

the Postal Supervisor

October/November 2014



NAPS 2014 National Convention

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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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Unity Will Achieve Our Goals

Every two years, our members come together to take care of the business of our organization and chart our course for the future. San Diego, as it was in 1990, was a tremendous host city for NAPS. We are grateful for the efforts of the staff at the Town and Country and the city of San Diego for welcoming us with open arms. Most importantly, we need to recognize everyone within our organization

whose hard work and dedication made convention week as successful as it was.

I want to thank Bridget Evans and the rest of Mo Twomey Branch 159, San Diego, for putting on a convention that was second to none. You should be very proud of all the good work you've done on behalf of all the more than 1,300 delegates who descended on San Diego. I also want to thank

Western Region Vice President Marilyn Walton and Pacific Area Vice President Hayes Cherry for their leadership in the weeks and months leading up to the national convention.



Louis Atkins
President

I want to congratulate our staff, our meeting planner Ray Martin and editor Karen Young for all their work behind the scenes here in Washington, DC, and on site at the Town and Country during the convention. Ray retired at the conclusion of the proceedings in San Diego—as a colleague and a friend. I wish him all the best in the next stage of his life.

I also want to recognize Rosemary Harmon for the tremendous job she did in helping ensure—once again—all went well with our delegate registration process. She and Assistant Chair Roy Madden are the best!

I've always treasured national conventions, no matter where they are held. They represent an opportunity for members of this great association to come together and meet one another; our convention in San Diego was no exception. Seeing our members embrace one another in the bonds of friendship was heartwarming and truly defined what NAPS stands for. This organization is about people coming together in order to defend the livelihoods and rights of every member.

This mission is going to be ever more important as we move forward in the midst of one of the most challenging periods for the Postal Service. With plant

closings and consolidations, congressional inaction and the looming threat of privatization, we are going to need everyone united, working toward a common goal. We must foster the spirit that brought us together in San Diego in order to maneuver through the storm ahead. I am supremely confident that, if we can achieve this, our organization and its members are capable of doing anything.

naps.la@naps.org

Thrift Savings Plan					
Fund	G	F	C	S	I
August 2014	0.20%	1.12%	4.01%	4.98%	(0.14%)
Past 12 Months*	2.33%	6.35%	25.34%	22.61%	16.80%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2020	L 2030	L 2040	L 2050
August 2014	0.84%	1.64%	2.07%	2.40%	2.61%
Past 12 Months*	6.48%	12.82%	15.73%	17.82%	19.75%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010.					
Visit the TSP website at www.tsp.gov					

Challenging Tasks Ahead

I wrote this article three days past the completion of our NAPS 64th National Convention, held in beautiful San Diego. I want to first congratulate and thank Bridget Evans and her Branch 159 team for the outstanding job they did hosting us. The love and kindness shown by the group truly is evidence of what the NAPS family is about.

From the opening prayer from Dr. Kimberly Joy Bogan, to the beautiful voice of Linda Thomas, Branch 88 vice president, singing the national anthem, the performance by Navy Band Southwest's Brass Quintet, every piece of the opening session was *first-class*. It also was great to have the participation of Greg Gray at our convention.



Ivan Butts
Executive Vice President

Although we had a lot of issues to address and leaders to elect, I hope you had time to enjoy some of what our host city had to offer.

The sites I was able to see and visit were spectacular.

I was glad to have my family come and see our NAPS national body together. They often have gone with me to regional events in the past, but this was the first national event for some of them. Thank you for receiving them in the NAPS tradition of love for each other.

Now, as I begin this new chapter in my leadership role, serving the membership of our great association, I humbly do so with passionate excitement for the work ahead of us. We have a tremendous task to work with our congressional leaders on the critical postal reform needed to ensure the continued fiscal growth of the Postal Service. It is extremely encouraging that, even with the current volume declines, we still are on track to make \$1 billion this fiscal year.

If we can couple this growth with some sound fiscal initiatives that will grow new Postal Service revenue, we can and will lead the way in making this \$65-billion-a-year agency grow.

In solidarity ...

naps.ib@naps.org

Back to the Future

I want to thank San Diego Mo Twomey Branch 159 for hosting a wonderful 2014 National Convention in San Diego. The weather was great and so was their hospitality. I also want to thank the membership for giving me the opportunity to represent them as a resident officer for another term. It is a true honor.

After the activities of a national convention, there always is a sense of urgency to get back to the future of NAPS business. One of our first orders of business is preparing for the fall Executive Board meeting at the end of October.



Brian Wagner
Secretary/Treasurer

We have a change in the dynamics of the board. There is a mix of four new, a former and many returning current board members, with two changing positions. NAPS has a unique opportunity to use the knowledge and

experiences of new and returning board members to

improve on our current initiatives and generate new ideas for the future of NAPS. Although this is a new beginning for the new NAPS Executive Board, it can be a new beginning for local and state branches, too.

How? First, members who attended the national convention can report back to their branches what they experienced. They can use this experience to encourage resolutions, motions and ideas to make positive changes in how their branches conduct NAPS business to promote the welfare of all members and the organization.

Second, when national convention delegates see NAPS in action, it is important to keep that convention momentum going to enhance local branch activities. Use this momentum to encourage more members to attend branch meetings, chair a branch committee, attend NAPS training and state conventions or become a leader of your branch by seeking a branch officer position. Being involved in NAPS activities at all levels of the organization can only make the entire organization stronger—now and in the future.

