantic Area Vice President Richard L. Green Jr. was officially sworn in as Postmaster of Chesapeake, VA, by Senior MPOO Bobby Shaw. City officials turned out to welcome Green. Chesapeake Mayor Dr. Alan Krasnoff was unable to attend the ceremony, but invited Green to his office for a photo.



Buffalo Branch 27 President Lou Vazquez and branch members organized their annual picnic/meeting in June, which was an opportunity for networking with the Western New York District and NAPS. In attendance were Western New York District Manager James Lentz, Buffalo Postmaster Tom Szklarz, District HR Manager Mary Tarzia, NAPS President Louis Atkins, NAPS Executive Vice President Ivan D. Butts, NAPS New York Area Vice President Jimmy Warden, New York State President Dennis Gawron and Branch 27 members. Two days after the picnic, the Western New York District held a golf outing, with NAPS members participating. This event helped further build relationships and progress into the future.



## In Memoriam

NAPS expresses its sympathy to Secretary/Treasurer Brian Wagner and his wife Carol on the death of her mother, Audrey June "Dee" Hughes, June 10. Condolences may be sent to the Wagners, 3917 W. Cedar Hill Dr., Dunlap, IL 61525-9760.

NAPS is sorry to report the death of Don Bierle on May 30. He served 25 years as president of NAPS Branch 1. He also was co-chair of the 2008 NAPS National Convention in Louisville, KY. Bierle was an Army veteran and served during the Vietnam War.



Northeast Region Vice President Tommy Roma made his yearly birthday visit to former President Vince Palladino's grave on Flag Day (June 14), which would have been his 81st birthday.

USPS Northeast Area Vice President Rick Uluski presented NAPS New England Area Vice President Cy Dumas with a certificate of appreciation from PMG Megan Brennan.





Former NAPS Parliamentarian Franklin Blackstone was the keynote speaker at the Pennsylvania State Convention, June 9-11. The first NAPS convention at which Blackstone served as parliamentarian was September 1952; he retired after the NAPS 2012 National Convention in Reno, NV.

From left: Jason Lehman, Pennsylvania State vice president; Casei Uber, host Branch 554; Blackstone; Darryl Williams, Pennsylvania State Area 1 vice president; and Michele Kolecki, Pennsylvania State president.



NAPS Executive Vice President Ivan D. Butts greeted former Parliamentarian Franklin Blackstone.

## Access Available to Mail Move File

Following are step-by-step instructions on how to access the Mail Move file:

1. Go to [www.usps.com](http://www.usps.com)
2. Scroll to the bottom of the page and click on newsroom under "On About.USPS.com."
3. On the right side of the page, click on "Our future network" under Electronic News Kits.
4. Select the first option in the middle of the page, "Network Rationalization Consolidations 2015." Here, you will find the RIBBS report, which is updated weekly.

Ann Strickland, Miami Branch 146 (right) attended an event in Davie, FL, where she met Rep. Debbie Wasserman Schultz (D-FL), who expressed support for postal issues.



From left: Delaware State President Angela Garland, Blackstone and Branch 244 President Mary Burkhard.



Seattle Branch 61 held its annual brunch on Sunday, June 15, at Sally's Restaurant, overlooking the scenic Seattle skyline. Seattle Postmaster Trent McNeil was the special guest; he shared that Seattle currently is in cell 4.8 out of 5, which means that, if the trend continues, EAS employees will get a payout this year. He told NAPS members that Seattle is working to develop all of its employees and retain non-carriers.

NAPS Western Region Vice President Marilyn Walton brought greetings and well-wishes from NAPS Headquarters and talked about the importance of SPAC. Northwest Area Vice President Cindy McCracken shared the latest information from NAPS Headquarters and updated everyone on the 2016 National Convention. A SPAC raffle raised \$420.

Front row, from left: Santio Barbosa (Bo); Bjoen Grutzmacher, Branch 61 president; Trent McNeil, Seattle Postmaster; and Rich Wilson.

Back row, from left: Mary Mitchell; Marilyn Walton, Western Region vice president; LaTanya Patterson; Cindy McCracken, Northwest Area vice president; Janet Doyle; James Reddy; Zach Jennings; Michael Ware; and Barbara Miller.



## Let's Start Here

By **Chuck Mulidore**

*Eastern Region Vice President*

**A**s I have traveled across the country this spring and summer, I have become acutely aware that the problems and issues we face as EAS employees are very similar: What is happening in the Eastern Region is happening in most other parts of the country, as well. The problems and issues we're facing include long hours, lack of replacement coverage, new and increasingly complicated and often redundant programs, lack of vehicles, changing work schedules, lack of respect and small—or no—raises, to name just a few. It is, indeed, a long and ever growing list.

I'm often asked by NAPS members, "Chuck, what's the answer, how can we fix this?" And while I don't claim to have all the answers, I do know a few places we can start:

First and foremost, how about eliminating NPA? I think we all agree the current pay system no longer reflects the value that EAS employees contribute to the overall success of a modern, complex Postal Service. We deserve a fair pay system that base-lines yearly raises at a minimum to what the craft employees we supervise receive, including COLAs, and then builds an incentive system on top of that to recognize and reward quality performance at the unit level. This not only would fairly compensate current EAS employees, but also make becoming a supervisor more attractive to craft employees seeking careers in management.



Next, how about treating all EAS employees with respect? Value our worth as people, recognizing that we sometimes make mistakes, but don't deserve the harsh words and treatment we so often receive. EAS discipline is at record-setting levels, even in the Postal Pulse and Engagement era. Why?

If senior postal leadership truly wants to change the workplace environment, they must change how they treat their own EAS employees. Changing the work culture can't be mandated from L'Enfant Plaza; it only can happen with an engaged and committed EAS work force at the unit level.

Finally, how about listening to us as EAS employees? Partner with us to make the Postal Service great again. We have good ideas to improve the quality of work, move and deliver the mail better and more efficiently and cut costs without cutting service. We are smart, but our opinions

are seldom asked because a new high-tech program is coming out that will take care of the problem. But that high-tech program often fails because it's not tested in the real world by real people. If you want to fix a problem, call in the experts: the EAS employees who do the work daily, in spite of artificial deadlines, certifications and the roadblocks we overcome daily.

The constraints of time and space don't allow me to continue, but you all know what I'm talking about. It's time for EAS employees to be valued and respected, to be seen as a resource—a partner—by senior management and to be financially rewarded for all we do daily that makes the Postal Service successful. We can bring so much more to the table if only we were truly and sincerely asked.

If these dreams ever came to fruition, would all the problems and issues we identified be solved forever? Maybe not, but it's a great place to start. So, now, I ask the Postal Service: Are you ready and willing? I know we are.

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## USPS/NAPS Engagement Meeting

By **Marilyn Walton**

*Western Region vice president*

**D**enver Mile High Branch 65 sponsored an engagement meeting with its members and District Manager Selwyn Epperson and Senior MDO Jason McMahill. The meeting was at the Denver GME, with box lunches and beverages for more than 46 attendees provided by

Branch 65. NAPS members from other local branches in the Denver District also attended.

Epperson presented the current CO/WY report card to show where the district needs to focus to ensure all EAS employees achieve a PFP payout this year. He discussed WTIL and accidents, which is 15 percent of the corporate goal. Hitting-fixed-objects accidents, not wearing seat



belts and inattention are among the biggest concerns.

To help improve the poor accident record, Lean Six Sigma (LSS) white-belt training is available for all craft employees; safety captains are allowed to take GIMBA walks through the unit daily to identify and correct safety concerns. Each senior operation manager will be meeting with EAS employees to discuss potential barriers to achieving NPA/PFP goals.

The goal is to have all EAS employees green-belt trained on LSS processes so they can be certified to work on LSS teams to help solve problems. According to Epperson, everyone needs to problem-solve and be engaged. He said all station managers, supervisors and employees must focus on the appearances of their stations—inside and outside—and ensure everyone is working so the units are clean and presentable to the public.

He also encouraged EAS employees to report any incidents they may observe of carriers acting unsafely. Epperson told meeting attendees, “Safety doesn’t take more time; it takes more effort.”

He shared other items that will help improve NPA scores, including the need to focus on commercial mailings and single-piece two- and three-day mail and Parcel Select mail score improvements. Parcel Select is dropped at delivery units, scanned and delivered daily. Failures have a big impact on performance scores.

McMahill, who represented the plant manager, said teams had been working on improving on-time mail to delivery units. Based on the hard work of plant employees during the past week, trucks were leaving on time and mail was getting to the de-



livery units and collection mail was arriving back at the plants timely in the evening, which has made a marked improvement in the process. He also suggested that, when notifying the plant of problems with dispatches, be more specific about the problem and even take pictures of the mail and labels to help the plant work on correcting the problems.

I was allowed time to speak from a NAPS perspective on the NPA/PFP process. I shared that many EAS employees nationwide were disappointed this past year at not receiving PFP payouts. I shared that NAPS will be addressing pay concerns in the upcoming pay talks; NAPS Executive Board members realize pay is the number one issue for EAS employees. I also shared that having engagement meetings was ideal so line managers can hear directly from the district manager and then share their concerns and ask questions.

During the Q&A, the managers responded to questions about operation changes, as well as supervisor overtime because of short-staffed units. The response was the district is working very hard to fill vacancies. Currently, it has not received a lot of applications for promotions, just requests for laterals. The laterals only moved the problem around, which is not helping fill vacancies. Epperson said he is considering hiring from the outside if they can’t get any more applicants internally.

There were questions about the LSS training. Epperson explained that all employees need to be certified so they can work on projects that

will improve the entire operation. There was a question about why supervisors were moved around in the plant. The response was a plant supervisor on the floor on a specific tour is expected to cover all operations, as needed. There would be a problem if they were changed to another tour or if their off days were changed.

A question was asked about vacation planning and why it was taking so long to complete EAS employees’ vacation scheduling. Epperson said he usually did not get involved in vacation scheduling, however, he would task Branch 65 President Myrna Pashinski and local NAPS members to meet with managers to speed up the process and ensure everyone understands the process so EAS employees can plan their leave.

Comp time was the topic of another question. Everyone understands there is no such thing as comp time; EAS employees get paid for the hours worked. A question dealt with involuntary reassignments. Epperson said if there is a need to reassign an EAS employee involuntarily, it would be done following the letter issued by Postmaster General Megan Brennan. Also, the affected employee could have their NAPS rep present when meeting with their manager.

There were several other items that will be moved to the USPS/NAPS consultative meeting agenda



Denver Mile High Branch 65 President Myrna Pashinski welcomed district management and NAPS members to the engagement meeting.

or handled directly with the district manager or senior plant manager because they address specific individual issues. Epperson and McMahon spent an hour and a half sharing information and answering questions. They said they were open to having future engagement meetings and network nights; they even offered to provide refreshments if enough EAS employees attended.

After the engagement meeting, Branch 65 conducted its regular business meeting and welcomed four members to their first branch meeting. Every agreed there should be more engagement meetings planned in the future.

**marilynwalton@comcast.net**

# Stand Up and Be Counted

**By Kevin Trayer**

*Michiana Area Vice President*

**I** call on all NAPS members to stand up and be counted! I'm challenging everyone in the Michiana Area, as well as the Central Region, to sign up to be a "Drive for Five" member (formerly known as the Continuous Contributor Club). Being able to budget for political events that help forward NAPS' causes is much easier knowing how much money will be in our war chest.



Executive Vice President Ivan Butts and his staff decide what members of Congress we will support. Knowing that "Drive for Five" members contribute a certain amount each month provides a more accurate accounting of funds available for upcoming events. The Legislative Committee has been meeting and brainstorming about new ways to raise and use SPAC dollars.

So, stand up and be counted! And be a leader of the PAC.

## National Convention Delegate's Credential Is Essential

*Continued from page 5*

*Supervisor* magazine. If possible, remember to put your USPS Employee Identification Number (EIN) on the credential form. That information makes it easier for NAPS to verify your membership.

You will notice on the credential form a place for your "Associate #." NAPS is not using this yet. In the future, NAPS plans on issuing all associate members a specific NAPS associate number as a way to verify and track associate membership. Currently, when a member retires from the Postal Service, their USPS EIN no longer is valid. Until NAPS issues associate numbers, current associates may write the word "associate" or "retired" in that space.

Second, we've already had a situation where a delegate credential was mailed to NAPS. As it so happened, the member retired and did not notify NAPS Headquarters they wished to become an associate member. Therefore, that person is a non-

member in our system. In most cases, retirees inform their branches of their desire to become an associate member, but NAPS Headquarters was never notified. Double check your current DCO reports to confirm whether a delegate is an active or associate member of your branch before submitting a credential and registration form.

Third, make sure each credential is signed by the correct branch officer. Some members have received new EAS positions that have changed their USPS finance number and respective branch affiliation. You may have qualified to attend the national convention as a delegate of your former branch, but your right to vote at the convention is based on your current branch affiliation at the time of the convention. Therefore, you cannot have a signed credential from one branch president when you now are a member of another branch. Similar to the associate member issue, you must verify the prospective delegate to be an actual member of your branch, using

your recent DCO report.

Fourth, if you are a first-timer, please mark the appropriate box on the credential form. This will allow NAPS to cross-reference the registration form with the credential form for first-timer recognition. We definitely want to account for all first-timers.

Fifth, when you arrive at the national convention as a delegate, bring whatever credential copy you have to the registration area. The Registration and Credentials Committee will have the other copy on site to confirm your eligibility to vote. Any credential issues will be referred to the committee's chair.

Just remember, when reviewing your national convention checklist, bring your voluntary contribution for SPAC, an appetite for the Grand Banquet, your national convention receipt, clothes and, of course, your delegate credential. You may be able to get on the convention floor without clothes, but you can't vote without that credential; members will notice.

**naps.bw@naps.org**



# NAPS Executive Board Directory

## Resident Officers

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**Ivan Butts**  
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## Bruce Moyer

NAPS Legislative Counsel



**A**n 11th-hour push in the House of Representatives to craft a bipartisan postal reform bill emerged in June. But the proposal faces uphill prospects to get it across the fin-

without them.

### Medicare Integration

Medicare integration remains the most financially important and politically vi-

able component of the House postal bill. The bill would require postal retirees electing to receive federal health

insurance to enroll in Medicare parts A and B as their primary care provider; FEHBP coverage would become secondary.

Over the first three years,

the Postal Service would cover a decreasing portion of Medicare Part B premiums for current retirees transitioned into Medicare as a result of the legislation, with 75 percent in the first year, 50 percent in the second year and 25 percent in the third year.

Medicare integration remains a sensitive issue for postal retirees age 65 or older who have not yet signed up for Medicare Part B and would prefer to keep primary coverage through their FEHBP health plans. Approximately 22 percent of postal retirees currently do not participate in Medicare Part B. Their reluctance is driven by the additional Medicare premium costs that mandatory Part B participation would require (currently, about \$1,500 annually).

Proponents of Medicare integration point to the benefit of comprehensive coverage through Medicare, especially with supplemental coverage through FEHBP—an approach that would satisfy potentially huge medical bills likely to arise later in life. They also point to the significant prior contribution of \$29 billion by the USPS and its employees into the Medicare Trust Fund and minimal use of those funds by postal retirees under current federal coverage arrangements. Those savings, most importantly, would largely offset

the cost of future USPS prefunding for retiree health care benefits—a remarkable “silver bullet” underlying the entire postal bill.