Continued on page 10

NAPS Mourns Branch 202 Member Olympia Fasano

NAPS sends its deepest sympathy to the family of Olympia Fasano, who died Sept. 14. Olympia was past president of Long Island Branch 202 and was serving as branch treasurer. She was a great advocate for NAPS and a good friend to many.



Illini Area VP Luz Moreno (second from left, front row) and Michiana Area VP Kevin Trayer (sixth from left, back row) were part of the National Center for Employee Development staff and subject matter experts from across the country who put together or reviewed the New Supervisor Program.



Members of Branch 157, Greensboro, NC, represented their branch well at the 2014 National Convention. From left: Beverly Jeffers, Melinda Pennix, Carl Walton, Angie Hicks, Rodney Charles (president), Valarie Pereira, Lori Cates, Janet Yarosik, Iona Noble, Frank Broadnax (vice president) and Fathiyah Shamsid-Deen. Cheryl Warren-Woodard and Skip Corley also attended, but were busy with committee assignments.

President Louis Atkins was among many members who took time at the National Convention in August to complete the Employee Engagement Survey; the USPS exhibited at the convention. With Atkins are Cecelia Winters (right), USPS Headquarters program specialist, and Donna Thabet, USPS Headquarters, manager, Small Business.



Ann Strickland, Branch 146, Miami, met with Rep. Joe Garcia (D-FL) during a fundraiser and talked with him about the plant consolidations planned for Florida.



On Sept. 16, members of Minneapolis Branch 16 held its Retiree Steak Fry.

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Analysis of HRM Positions, National Print Center Supervisor Status and New Supervisor Program Were Among Items Discussed

The Aug. 23 consultative meeting was held in conjunction with the national convention. The entire NAPS Executive Board was present; representing the Postal Service was John Cavallo, manager, Labor Relations Policy Administration.

Before the start of the meeting, Cavallo told the board he is retiring at the end of 2015. He said he appreciates NAPS and all it has done for the Postal Service and stressed how important NAPS is to the agency. He expressed hope that the future for NAPS and the Postal Service continues to be constructive.

Agenda Item #1

NAPS continues to hear from members in the field who are special-exempt and eligible for compensation for work over 8.5 hours. They are being informed by their managers that special-exempt employees are not entitled to additional pay for doing paperwork. What is Postal Service Headquarters' interpretation regarding additional pay for special-exempt? NAPS asked that this matter be clarified by USPS Headquarters to officials in the field.

ELM 434.144 states pay provisions for special-exempt EAS; there is a second reference about exempt receiving additional pay during Christmas. This does not impact or pertain to special-exempt. Special-exempt employees receive compensation for doing paperwork. The USPS has not changed its interpretation of ELM 434.144.

A discussion ensued that managers in the field interpret *ELM 434.144* differently; postal officials in the field are confused. Supervisors' schedules are being changed to accommodate managing Sunday operations for Amazon. NAPS needs the USPS and Amazon agreement to be successful. If the USPS does not do a good job, it will lose business. NAPS is objecting to forcing supervisors to work rather than first asking for volunteers; people need balance in their lives.

As for T-time, supervisors in some areas are given the option to work. It was stated the USPS won't fix the issue without a NAPS proposal. NAPS needs to come up with a proposal to address Sunday supervisor coverage. In the future, the USPS may go without supervisor coverage on Sunday. NAPS and the USPS need to work on relief supervisors to address Sunday Amazon coverage.

EAS employees working on Sundays add to the cost per parcel for delivery. The USPS is starting to hire more carriers to address Sunday Amazon delivery. NAPS needs to present a proposal to USPS Headquarters to address the Sunday supervisory issue for Amazon delivery.

Agenda Item #2

On July 25, 2013, the OIG issued a report that highlighted staffing needs for Human Resource Management (HRM) units and other initiatives that could impact the overall cost of managing injury compensa-

tion claims by \$85.5 million. Excluding WebESP, it now is more than a year since that report was published and there has been no action to address staffing, training and other initiatives.

Most specialists in HRM units are EAS-16, with a district HRM manager who is an EAS-20. This unit has responsibilities that include corresponding with the OIG, OWCP, physicians, injury compensation lawyers, law firms and postal attorneys. This unit also is tasked with responding to court-ordered subpoenas, as well as developing official positions for district managers and other senior postal officials to respond to congressional inquiries.

This level of internal and external responsibility is beyond the engagement of Labor Relations specialists who currently are at the district EAS-19 level, where the level of the district LR manager is an EAS-22. Compensation for Level-16 HRM employees is not commensurate with the duty requirements of the position. Will this pay disparity be addressed by the USPS?

In November 2013, USPS Organizational Effectiveness (OE) did an overall job-staffing analysis. The USPS is going to resume the analysis of district jobs; the HRM position will be part of the district review. No time frame has been established on when the district staffing analysis will take place.

Agenda Item #3

NAPS has learned some front-line

Level-17 supervisor positions in the National Print Center are fully exempt. It came up at NAPS' MINK Area convention; President Louis Atkins took it to USPS Labor Relations Specialist Bruce Nicholson, who said special-exempt was created only for certain positions and did not cover all front-line positions that directly supervised employees. To our knowledge, NAPS has not received a list of positions at the EAS-17 level who are not considered special-exempt or any more information to describe how special-exempt positions are determined.