### NAPS' Views

In NAPS' June 29 comments filed with the House committee on the discussion draft, NAPS President Louis Atkins took a balanced approach toward Medicare integration, noting:

“The Medicare enrollment mandate has caused concern among some postal retirees not currently enrolled in Medicare B because of its arbitrariness and the cost of added premiums. They would prefer choice and voluntary participation in the Medicare program, not mandatory participation. Notwithstanding the transitional premium subsidies in the first three years, the addition of significant and potentially rising Medicare costs for some annuitants could present substantial hardship.

“We are sympathetic to those concerns and would recommend the legislation be revised to include a provision that either holds harmless annuitants not participating in Social Security against Medicare premium increases or permit automatically Medicare-enrolled annuitants to opt out for hardship reasons. If the budget scoring costs of these approaches are significant, eligibility requirements should be revised to assure a fiscally acceptable outcome for the success of Medicare integration.”

When Congress returns in early September from its seven-week summer recess, the prospects of House passage of the draft bill will be better known. This will include the views of the Congressional Budget Office on the costs to the Medicare Trust Fund of tighter integration of benefits for postal retirees.

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## House Postal Bill: Too Little, too Late?

ish line by the end of this year.

Nonetheless, the very fact that House lawmakers finally are performing what they were elected to do—legislate over important public needs, such as fixing the Postal Service—is an encouraging sign. These efforts potentially could lead to a legislative proposal that stands a better chance of passage next year.

### NAPS Comments on Draft Measure

NAPS provided comments on the draft postal bill in late June to the House Oversight and Government Reform Committee. A bipartisan group of five House oversight leaders released the measure on June 15: Chairman Jason Chaffetz (R-UT), Ranking Member Elijah Cummings (D-MD) and Reps. Mark Meadows (R-NC), Gerry Connolly (D-VA) and Stephen Lynch (D-MA).

Their legislation is a consensus package of familiar solutions to USPS problems: ending the retiree health prefunding burden, achieving savings through Medicare integration and stimulating innovation with new USPS products and services, among other things. In addition, the draft bill would confer MSPB appeal rights to 7,500 EAS employees—a move supported by NAPS—who currently are

# OPM Contributions to SPAC (for Retired Postal Supervisors)

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

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

## By Internet:

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

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

## By telephone:

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







## WORKING TOGETHER FOR OUR TOMORROW

2016 NAPS National Convention  
Aug. 15-19, 2016

Gaylord Resort & Convention Center  
National Harbor, MD

# Get Ready for a Phenomenon

By C. Michele Randall, Branch 531 president

**A**t the NAPS 2012 National Convention in Reno, NV, Branch 531 made a promise that its members and the Gaylord National Resort & Convention Center would work hard to ensure the 2016 National Convention would surpass all others.

After the 2014 National Convention in San Diego, that promise was a little tougher to achieve. San Diego was postured to be one of the most memorable conventions in NAPS history. Branch 159 did not disappoint; the convention was amazing.

However, your 2016 host Branch 531 remained committed to the challenge to surpass all other conventions. And we believe we have done just that! Whether you want to cruise or kayak the Potomac, shop at the Tanger Outlets, visit the Smithsonian Museum or see the pandas at the National Zoo, you and your family will have a great time in the DMV (District of Columbia, Maryland and Virginia) area; it has much to offer.

Minutes away from National Harbor is Fort Washington Park with extensive hiking and cycling paths. For those driving in or renting a vehicle, you have options to visit places from the shore to the mountains. Baltimore and Annapolis both are less than an hour away. In Baltimore, you can visit the Inner Harbor, the Babe Ruth Museum or historic Fort McHenry—the inspiration for the “Star-Spangled Banner.” In colonial Annapolis, you can journey back in time by visiting the Maryland State House, Paca Gardens, the Kunta Kinte Memorial and the U.S. Naval Academy. Sandy Point State Park is a great place to fish, crab, picnic and swim.

But this journey did not begin yesterday! It has been no small feat for a branch that always chose to remain behind the scenes or in the shadows. In fact, some of us were apprehensive about such a large un-



dertaking; the responsibility to ensure something great seemed enormous. But, as faith would have it, we received tremendous support from the former and current NAPS area vice presidents, the former and current Eastern Region vice presidents and the entire

Capitol-Atlantic Area.

It was a five-year venture, beginning at an advocacy training event in October 2011; the inaugural kick-off was when Christine Cecil and the Gaylord National hosted a reception for state presidents during the 2012 LTS. Cecil was a godsend. She and Branch 531 members met monthly to plan, prepare and strategize for the national convention in Reno. During that week, she not only brought incredible promotional gifts to pass out to NAPS delegates, but she also made an outstanding presentation on the Gaylord property to our delegates.

Along the way, we have hit some bumps and bruises, but it has been well worth it; what this convention will offer our delegates will be phenomenal. For those who will have the opportunity to work with Sheri Davies of ConferenceDirect, she is the consummate professional. Every suggestion she has made has been to ensure that, while working to improve and safeguard our futures, the delegates will have the best experience while doing it.

We look forward to seeing everyone this August in National Harbor, MD.



# Phenomenal Convention





# Magnificent Hotels Vying to Host the 2020 NAPS National Convention

By Sheri Davies, vice president, ConferenceDirect

**N**APS Headquarters is proud to introduce the three incredible cities with magnificent hotels vying to host the 2020 NAPS National Convention. Hotel representatives will be at this year's convention in National Harbor, MD, and available to speak with you, one-on-one, during the convention week. On Thursday, Aug. 18, each hotel will provide a 15-minute overview of their respective hotel and city. Voting will be on Friday, Aug. 19.

I have included an overview of each city/hotel and a grid to show you rates and pertinent information on each bidding city and hotels. The three vying cities are Cleveland, OH; Grapevine, TX: and Orlando, FL. Many thanks to our hotel partners; they have been very generous, kind and worked tirelessly to provide great options for NAPS members.

## Cleveland, OH

### Hilton Cleveland Downtown

Hilton Cleveland Downtown is connected directly to the Huntington Convention Center of Cleveland and is convenient to many downtown attractions. This contemporary hotel is great for conventioners and travelers attending games or visiting the nearby Rock and Roll Hall of Fame and Museum.

Unwind in a guest room with a built-in work desk, safe and great views. WiFi is available for a fee. Watch your favorite program on the HDTV and set the alarm clock with MP3 connectivity to be sure you get up on time to enjoy all Cleveland has to offer. Upgrade to a suite and enjoy more space in a separate living area.

Savor delicious dishes at our on-site restaurant. Sip refreshing drinks and admire views of Lake Erie in Bar 32 on the 32nd floor. If you prefer, order room service to dine in your guest room.

This Cleveland hotel offers over 50,000 square feet of function space, including the 20,778-square-foot Superior Ballroom and 15,729-square-foot Hope Ballroom. Nine on-site breakout rooms and additional space in the attached Huntington Convention Center of Cleveland make this hotel a great choice for conferences and large events in Cleveland.

After a long day of meetings or seeing the town, relax in the indoor pool or work out in the fitness center.



### Cleveland Marriott Downtown

Experience style and sophistication at the revitalized Cleveland Marriott Downtown at Key Center—an ideal location for meetings and gatherings of any size. Offering stunning views of Lake Erie and the breathtaking city skyline, this 25-story Cleveland hotel boasts 400 guestrooms with sleek furnishings, an indoor pool and fitness center.

This hotel in downtown Cleveland is located steps from the Cleveland Convention Center and Global Center for Health Innovation. Home to 19 dynamic meeting rooms and 17,000 square feet of space, it's a top choice for business functions.

Take advantage of the renowned hotel staff for unmatched hospitality and local knowledge for an authentic Cleveland experience. For casual dining, relax among warm wood styling at Jake's sports lounge or taste contemporary American cuisine at David's Restaurant, situated within the hotel. Rediscover comfort at one of the premier hotels in downtown Cleveland: the Cleveland Marriott Downtown at Key Center





## Westin Cleveland Downtown

Bringing new energy to the financial district, the Westin Cleveland Downtown is steps from the Public Auditorium and the Global Center for Health Innovations. Within blocks are the Rock and Roll Hall of Fame and Museum and professional sports venues. The hotel's 3,000-square-foot WestinWORKOUT® Fitness Studio boasts the latest cardio and strength-training equipment. Eat well at Urban Farmer, a farm-to-table steakhouse, or host a productive meeting in one of the 20 event rooms totaling 20,000 square feet.

Designed to be environmentally friendly, the hotel comprises 484 upscale guest rooms, including 39 suites, that provide stunning views of Lake Erie and the vibrant cityscape. Discover renewal with the Heavenly® Bed and signature bath amenities.



## Grapevine, TX

### Gaylord Texan

Proudly displaying “everything's bigger in Texas,” the Gaylord Texan Resort & Convention Center invites visitors to a first-class experience with Southern hospitality. Overlooking the beautiful Grapevine Lake, the hotel offers a one-of-a-kind retreat with luxurious accommodations, first-class restaurants, eclectic shops and 4.5 acres of lush indoor gardens and winding waterways.

From summer celebrations to the spectacular Lone Star Christmas and everything in between, the Gaylord offers experiences distinct among other Dallas/Fort Worth area hotels. Unwind at Relâche Spa & Salon, enjoy a brisk workout in the state-of-the-art fitness center or make a splash at Paradise Springs, open seasonally.

With more than 368,000 square feet of flexible meeting spaces, attend unforgettable conventions, weddings, receptions, banquets, meetings, family reunions and more, all organized with the help of the hotel's professional event-planning team. Whatever the occasion, book a stay and come on down for an adventure as grand as Texas itself!



## Orlando, FL

### Rosen Centre

Rosen Centre is rated a top-100 U.S. meeting hotel by CVENT. It offers recently renovated interiors, 1,334 combination guestrooms and suites, new restaurants, such as Harry's Poolside Bar & Grill, no resort fee, RFID locks and complimentary WiFi.

The Rosen Centre keeps attendees connected to what's new, what's now and what's needed for a successful meeting or event. Located on the renowned International Drive, Rosen Centre is just minutes away from world-famous attractions and countless dining, shopping and entertainment options.

The full-service spa adds to an already amazing meeting experience. Melt away stress at the Spa at Rosen Centre, offering rejuvenation and relaxation that are beneficial for the mind, body and spirit. Guests have access to the 18-hole, championship Rosen Shingle Creek Golf Club, with preferred tee times and complimentary valet parking or shuttle service.

Rosen Centre's passion for the community, unsurpassed service and an incredible guest experience has redefined meeting in Orlando.



# 2020 Hotels Questionnaire

	Cleveland, OH			Grapevine, TX	Orlando, FL
	Hilton Cleveland Downtown	Marriott Downtown at Key Center	Westin Downtown	Gaylord Texan	Rosen Centre
Dates offered for 2020 NAPS National Convention	Aug. 10-14	Aug. 10-14	Aug. 10-14	Aug. 17-21	Aug. 10-14
Sleeping room rate, single/double	\$179	\$179	\$179	\$189	\$149
Resort fee waived	Yes	Yes	Yes	Yes	N/A; no resort fee at this property
Complimentary parking	\$32/daily, less 20 percent for NAPS	\$20/daily	\$24/daily	Yes	Yes
Complimentary Internet	Complimentary in guest rooms	Complimentary in guest rooms	Complimentary in guest rooms	Complimentary in guest rooms	Complimentary in guest rooms
Distance from airport	15 miles	12 miles	12 miles	5 miles	10 miles
Number of restaurants on property	3	3	2	5	6
Pool	Yes	Yes	No	Yes, 3	Yes, 1
Spa on property	No	Yes	No	Yes	Yes
Fitness center on property	Yes	Yes	Yes	Yes	Yes
Scooter/wheelchair rental on property	No	Yes; wheelchair complimentary on availability	No	Yes	Yes
How far to shops and restaurants?	walking distance	walking distance	walking distance	1½ miles	less than 1 mile
Taxi fare to airport	\$40/one way; \$2.25 on Cleveland Light Rail from airport to downtown hotels	\$30/one way; \$2.25 on Cleveland Light Rail from airport to downtown hotels	\$35/one way; \$2.25 on Cleveland Light Rail from airport to downtown hotels	\$20/one way; \$15 for shuttle/one way	\$36/one way
Coffee maker/mini refrigerators in sleeping rooms	Yes	Yes	Yes	Yes	Yes
Recommended airport	Cleveland Hopkins International Airport	Cleveland Hopkins International Airport	Cleveland Hopkins International Airport	Dallas/Fort Worth International Airport	Orlando International Airport
NAPS local support	Yes	Yes	Yes	Yes	Yes



# CLEVELAND WELCOMES NAPS IN 2020 *Cleveland*

## Where to Stay...



CLEVELAND MARRIOTT DOWNTOWN  
AT KEY CENTER



HILTON CLEVELAND DOWNTOWN



THE WESTIN CLEVELAND DOWNTOWN

- Located within one block of each other
- Free Trolley transportation throughout downtown 7 days a week
- Within footsteps of three entertainment districts
- Over 100 restaurants & bars within a 5-minute walk
- Great indoor & outdoor lobby/network spaces within the host hotels
- Phenomenal lake views throughout the NAPS Campus

## And Where to Play...



ROCK + ROLL HALL OF FAME



CLEVELAND INDIANS



FLATS EAST BANK  
ENTERTAINMENT DISTRICT



JACK CLEVELAND CASINO



PLAYHOUSE SQUARE



E 4TH STREET

## UNDER THE RIGHT CONDITIONS, *pressure can create diamonds*

In Cleveland, uniqueness isn't an asset - it's a way of life. Attendees can go for a run or bike ride alongside locals, stay up all night winning their money back at a downtown casino, sample some craft beers at a number of local breweries or simply enjoy a Broadway show. Downtown Cleveland has everything a meeting needs to succeed - affordable hotels, posh event spaces, famous restaurants, national attractions and an "everyone's-welcome" attitude. How do we know? The experts have spoken. **Cleveland was ranked No. 4 on the "12 Cities on the Rise" list**, singled out by more than 800 meeting planners in the 2014 Watkins Report. Speaking of lists, Cleveland-Hopkins Airport was named the 8th Most Affordable by CheapFlights.com.

**CLEVELAND...and for that you're welcome!**

CLEVELAND WEATHER: AUGUST 5-10, 2015



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**GAYLORD TEXAN®**  
 RESORT & CONVENTION CENTER  
*on Lake Grapevine*



#### **HOTEL FEATURES**

- 1,511 Luxury Guestrooms, 127 Suites – 9 Presidential Suites
- 8 dining options, including 2 Fine Dining restaurants, 2 Casual Dining restaurants and 3 Bars and a Night Club
- Over 400,000 sq. ft. of meeting space, 180,000 sq. ft. of Exhibit hall, 3 Elegant Ballrooms, 67 conference and Breakout rooms
- Relâche Spa – World-class pampering awaits you at our European-style spa and state-of-the-art fitness center.
- 1 Outdoor Pool - perfect settings for unique events, while the indoor pool is a great all-weather option
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Our sprawling 10-acre pool complex includes a 6,000 sq. ft. family lagoon with a 27 ft. tall waterslide, 600 ft. lazy river with walk-in beach, two horseshoe-shaped hot pools, private cabanas and event lawn. Enjoy four private event areas, perfect for hosting group and private events for up to 4,000 attendees.