NAPS requested information from USPS Headquarters as to which EAS-17 positions are excluded from special-exempt status. NAPS requested that the EAS-17 supervisor positions at the National Print Center be given special-exempt status because they are supervising craft employees.

NAPS received a handout that included USPS non-bargaining special-exempt position titles; special-exempt does not cover all EAS-17s. The job in question is a USPS Headquarters position on which NAPS is not consulted. It is not among production jobs that qualify for special-exempt; therefore, the position is exempt.

(The USPS handout has been posted on the NAPS website under the "Forms and Documents" sub-heading, "Positions and Vacancies.")

Agenda Item #4

In the last round of plant consolidations in 2012, there were changes in operations for facilities in Canton, Akron, Toledo and Youngstown, OH. These facilities were not included in the staff restructuring the USPS undertook in all plant operations. NAPS discussed these anomalies at a prior Executive Board meeting with postal officials in 2013; it was assured these facilities would be

reviewed and the staffing issues addressed.

As of this date, this review has not been completed. NAPS contends the staffing to either manage or operate these facilities is not consistent with operational needs. Will the Postal Service review these plant operations and determine the proper staffing for management, which includes levels and the number of craft employees that should be assigned?

USPS Headquarters is looking into the F4 calculation for these facilities.

Board members said units should get credit for people in the plant for staffing. Lakeland, Flint, Southeastern now are changing plants to Customer Service operations and not giving proper staffing, including for BMEUs. This issue will continue to grow. NAPS needs to address this issue with Chief Human Resources Officer Jeffrey Williamson to include Amazon Sunday delivery.

In addition, the Canton plant was closed in name only, but work still is being done there. There is a dock operation with mail handlers, but it is coded as an F4 operation. However, no credit is being given for these craft employees in SWCs to establish a supervisor position. This also is happening in the Flint, MI, plant, where no SWCs credit is being given for dock operations converted to Customer Service operations.

Other Board Comments

New Supervisor Program (NSP): The USPS wants NAPS to give the names of a CS, SDO and maintenance supervisor who went through the old supervisor program to go through part of the new 16-week NSP program. This will be done in the Oklahoma training facility. If you get picked as a new supervisor, you have a *Form 50* cut and you are a supervisor; there is no pass/fail

The Postal Supervisor 2014 Production Schedule

Issue	Copy Deadline*	Mails
DEC JAN 15	OCT 31 NOV 26	NOV 19 DEC 18

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

test. The idea is to compare the current NSP with the proposed 16-week program to provide feedback on improving the new program.

There need to be more adequate coaches to help make the new NSP successful. It was suggested to have a non-retired board member be tasked with going through the evaluation. In the old ASP, a supervisor could go back to craft. In the current NSP, if you do not graduate, you still are a supervisor. In the new NSP, you still are a supervisor after graduation. The USPS wants to know if the proposed training is good or needs more tweaking. An EAS employee who was in the previous NSP training now going through the new proposed NSP could provide validation.

The ideal person is one who went through the ASP and now is a coach in the current NSP program; there are a lot of good people from whom to choose. The program has changed and is all about coaching. We need to avoid having novices on this committee. The first ASP was very successful because it was managed by area offices. Accountability was lost when it was managed by districts.

To make the new NSP successful, the USPS AVP should be responsible. In the NSP program, the manager is the coach of the newly promoted supervisor. How is NAPS going to help improve the NSP? By continually coaching and developing new supervisors.

The Ghosts of Christmas Past, Present and Yet to Come

By Kevin Trayer

Michiana Area Vice President

I know it still is a little early to be making references to Christmas, but I know you all are familiar with the Charles Dickens story, "A Christmas Carol." Do you also remember the news media this past Christmas reporting the disastrous holiday shipping season FedEx and UPS experienced? The Postal Service and our competitors already are planning for the upcoming holiday season; it will be interesting to see how things work out.

A large reason for their failures could be directly linked to their decisions to downsize and hire a much larger part-time work force. But, there's another reason I am thinking about this Dickens story; let me explain.

If you've read the book or seen the movie, you know Mr. Scrooge didn't treat his employees well. Absolutely every decision he made was selfish, designed to keep everything he could for himself. We all feel sorry for the people who worked for Scrooge and couldn't believe his lack of empathy for everyone.

Only when Scrooge had a chance to see his future and realize he would be doomed if he didn't change how he viewed the world and conducted business did he change his ways. The Postal Service, too, has a chance to look at its future; we all hope it sees its plans are a disaster.

In some ways, today's Postal Ser-

vice reminds me of Dickens' story. The employees are not being treated well and decisions are being made that will hurt, not help, the Postal Service in the long run. Was the announcement to close or consolidate 82 plants a knee-jerk reaction to Congress mandating the continuance of six-day delivery?



You cannot manage any company, let alone the Postal Service, with knee-jerk decisions. Why does everyone but postal leadership understand this? We can only hope that, through congressional intervention, plans to close the plants will meet the same fate on Capitol Hill as their plans for five-day delivery.

kevintrayer@att.net

Back to the Future

Continued from page 5

Third, the future of NAPS begins today. More than 120 first-timers attended our national convention. I hope these first-timers share their convention experiences with non-members and inspire them to join NAPS. In addition, I hope they will further encourage current members who haven't been as active to get back into action with NAPS.

Finally, for those who consider themselves seasoned NAPS members, please continue to coach and mentor our convention first-timers and all new members to our association. With your counsel, encouragement

NAPS Training Calendar

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

Nov. 8-9, 2014

Conducted by: New England Area VP Cy Dumas

Location: Mohegan Sun, 1 Mohegan Sun Blvd., Uncasville, CT 06382; 888-777-7922

Hotel Rate: \$179 plus tax

Registration Fee: \$25; deadline for registration is Oct. 31; mail to NAPS NEAVP, PO Box 9101, Providence, RI 02940-9101

Training Topics: NAPS branch operations, representation skills, disciplinary case preparation, other topics TBD

Instructors: Jay Killackey and Cy Dumas

Northeast Region Training (NY/PR/VI/DE/NJ/PA)

March 27-28, 2015

Conducted by: Northeast Region VP Tommy Roma, New York Area VP Jim Warden and Mideast Area VP Hans Agliadian

Location: Marriott San Juan Resort & Stellaris Casino, 1309 Ashford Ave., San Juan, PR 00907; 787-722-7000, ext. 44

Hotel Rate: \$230, single/double

Registration Fee: \$125, includes lunch on Friday

Training Topics: Plant consolidations, future staffing procedures, DDF and other subjects

Instructors/Guest Speakers: Brian Wagner, Ivan Butts, Jim Warden; USPS: Doug Tulino, John Cavallo, Rick Uluski, Ann Mailloux and Lisa Ojeda; Scialla Associates

and support, our membership will remain active and engaged to enhance the business of NAPS.

As we get back to business, our focus must be to promote a better and brighter future for all members. This can be accomplished with sound, organizational business decisions at all levels of the NAPS organization. Let's get back to the future and prepare today for tomorrow's next generation of NAPS leaders, who will be the mentors of our *future* first-timers.

naps.bw@naps.org

Bruce Moyer

NAPS Legislative Counsel



When Congress returns to Washington, DC, on Nov. 12, following mid-term elections, it will begin a brief “lame-duck” session that will extend into the first week or two of December.

Will it Quack or Crack?

The name, “lame duck,” refers to the status of some members of Congress who, following the elections, will exercise power for only a few more weeks before leaving Congress.

More often than not, lame-duck Congresses are unproductive. They offer hope for business left hanging from earlier in the session, but the road to completion is perilously steep.

This year, hopes for passage of a new set of postal reforms await the lame-duck session. Whether those reforms reach the finish line will depend on several factors, mainly the outcome of the mid-term elections. If Republicans win enough seats to gain control of the Senate, they likely will push off action on any major legislative initiatives, including postal reform, until next year when they are the majority. If the Democrats hold on to the Senate, they may be able to secure Republican support for bipartisan results backed by their top leaders.

Whether comprehensive postal reform can pass the Senate, and then the House, during a lame-duck session will be a tall challenge. It will require strong leadership, beginning in the Senate, with pliant attention in the House. If comprehensive

reform is sidelined, there could be greater support within Congress to delay the closure of 82 mail processing plants, set to begin in January, in order to

reach final action on postal legislation next year.

In September, lawmakers refrained from including the moratorium on processing plant closures in a government catchall spending bill, set to expire on Dec. 11. They held open the possibility, however, of adding the moratorium provision to the next government funding measure in December. During the lame-duck session, Congress will either extend the catchall spending bill for at least several more months through another continuing resolution or pass an omnibus funding measure that funds the government through the rest of the fiscal year. A provision imposing a moratorium on closing the 82 processing facilities could be inserted into the temporary spending bill or the omnibus funding measure. Senate Appropriations Committee Chairman Barbara Mikulski (D-MD) is a strong supporter of a moratorium.

In the weeks leading up to the lame-duck session, NAPS will educate lawmakers on the negative impact of reductions in First-Class Mail service standards, question the cost savings attributed to the closures and encourage greater USPS effort on initiatives that generate revenue.

NAPS and NAPUS Challenge USPS in PRC Inquiry

In September, NAPS joined with NAPUS to urge the Postal Regulatory Commission (PRC) to reject the Postal Service’s suggestion that the PRC consider USPS employee benefits as unnecessary and only required by law through a filing with the PRC

in its annual inquiry into public service costs. The Postal Accountability and Enhancement Act requires the PRC to issue an annual report assessing the costs of USPS public services.

In August, the USPS advised the PRC that it considered a range of current employee benefits and activities as costly and ones it would not undertake but for the congressional mandate to provide them. It recommended the PRC consider postal employee and retiree health benefits, postal retirement benefits and MSPB and EEOC appeals as costs the USPS otherwise would not provide. The USPS also has urged Congress to trim retirement benefits made available to future-hired employees as part of comprehensive action on postal reform.

In their joint comments, NAPUS and NAPS stated, in part, “There is no suggestion ... that Congress envisioned that postal employee benefit costs, resulting from collective bargaining, management consultations or an employee appeal process, should be part of this required cost projection. In fact, Congress provided an explicit description of those activities it considered a postal ‘public service or activity.’ expenditures related to universal service, revenue foregone and law enforcement.