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## Meeting & Event Space

- Over 150,000 sq. ft. of flexible space
- Accommodates groups of 10 to 4,000
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- 18,000-sq.-ft. Executive Ballroom
- 14,375-sq.-ft. Junior Ballroom
- 35 distinctive meeting rooms including 2 Signature meeting rooms
- 4 permanent registration areas with lockable offices and separate storage
- On-site A/V services by Presentation Services
- Outdoor event patio and tropical poolside patio
- Skywalk connection to the convention center's west building with 11 million sq. ft. of prime meeting and exhibit space

## Guestrooms

- 1,334 luxurious non-smoking guestrooms and suites
- Complimentary Wi-Fi Internet access in guestrooms and public areas
- 32" TV with movies and video games
- Pillow-top mattresses with designer linens
- Mini refrigerator, laptop safe, hair dryer, iron and coffee maker
- RFID guestroom key locking system with automatic deadbolts

## Suites & Hospitality

- 3 Presidential Suites
- 20 Executive Suites
- 43 VIP Suites
- 14 Hospitality Suites
- Concierge Lounge

## Specialized Group Services

- On-site destination services
- High-tech teleconferencing
- Complete RICOH Business Center
- Translators and simultaneous translation
- Attraction ticket sales and transportation arrangements
- Regular airport transportation available
- On-site covered garage
- On-site car rental
- Valet Parking
- BAGS (Baggage Airline Guest Services)—For a nominal fee, check your bags and receive your boarding pass in our hotel lobby

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- Exceptional banquets for up to 4,000 guests
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- Themed parties and custom-designed events
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## The Spa at Rosen Centre

7 treatment rooms at our full-service spa, offering massage, skin, body and nail treatments as well as a variety of hair services.

## Recreation

- Sparkling pool and two hot tubs
- State-of-the-art fitness center

## Shingle Creek Golf Club Access

- 18-hole, par 72 (7,149-yard) championship golf course
- Tournament course conditions every day
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- Preferred tee times for guests

Complimentary scheduled shuttle service to Shingle Creek Golf Club, Universal Orlando® Resort, SeaWorld® Orlando and Wet 'n Wild® available.



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# Help Support SPAC *and NAPS!*

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**T**hroughout the 114th Congress, the NAPS worked with elected officials in the House of Representatives and the Senate to promote the association's mission and goals. In addition to the legislative work, NAPS Headquarters, through the Supervisors' Political Action Committee (SPAC), furthers its efforts by contributing to political campaigns. Through financial giving, SPAC can ensure that friends of EAS Postal Service employees remain in office and those in leadership positions are made aware of NAPS' political pull.

In order for NAPS to effectively promote needed postal reform, it is essential that NAPS uses every available resource to educate and influence federal lawmakers. It's through the financial contributions from its members that NAPS remains a political player in Washington, DC.

During the 2016 NAPS National Convention in National Harbor, MD, Aug. 15-19, NAPS staff will be available to answer any questions about SPAC: candidate-giving plans, how NAPS members can attend local fund-raising events and how NAPS members can contribute to SPAC, either through a one-time contribution or

continuous giving by payroll or annuity withholdings.

Additionally, Ann Strickland, Miami Branch 146 and Branch 911 Legislative chair, will again host the SPAC walkathon to raise funds for SPAC. Sharon Mathews, NAPS Auxiliary president, and her team of Auxil-

iary members will assist with raffles and give-a-ways for those who contribute to SPAC. NAPS would like to thank those who already generously give; you strengthen NAPS' voice on Capitol Hill.

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Please note: The July issue erroneously reported that the registration fee for the SPAC Walkathon at the 2016 National Convention is \$20 plus the cost of a T-shirt. The cost of the T-shirt is included in the \$20 registration fee.



# Contributions via USPS Payroll Deduction



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

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

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

## PostalEASE Allotments/Net to Bank Worksheet

On your next available allotment (you have three):

- Routing Number (nine digits): 121000248
- Financial Institution Name: Wells Fargo (this will appear after you enter the routing number).
- Account Number (this is a 17-digit number that starts with "772255555" and ends with your eight-digit employee ID number):  
7 7 2 2 5 5 5 5 5 \_ \_ \_ \_ \_  
(Example: 77225555512345678).
- Type of Account (drop-down menu): Checking
- Amount per Pay Period (please use the 0.00 format; the "\$" is already included): \_\_\_\_\_.



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

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

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



# 2016 SPAC Contributors



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

Boisvert, Michael	CA	Branch 159
Strasser, Brian	FL	Branch 386
Strickland, Ann	FL	Branch 146
Wagner, Brian	IL	Branch 255
Mathews, Sharon	IN	Branch 576
Atkins, Louis	LA	Branch 209
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 068
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355

## June Donors

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

Strickland, Ann	FL	Branch 146
-----------------	----	------------

**Did you know** that individuals are allowed to donate up to \$5,000 to a political action committee, such as NAPS' Supervisors' Political Action Committee (SPAC), each year? To find out how much you've given this year and to see how close you are to the limit, please contact NAPS SPAC Manager Katie Maddocks at naps.km@naps.org or by phone at (703) 836-9660.

## VP Elite (\$750)

Sebastian, Gerald	FL	Branch 386
Randall, C. Michele	MD	Branch 531

## Secretary's Roundtable (\$500)

Burkhard, Mary	CA	Branch 244
Cherry, Hayes	CA	Branch 466
Gilbert, Belinda	FL	Branch 425
Gold, Stanley	FL	Branch 146

## SPAC Contribution Form

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

**\$1,000**—Louie's Ultimate SPAC

**\$750**—VP Elite

**\$500**—Secretary's Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2015

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

### Mail to:

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

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

Name \_\_\_\_\_

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

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

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

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



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

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

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

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

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

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

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

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

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

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

Maxwell, Sherry	IL	Branch 255
Winters, Michael	IL	Branch 255
Shawn, Steve	MD	Branch 403
Trayer, Kevin	MI	Branch 142
Mooney, Dan	MN	Branch 16
Johnson, Craig	MO	Branch 36
Gillett, Michael	WA	Branch 31
McCracken, CINDY	WA	Branch 61

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

Bruffett, Shawn	AZ	Branch 376
Garland, Angela	DE	Branch 909
Bock Jr., Robert	FL	Branch 321
Quinlan, Robert	FL	Branch 577
Shaffner, Joyce	FL	Branch 420
Pierce, Annette	IL	Branch 255
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Bodary, Joseph	MI	Branch 268
Bunch, Kenneth	MI	Branch 23
Ice, Marilyn	MI	Branch 23
Santiago, Jose	Nj	Branch 538
Englerth, Scott	NY	Branch 11
Miegl, Cynthia	OH	Branch 2
Needham, Timothy	OH	Branch 133
Fearrington, Melvin	OK	Branch 80
Longoria, Richard	TX	Branch 229
Hubbard, Jim	VA	Branch 22

#### Supporter Earned (\$100)

Florentin, Diana	CA	Branch 244
Jones, Patricia	FL	Branch 425
Pollard, Doug	FL	Branch 386
Aguilera, Patricia	KS	Branch 205
McIntyre, William	KS	Branch 458
Duplessis, Tomica	LA	Branch 73
Laurendine, Kyle	LA	Branch 73
Foley, Paul	MA	Branch 120
Bradley, Anthony	MI	Branch 142
Byrum, Jimmy	MI	Branch 508
Taylor, Deborah	MI	Branch 361
Soukey, Louis	MN	Branch 104
Boggan, Kim	NC	Branch 183
Torain, Beverly	NC	Branch 177
Evans, Darius	NY	Branch 85
Michaelson, Brian	NY	Branch 110
Yuen, John	NY	Branch 100
Moore, Delisa	SC	Branch 228
Nettles, Julieta	TX	Branch 9
Cox, Lloyd	VA	Branch 526
Moore, Michael	VA	Branch 22