“Postal health and retirement benefits do not conform to the definition of a public service or activity of the character required under the statute, and the Postal Service has failed to demonstrate that the only reason it provides such benefits is because it is legally required.”

Similar sentiments in opposition to the Postal Service’s views were expressed by the National Association of Letter Carriers in comments it filed with the PRC.

brumoyer@verizon.net

NAPS Candidate Endorsements for the Nov. 4 Elections

Ivan Butts, Executive Vice President

The NAPS legislative team and members in the field have devoted considerable resources, time and energy over the past two years to achieve the election of as many pro-postal candidates to Congress as possible. We participated in hundreds of candidate events in Washington, DC, and in the field to identify congressional candidates who support a strong postal system.

As a result, NAPS Headquarters used its SPAC resources to contribute to the election or re-election of a broad array of candidates for the House and Senate. The list below comprises candidates whom NAPS has supported during the current election

cycle with the contribution of SPAC funds to their campaigns.

Our list of candidates supported through SPAC includes candidates in competitive races, as well as candidates who have been longtime friends. Our decision-making on which candidates to support included a review of candidate and voting records and candidate interviews, questionnaires and support of postal policies and legislation favored by NAPS. In addition, the input of our NAPS state and branch officials was solicited and taken into account.

NAPS also supports the candidates of many incumbent lawmakers with whom NAPS has enjoyed favor-

able relationships in the past. The fact these incumbents have not received SPAC financial support in this cycle does not negate NAPS' broader support for their re-election. While NAPS would like to support every current and future ally it has in Congress, SPAC funds are limited; tough choices must be made in the pursuit of expanding NAPS' influence in Washington.

This list is current as of Sept. 18, 2014; additional candidates may be added by Election Day on Nov. 4. We urge all NAPS members in the respective congressional districts and states to vote for and support the following candidates:

State	Chamber	District	Candidate	Incumbent
AK	S	Senate	Begich, Mark	Yes
AR	S	Senate	Pryor, Mark	Yes
AR	H	2	Hays, Patrick	No
AZ	H	1	Kirkpatrick, Ann	Yes
AZ	H	2	Barber, Ron	Yes
AZ	H	3	Grijalva, Raul	Yes
CA	H	12	Pelosi, Nancy	Yes
CA	H	14	Speier, Jackie	Yes
CA	H	21	Renteria, Amanda	No
CA	H	24	Capps, Lois	Yes
CA	H	28	Schiff, Adam	Yes
CA	H	29	Cardenas, Tony	Yes
CA	H	30	Sherman, Brad	Yes
CA	H	31	Aguilar, Pete	No
CA	H	34	Becerra, Xavier	Yes
CA	H	38	Sanchez, Linda	Yes
CA	H	41	Takano, Mark	Yes
CA	H	46	Sanchez, Loretta	Yes

State	Chamber	District	Candidate	Incumbent
CA	H	52	Peters, Scott	Yes
CO	S	Senate	Udall, Mark	Yes
CO	H	7	Perlmutter, Ed	Yes
CT	H	3	DeLauro, Rosa	Yes
CT	H	4	Himes, Jim	Yes
DC	H	at-large	Norton, Eleanor	Yes
DE	S	Senate	Coons, Chris	Yes
FL	H	9	Grayson, Alan	Yes
FL	H	14	Castor, Kathy	Yes
FL	H	18	Murphy, Patrick	Yes
FL	H	22	Frankel, Lois	Yes
FL	H	20	Hastings, Alcee	Yes
FL	H	24	Wilson, Frederica	Yes
FL	H	26	Garcia, Joe	Yes
GA	S	Senate	Nunn, Michelle	No
HI	S	Senate	Schatz, Brian	Yes
HI	H	1	Takai, Mark	No
HI	H	2	Gabbard, Tulsi	Yes

State	Chamber	District	Candidate	Incumbent
IA	S	Senate	Braley, Bruce	No
IA	H	1	Murphy, Patrick	No
IA	H	3	Appel, Staci	No
IL	S	Senate	Durbin, Richard	Yes
IL	H	2	Kelly, Robin	Yes
IL	H	7	Davis, Danny	Yes
IL	H	8	Duckworth, Tammy	Yes
IL	H	10	Schneider, Brad	Yes
IL	H	12	Enyart, William	Yes
IL	H	13	Callis, Ann	No
IL	H	17	Bustos, Cheri	Yes
IL	H	18	Schock, Aaron	Yes
KY	S	Senate	Grimes, Alison	No
LA	S	Senate	Landrieu, Mary	Yes
MA	S	Senate	Markey, Edward	Yes
MA	H	4	Kennedy, Joseph	Yes
MA	H	5	Clark, Katherine	Yes
MA	H	7	Capuano, Michael	Yes
MA	H	8	Lynch, Stephen	Yes
MA	H	9	Keating, William	Yes
MD	H	5	Hoyer, Steny	Yes
MD	H	7	Cummings, Elijah	Yes
MD	H	8	Van Hollen, Chris	Yes
ME	S	Senate	Collins, Susan	Yes
ME	H	2	Cain, Emily	No
MI	S	Senate	Peters, Gary	No
MI	H	1	Cannon, Jerry	No
MI	H	5	Kildee, Dan	Yes
MI	H	9	Levin, Sander	Yes
MI	H	14	Lawrence, Brenda	No
MN	S	Senate	Franken, Al	Yes
MO	H	1	Clay, William Lacy	Yes
MO	H	6	Graves, Sam	Yes
NC	S	Senate	Hagan, Kay	Yes
NH	S	Senate	Shaheen, Jeanne	Yes
NH	H	1	Shea-Porter, Carol	Yes
NH	H	2	Kuster, Annie	Yes
NJ	S	Senate	Booker, Cory	Yes
NJ	H	1	Norcross, Donald	No
NJ	H	2	LoBiondo, Frank	Yes
NJ	H	3	Belgard, Aimee	No
NJ	H	6	Pallone, Frank	Yes
NJ	H	8	Sires, Albio	Yes