## SPAC Scoreboard

Statistics reflect money collected from Jan. 1 to June 30, 2016

### National Aggregate:

\$120,753.85

### National Per Capita:

\$4.66

### Region Aggregate:

1. Southern .....	\$27,585.55
2. Central .....	\$24,003.24
3. Northeast .....	\$23,160.00
4. Eastern .....	\$23,068.50
5. Western .....	\$22,205.56

### Region Per Capita:

1. Central .....	\$5.46
2. Southern .....	\$4.80
3. Northeast .....	\$4.63
4. Eastern .....	\$4.30
5. Western .....	\$4.10

### Area Aggregate:

1. Southeast .....	\$14,687.25
2. New York .....	\$13,230.00
3. Pacific .....	\$11,807.00
4. Mideast .....	\$10,734.00
5. Capitol-Atlantic .....	\$9,689.60
6. New England .....	\$7,538.00
7. Michiana .....	\$7,204.09
8. Texas .....	\$6,995.00
9. North Central .....	\$6,467.00
10. Illini .....	\$5,929.00
11. Northwest .....	\$5,389.56
12. Pioneer .....	\$5,036.90
13. Rocky Mountain .....	\$5,009.00
14. MINK .....	\$4,403.15
15. Central Gulf .....	\$3,583.30
16. Cotton Belt .....	\$2,320.00

### Area Per Capita:

1. North Central .....	\$7.31
2. Michiana .....	\$6.80
3. Southeast .....	\$6.34
4. New York .....	\$5.42
5. Northwest .....	\$5.22
6. Mideast .....	\$4.79
7. Central Gulf .....	\$4.65
8. Illini .....	\$4.64
9. New England .....	\$4.44
10. Pacific .....	\$4.12
11. Texas .....	\$3.97
12. MINK .....	\$3.74
13. Capitol-Atlantic .....	\$3.73
14. Pioneer .....	\$3.64
15. Rocky Mountain .....	\$3.32
16. Cotton Belt .....	\$2.59

### State Aggregate:

1. Florida .....	\$13,319.25
2. New York .....	\$13,050.00
3. California .....	\$10,927.00
4. Pennsylvania .....	\$7,330.00
5. Texas .....	\$6,995.00

### State Per Capita:

1. North Dakota .....	\$15.02
2. Minnesota .....	\$10.09
3. Maine .....	\$9.41
4. Washington .....	\$8.33
5. Florida .....	\$7.82

## Drive for Five

### Members by Region:

1. Central .....	86
2. Western .....	68
3. Southern .....	67
4. Eastern .....	62
5. Northeast .....	53

### Aggregate by Region:

1. Central .....	\$16,730.00
2. Western .....	\$13,798.75
3. Eastern .....	\$12,479.00
4. Southern .....	\$11,103.00
5. Northeast .....	\$9,010.00

# National Association of Postal Supervisors

# Vince Palladino Memorial

# Student Scholarships

## 2016 Official Application Form

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

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

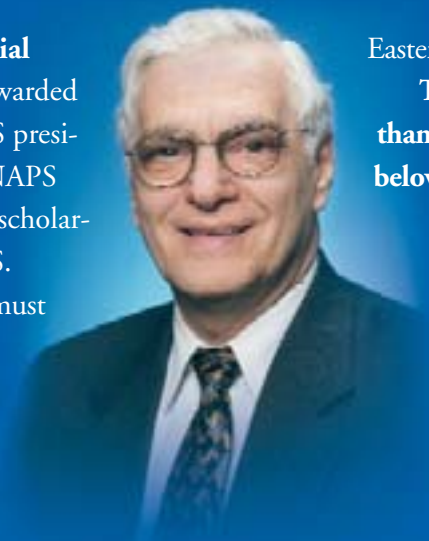
NAPS will award 10 \$1,000 **Vince Palladino Memorial Student Scholarships**. Two winners will be randomly selected from each of the NAPS regional areas (Northeast,

Eastern, Central, Southern and Western).

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

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

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



Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's  
branch number

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

NAPS member's PO box/street address

City

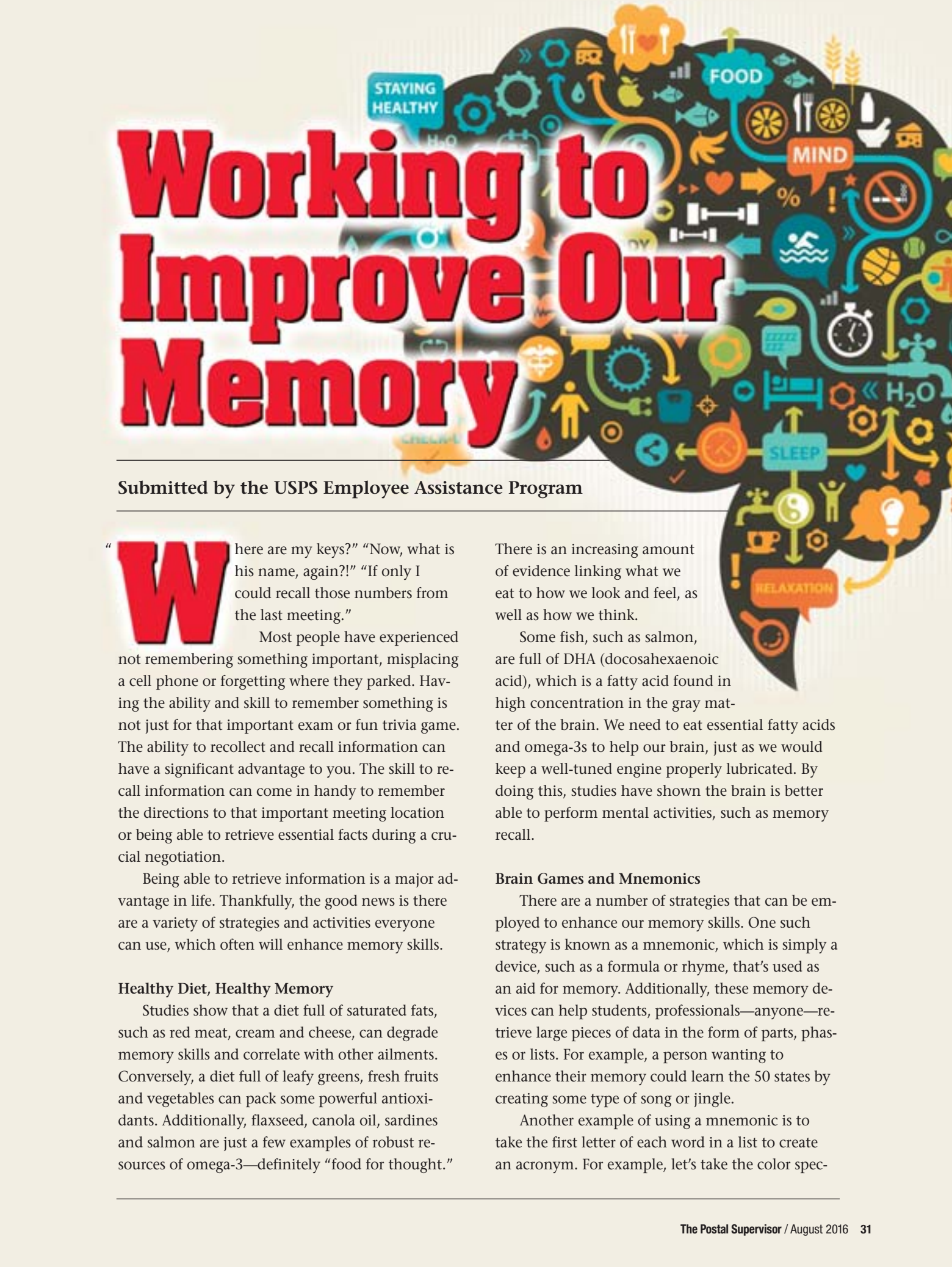
State

ZIP+4

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

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





# Working to Improve Our Memory

Submitted by the USPS Employee Assistance Program

**W**here are my keys?" "Now, what is his name, again?!" "If only I could recall those numbers from the last meeting."

Most people have experienced not remembering something important, misplacing a cell phone or forgetting where they parked. Having the ability and skill to remember something is not just for that important exam or fun trivia game. The ability to recollect and recall information can have a significant advantage to you. The skill to recall information can come in handy to remember the directions to that important meeting location or being able to retrieve essential facts during a crucial negotiation.

Being able to retrieve information is a major advantage in life. Thankfully, the good news is there are a variety of strategies and activities everyone can use, which often will enhance memory skills.

## Healthy Diet, Healthy Memory

Studies show that a diet full of saturated fats, such as red meat, cream and cheese, can degrade memory skills and correlate with other ailments. Conversely, a diet full of leafy greens, fresh fruits and vegetables can pack some powerful antioxidants. Additionally, flaxseed, canola oil, sardines and salmon are just a few examples of robust resources of omega-3—definitely “food for thought.”

There is an increasing amount of evidence linking what we eat to how we look and feel, as well as how we think.

Some fish, such as salmon, are full of DHA (docosahexaenoic acid), which is a fatty acid found in high concentration in the gray matter of the brain. We need to eat essential fatty acids and omega-3s to help our brain, just as we would keep a well-tuned engine properly lubricated. By doing this, studies have shown the brain is better able to perform mental activities, such as memory recall.

## Brain Games and Mnemonics

There are a number of strategies that can be employed to enhance our memory skills. One such strategy is known as a mnemonic, which is simply a device, such as a formula or rhyme, that's used as an aid for memory. Additionally, these memory devices can help students, professionals—anyone—retrieve large pieces of data in the form of parts, phrases or lists. For example, a person wanting to enhance their memory could learn the 50 states by creating some type of song or jingle.

Another example of using a mnemonic is to take the first letter of each word in a list to create an acronym. For example, let's take the color spec-

trum of a prism: red, orange, yellow, green, blue, indigo and violet. By taking the first letter of each color's name, we have a quirky, but memorable, name: ROY G BIV. It is easier to learn the order of these colors by first learning ROY G BIV, rather than just the names of the spectrum colors.

Another mnemonic device you can use is to create a sentence from the list of data you need to remember. For example, "Please excuse my dear Aunt Sally" is the handy mnemonic many people use when learning math. What does it stand for? This self-made sentence stands for the order of mathematical operations: parentheses, exponents, multiplication, division, addition and subtraction. This sentence is meant to help keep calculations in proper order.

Chunking is another strategy to quickly and easily recall numerical data. It is much easier to remember 800-327-4968 versus 8003274968. You have taken a 10-digit number and simplified it into smaller bits of data, hence making it easier to memorize and recall.

### Exercise and Rest Your Head

While we can be creative with developing brain games and mnemonics, we don't have to be creative at all to just simply exercise our bodies. Studies show even moderate activity can have a positive effect on our thinking and ability to remember. Researchers have found that regular aerobic exercise, the kind that really gets your heart pumping, appears to boost the size of the hippocampus, which experts say is linked to learning and verbal memory. Exercise is not just good at creating a protective buffer against diabetes, heart disease and other health ailments; it also is good for

*Continued on page 34*

# When Is Enough, Enough?

By **Toni A. Coleman-Scruggs**

**S**o you ever ask yourself, "When is enough, enough?" I do quite frequently and with just cause. I pondered over what to write about, with so much going on in the world and the Postal Service. Time is precious and even more valuable; there just is not enough of it.

I am counting down to the 2016 National Convention. I once enjoyed national conventions, but, this year, I go with a heavy heart. I will focus on changing and hopefully restructuring this organization so it can be viable once again. I recently reread documents regarding the organization's purpose. It said 60 percent of the organization's purpose is dedicated to membership and representing the issues members face.

Yet, in my opinion, we have lost focus; the organization's focus on its members has become less of a priority. During a political year, everyone is focused on getting elected, raising money or trying to convince everyone that voting for this candidate or that will be the best thing. In election years, everyone wants to hear from you and asks for your support. Your vote is important; participating in the process will make a difference in whether or not our leaders will be dictators or dedicated.

As we prepare to vote for the top leaders of this organization, we will be voting for possible changes in our *Constitution and Bylaws*. Every action taken can be helpful to the members who are counting on those attending to do the right thing. Delegates are selected by our members to look out for their best interests.



It's not about us, but about our fellow EAS employees—those who have not received a raise, who work long hours, who keep holding on for hope. This year, when I go to the convention,

I will be missing a friend with whom I have served on committees and sat with at many conventions and trainings. Dennis Wesley, husband of Dr. Nancy Wesley, former Illini Area vice president, died during the Illinois state convention.

Dennis and my mother, Lorraine Harry, another former Illini Area vice president, started at the South Suburban Post Office in 1964, before I was born. All were active branch officers. As I grew up and started my career in the Postal Service, I have to credit these individuals and others who paved the way for me. Although retired, they stayed dedicated. Dennis was a friend and a NAPS member to the end; it won't be the same without him.

Every convention, I look for those I have not seen lately and pray their name is not in the memorial section. I once considered many as more than faces at a convention, but some I considered friends.

When is enough, enough? When you no longer feel appreciated for the dedication and long hours you put in fighting for the rights of those who entrust you to represent them and do the right thing.

When is enough, enough? When you come to a crossroad and face roadblocks, but no one is there to help you climb over the stumbling blocks.

**toni.scruggs@yahoo.com**

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



## Do You Really Know the Candidates?

By **Dioenis D. Perez**

I long have been an advocate for changing how we vote for our leaders at our national conventions. Currently, delegates representing branches vote; the number of votes is determined by the size of the branch. This process is flawed because if your branch does not send a delegate to the convention, then your branch does not get a chance to vote on your behalf. Also, some branches pool or block their votes for a candidate, even though individual branch members may not want that candidate to get their branch's votes.

Because there is no campaigning allowed on the website and a full-page campaign ad in our magazine costs \$1,300, many candidates simply do not have the resources to get their positions known to the members. We, as delegates, must consider this upcoming election as one of the most important and pivotal elections in NAPS within the past 15-20 years; we must elect the right leaders!

The election process allows candidates five minutes at the microphone to tell us why we should vote for them. Also, candidates' position flyers are laid out on the tables for delegates to read throughout the week. Finally, there are caucus rooms, where each candidate gets about 10-15 minutes to try and gain support from a region/state while answering their questions. Obviously, this is not enough time!

It's unfortunate e-mails from all

the candidates are not sent out for distribution to all the branches. In other words, many branches only are receiving e-mails from a particular candidate. And that's because an



influential NAPS member from their neck of the woods only wants members to see and share information about the candidate they want supported.

I know this as fact because many of my friends throughout the country

have e-mailed me saying they never were sent a particular candidate's e-mail from their branch, but have received many others instead. And yet, I receive every candidate's position paper from my area leadership.

What's wrong with this picture, delegates?