State	Chamber	District	Candidate	Incumbent
NJ	H	9	Pascrell, Bill	Yes
NJ	H	10	Payne, Donald	Yes
NM	S	Senate	Udall, Tom	Yes
NM	H	1	Lujan Grisham, Michelle	Yes
NV	H	3	Bilbray, Erin	No
NV	H	4	Horsford, Steven	Yes
NY	H	1	Bishop, Timothy	Yes
NY	H	2	King, Pete	Yes
NY	H	3	Israel, Steve	Yes
NY	H	4	Rice, Kathleen	Yes
NY	H	8	Jeffries, Hakeem	Yes
NY	H	11	Recchia, Domenic	No
NY	H	12	Maloney, Carolyn	Yes
NY	H	14	Crowley, Joseph	Yes
NY	H	15	Serrano, Jose	Yes
NY	H	16	Engel, Eliot	Yes
NY	H	18	Maloney, Sean Patrick	Yes
NY	H	19	Gibson, Chris	Yes
NY	H	20	Tonko, Paul	Yes
NY	H	24	Maffei, Daniel	Yes
NY	H	25	Slaughter, Louise	Yes
OH	H	14	Joyce, Dave	Yes
OR	S	Senate	Merkley, Jeff	Yes
OR	H	4	DeFazio, Peter	Yes
PA	H	7	Meehan, Patrick	Yes
PA	H	17	Cartwright, Matthew	Yes
RI	S	Senate	Reed, Jack	Yes
RI	H	2	Langevin, Jim	Yes
SC	H	6	Clyburn, James	Yes
VA	H	1	Wittman, Robert	Yes
VA	H	3	Scott, Bobby	Yes
VA	H	8	Beyer, Donald	Yes
VA	H	10	Foust, John	No
VA	H	11	Connolly, Gerry	Yes
VT	H	at-large	Welch, Peter	Yes
WA	H	1	DelBene, Suzan	Yes
WA	H	6	Kilmer, Derek	Yes
WA	H	10	Heck, Denny	Yes
WI	H	2	Pocan, Mark	Yes
WI	H	3	Kind, Ron	Yes
WV	S	Senate	Tennant, Natalie	No
WV	H	2	Casey, Nick	No
WV	H	3	Rahall, Nick	Yes

Thanks for a Great Convention!

NAPS delegates send a big “thanks!” to Mo Twomey Branch 159 and the other California branches who made our 64th National Convention such a success. Branch 159 President and Convention Chair Bridget Evans and her committee—Stephnia Campbell, Nancy Boisvert, Mike Boisvert, Jonathan Edwards Jr., Pearlie Bogan, Frances Meana, Ernie Salus, Heather Odell, Gladys Anderson, Ella Francisco and Daryl Francisco—warmly welcomed NAPS members to beautiful San Diego. Their hard work ensured everything ran smoothly during convention week. It was a wonderful experience for the more than 1,300 delegates who came together and worked to make our organization the best it can be.





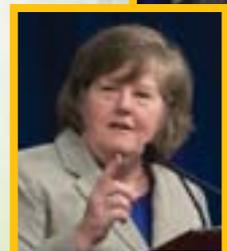
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- 22** Opening Ceremony
- 27** Monday Business Session
 - 27** Jeffrey Williamson, USPS chief Human Resources officer
 - 28** Dan Adame, assistant postal inspector-in-charge
 - 28** Tony Leonardi, NAPUS president
- 33** Tuesday Morning Business Session
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Convention coverage by **Karen Young**, NAPS editor; photos by **Dave Scavone** and **Bob Stevens**; design by **Christopher Smith**

Convention coverage of the National Auxiliary will be in the December 2014 issue of The Postal Supervisor.



Sunday, Aug. 24

First-Timers Get a Convention Preview

On Sunday afternoon, 100-plus first-time delegates got their official welcome to the NAPS convention. President Louis Atkins explained the intent of the session was to familiarize everyone with the week's events. "It's time to speak up for the members you represent," he declared. He encouraged the first-timers to take their enthusiasm back to their branches and co-workers.

Executive Vice President Jay Killackey reminisced that he was a first-timer 30 years ago. "You're among friends," he told the delegates. "And don't be afraid to ask questions; get the most you can out of this convention."

Secretary/Treasurer Brian Wagner pointed out everyone is family—only as strong as the

people who show their support and attend NAPS meetings. He encouraged first-timers to attend the 2016 national convention and bring a first-timer with them. NAPS Executive Board members also were on hand to introduce themselves.

Parliamentarian Bruce Bishop introduced himself, saying his philosophy is that NAPS belongs to the members; his role is to provide parliamentary advice and counsel to the NAPS officers. "I am here to ensure your business





President Louis Atkins

sessions runs legally, effectively and efficiently,” he explained. He said it was an honor to be serving as parliamentarian this week.

Ken Bunch, vice president of Branch 23, Detroit, and chair of the Constitution & Bylaws Committee, offered some advice regarding commu-



nication. It begins by being an active listener.

He reminded delegates they are representing their branches and it is important to think about and plan what they want to say. “What is the value? What are you bringing to the





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discussion?" he asked. It's also important to be clear in your message.

Bunch told the first-timers they will meet a lot of people this week and it will be important to follow up when they get back home. NAPS members network with each other at the convention and the information gained will help members when they return home.

He stressed everyone should read the convention rules and understand what is being proposed in the resolutions; a good delegate is prepared. "Always be courteous," he exhorted,

"and be proud to be a first-timer."

Luther Manuel, Branch 548, New Jersey, dubbed by some as NAPS' "internal parliamentarian," said

**Secretary/Treasurer
Brian Wagner**



Executive Vice President Jay Killackey

that "Robert's Rules of Order Newly Revised, 11th edition," is the bible. It forces the rule of the majority, but protects the rights of the minority.

He told first-timers the most important thing is for them to pay attention. "You are here to represent your branch," he emphasized. Manuel said to not be afraid to fail; stand up





Parliamentarian Bruce Bishop

and ask questions. "Don't be mad at someone for trying," he added. "It's important to be active and involved."

Bishop assured first-timers that parliamentary procedure is not designed to be intimidating. "Majority rules," he explained, "but you have to hear from the minority." It is a system of rules to maintain order in making decisions.

Atkins reiterated to delegates, "We will help each other out. We are family and we will make NAPS a better organization."

Constitution & Bylaws Committee Chair Ken Bunch

Luther Manuel, Branch 548, NJ



Welcome Dance

Mo Twomey Branch 159 welcomed delegates to San Diego by hosting a dance for NAPS members Sunday evening.





Monday, Aug. 25

Delegates Welcomed for Action-Packed

Branch 159 President and Convention Chair Bridget Evans called the convention to order Monday morning. The amazing musicians of Navy Band Southwest's Brass Quintet performed a selection of patriotic music for delegates' enjoyment. Linda Thomas, San Francisco Branch 88 vice president, absolutely wowed everyone with her beautiful rendition of the national anthem.

Dean Granholm, Pacific Area vice president of Operations, assured everyone that, despite some postal buildings sustaining serious damage from the 6.0 earthquake in the Napa Valley on Sunday,

Convention Chair Bridget Evans got events under way Monday morning.

there were no serious injuries among postal employees.

He gave an overview of the latest initiatives in the Pacific Area, stressing that collaboration yields the best ideas. He talked about the explosion in



Navy Band Southwest's Brass Quintet



to San Diego Convention Week

packages—First-Class has increased 33 percent; Priority has increased 22 percent. There is great opportunity for revenue growth with packages.

James Olson, San Diego District manager, welcomed everyone to San Diego and offered an overview of the local sites and attractions. He invited anyone interested to come join his team in San Diego.

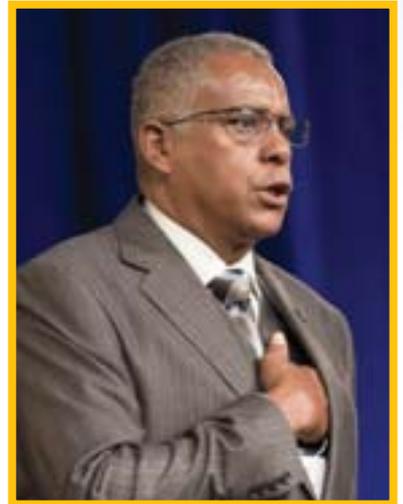
The morning's keynote speaker, Greg Gray, gave a lively, invigorating session on "Why people aren't doing what you want them to do ... and what

Linda Thomas, Branch 88 vice president, received a standing ovation after singing "The Star-Spangled Banner."



Dr. Kimberly Joy Bogan, associate dean at San Diego's Point Loma Nazarene University, gave the invocation.

Daryl Francisco, Branch 159, led everyone in the Pledge of Allegiance.



you can do about it." He acknowledged that even if you have the heart to be a leader, you still need a leader's toolbox to be effective.

He discussed 14 reasons, with related



Convention Publicity/Auxiliary Co-Chair Nancy Boisvert recited a poem to honor NAPS' members who had died since the 2012 National Convention.



NAPS 64th National Convention

strategies, to get supervisors thinking about how they can better deal with their employees. His fast-paced, humorous presentation engaged the audience, who easily related to the reasons he raised as to why people don't do

what you want them to. For example, they don't know how to do it. The strategy he suggested as a solution was to offer training; you must identify a skill—not will—deficit. Another reason was people don't know what to do; you must communicate crystal-clear expectations.

Gray's presentation soon will be available on NAPS' website so it can be shared with everyone. "When people aren't doing what you want them to do," he declared, "there's a



Dean Granholm, USPS Pacific Area vice president

lot you *can* do about it!"

Sharon Mathews, NAPS Auxiliary president, told delegates it was good to see them in San Diego. She encouraged everyone to ask their spouse or family member to join the Auxiliary

and work together in pursuing NAPS' goals.