Here's my solution. When you're walking around and you come across the candidates, introduce yourself and have a personal conversation with them to find out what they stand for and what they plan on doing once elected. Then, share that conversation with someone else. Or, better yet, reach out now to them via Facebook and ask to speak to them.

Make sure you get the information you need in order to make the best decision about who will be your leaders the next two years. See what they all have to offer. The job you save may just be your own!

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

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

## Something for Nothing?

By **Mary Burkhard**

"Free" is the most powerful word used in advertising and marketing; the word gets lots of notice and response. But is anything really free?

Napoleon Hill, author and early producer of personal success literature, said,

"There is no such thing as something for nothing."

Talk-show host Charles Sykes wrote a book titled,

"A Nation of Moochers: America's Addiction to Getting Something for Nothing." And Franklin P. Jones, engineer and publisher, said, "When you get something for nothing, you



just haven't been billed for it yet."

When you hold a position in an organization, getting something for nothing can be considered a conflict of interest—a serious ethical viola-

tion. The Postal Service and other organizations usually allow for very basic "free" things—no more than \$20 value.

Conflicts of interest within non-profit organizations are so much of a concern that they routinely

have ethics policies, fines, penalties (up to removal), and regular training/seminars for officers so they will avoid even the appearance of a conflict of interest. Opportunities for

conflict are everywhere.

Mel Gill, who has written many articles regarding conflict, says that if an organization claims it never has had occasion to use its policies, a big “danger ahead” sign should flash because it means the organization’s leadership does not recognize and resolve conflicts of interest. You may be thinking, “Why does any of this even matter?” After all, we are talking free.

A conflict of interest is a conflict or the appearance of a conflict between the private interests and the official responsibilities of a person in a position of trust. Conflicts of interest are personal and can be very emotional. But it is essential to declare and discuss them openly if you are sincere in wanting to ensure standards of conduct based on organizational values, integrity, predictability, transparency and accountability. Otherwise, judgment is clouded as to what is best for members and the organization. When a vendor or group is giving something for nothing, they are expecting

something in return; everything comes at a cost.

There are standard warnings, such as making sure to avoid any business or financial transactions that could benefit a board member and avoiding family relationships and friendships in organizational dealings. According to “The Non-Profit Quarterly,” board members are considered to be in a conflict of interest when they, family members or friends could personally or professionally benefit directly or indirectly, financially or otherwise, from their positions on the board.

If in doubt, there are some tests you can use:

**The Smell Test**—How might members, the public or the media react if this activity were publicly disclosed? A perceived conflict of interest can be as damaging to an organization’s or leader’s reputation as an actual conflict. Also, it is the responsibility of other board members who become aware of real, potential or perceived conflicts of interest on

the part of a fellow board member to raise the issue.

**The Reasonable Person Test**—What would a reasonably prudent person or board do under the circumstances?

**The Best Interests Test**—In the interests of the perception of the organization, a board member/branch officer declares a conflict of interest and abstains from discussion, as well as voting on an issue. Constructive management of conflicts of interest is an essential part of sound management practices and should be practiced at every level in non-profits because they are held to higher ethical standards in the eye of the public.

An unknown author wrote, “When a man offers you something for nothing, you will save money by going out of your way to avoid accepting.” This is advice worth following.

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## Working to Improve Our Memory

*Continued from page 32*

your memory.

Some people enjoy getting up in the morning and taking a brisk walk on a treadmill or in their neighborhood to prime them for the day and clear the cobwebs. In whatever activity you decide to participate, talk with your health care provider and then make it fun for you!

Rest and sleep are essential to good memory. After all, if you are tired, chances are you are going to have a challenging time recalling facts and figures. No matter how proficient we become with memory strategies, they won’t do us



much good if we are not getting good quality and quantity sleep. Proper rest is essential for enhancing our memory skills.

Researchers have found three distinctive phases for memory. The first phase, acquisition, is acquiring information, learning information. The third phase is retrieval—accessing information you already have learned. The middle phase is known as consolidation; this is where our memories of information are stabilized. Research seems to suggest that sleep provides the reinforcement of neural connections for our memories. This is yet another significant reason to get much-needed sleep.

## Reduce Stress

Reducing your stress levels may elevate your ability to recall and recollect important items; for example, if you are in the middle of a stressful moment and multi-tasking. If you are taking your keys out of the ignition, gathering groceries out of your car and, at the same time, talking on your cell phone, you might just forget where you put those car keys after setting them down. Why? Short-term memory decays rapidly and generally disappears from a person’s mind within 30 seconds. Multi-tasking and stress only make this short-term memory decay quicker. One possible solution: Slow down and reduce your stress.

Mindfulness and relaxation



strategies are just some of the healthy ways to slow down and reduce stress that otherwise can wreak havoc on our memory skills. Some have defined mindfulness as a mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts and bodily sensations. With this definition, the opposite of multi-tasking is mindfulness.

Think about it: If a person slows down and no longer is on autopilot, but, instead, becomes fully aware and focused on what they are doing, they more likely will recall where they placed those car keys. If a person is focused on introductions and pleasantries with a new co-worker, they might associate the new employee's name with the blue shirt they wore that day or some other item of which they were "mindful."

Mindfulness has been called a focused awareness. When we are experiencing stress, our attention often is fragmented and diffused. Mindfulness strategies and other relaxation strategies, such as guided imagery, positive visualization and deep breathing, all are pathways to reducing stress levels. This is something in which the EAP specializes and can help reduce stress by teaching relaxation and coping skills and, in effect, help you increase your memory skills.

We all know that nearly every world-class athlete has an exceptional coach. Select one or two things you can modify today to enhance your memory skills so you can knock that presentation out of the park or simply stimulate your brain. The EAP invites you to make the call with the program you can trust and call for a life coach at 1-800-327-4968 (800-EAP-4-YOU); TTY: 877-492-7341.

## Notes

*from the National Auxiliary*

# There Is Value in NAPS and the Auxiliary

**By Jane Finley**

*Southeast Area Vice President*

**A**nother great NAPS convention is just around the corner. We look forward to learning about postal matters and legislative issues, as well as relishing the opportunity to spend time with friends, meet new friends and increase our SPAC contributions! We will hear updates from top Postal Service management and learn about developments regarding the latest postal reform legislation, as well as elect resident officers and area vice presidents. The setting for the convention is the Gaylord National Resort & Convention Center in National Harbor, MD, which has everything under one tremendous roof.

For the Auxiliary, convention time means business sessions and the election of officers. But our main purpose is to support our NAPS family and understand the how and why to be an advocate on legislative issues that affect active and retired postal employees and their families. We continue to encourage non-member supervisors and postmasters to join NAPS and the family members to join the Auxiliary. Membership in the Auxiliary is an annual \$2 investment that says we are here to support and encourage our postal family.

We all have a vested interest

in the Postal Service and in NAPS, which has been in existence since 1906. We have seen so many changes in the Postal Service from what it was just a few short years ago, but NAPS remains committed to making a difference and standing behind the USPS in good times and when times are toughest; that "toughest" time is now!

The 2016 National Convention will make clear the importance

and true value of being a member of NAPS and the NAPS Auxiliary. It is a benefit we cannot afford to be without. Membership in NAPS is like insurance, with a second-to-none defense team and assistance that is just a phone call away. NAPS and the Auxiliary are proud to be working together for the future of America.

And last, but not least, we express a heartfelt "thank-you" to our outstanding NAPS President Louis Atkins and Auxiliary Southern Region Vice President Bonita Atkins for their dedication and service to NAPS. They have been an inspiration and a team that has encouraged us all. We wish them many happy days ahead filled with good times as they enjoy retirement. We celebrate their wonderful leadership legacy built on friendship and teamwork, but will look for them both to remain active in NAPS.

Safe travels and we will see you there!





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

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

### Get a low intro rate

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

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