Bridget recognized her fellow branch members and those from other California branches who helped organize the convention. They came down the aisles with beach balls to Jan and Dean's "Surf City" playing. After promising delegates one of the best conventions ever, she handed the official gavel over to President Louis Atkins. It was a rousing start to what promised to be a great and very busy convention week.

James Olson, USPS San Diego District manager





Pacific Area Vice President Dean Granholm and NAPS members

Keynote speaker Greg Gray, founder and president of Renaissance Unlimited, Inc., Atlanta



Greg Gray easily connected with his audience when explaining “why people aren’t doing what you want them to do!”





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**Auxiliary President Sharon
Mathews**

**Branch 159 President Bridget Evans
handed the gavel to President Louis
Atkins to officially start the convention.**



Convention delegates got a warm Surf City welcome from the host and other California branches.



Speakers Discuss Challenges Facing Managers

Jeffrey Williamson, USPS chief Human Resources officer and executive vice president, told delegates this was the first opportunity he had to attend a NAPS convention and talk about what

is happening in Human Resources. “I have one simple goal,” he said, “which is to improve the employee experience. We talk about being customer focused and the customer experience. For me, you’re my customers—every employee in the USPS.”

Williamson said he wants to ensure everything HR does has a positive impact on everyone’s experience as an employee. And, ultimately, that will have a positive impact on customers’ experiences. In order to stay competitive, the customer experience must be improved.

It’s imperative to have the right resources in the right place at the right time. Also, changes have been made to dramatically speed up the hiring process without losing quality. And there is a problem with training; he said one of his top priorities is to address training at all levels of the organization. A new supervisor program will roll out in October

that will reinstitute a classroom component. “There’s nothing like bringing people together,” he said.

Another issue he wants to focus on is retention—how to encourage the right people to go into the right



**USPS Chief Human Resources Officer
Jeffrey Williamson**



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positions, then keep them and build the culture for people to follow behind and build a healthy organization with less turnover.

“The world and our business are changing quicker than ever,” he declared. “The more we can put ourselves into individual customer’s and employee’s shoes and see what impact we have on them, the better we can design solutions. And if we’re successful, we’ll continue to have a vibrant Postal Service.”

Dan Adame, assistant postal inspector-in-charge, Dangerous Mail Investigations, talked about security and how it affects everyone,

Assistant Postal Inspector-in-Charge Dan Adame



every day, in every operational level. “We want to ensure you are safe and secure in your working environment,” he pledged.

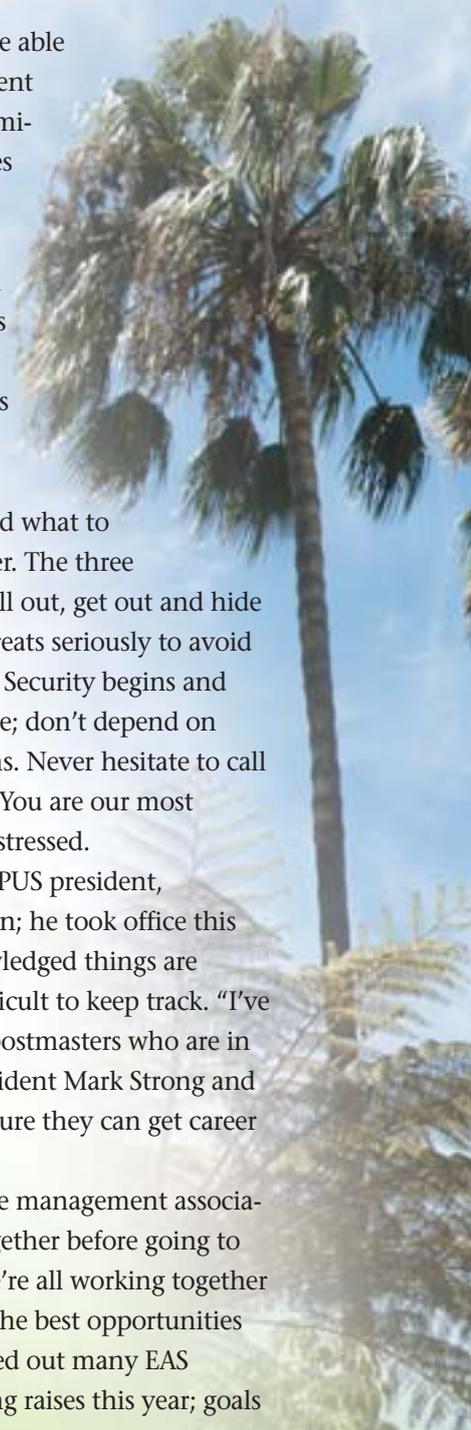
The Inspection Service works to ensure the security of employees, the mail itself and the USPS brand; it is pervasive in everything the agency does. He stressed the importance of always being security-minded—at home and at work.

Employees should be able to work in an environment free from harm and intimidation; ensure employees are creating a positive work environment. “If you’re not sure about an employee’s or customer’s erratic behavior, report it!” he urged. And always challenge anyone not wearing an ID badge.

Adame also discussed what to do with an active shooter. The three main directives are to call out, get out and hide out. “Always treat all threats seriously to avoid being a victim,” he said. Security begins and ends with each employee; don’t depend on others to report problems. Never hesitate to call the Inspection Service. “You are our most important delivery,” he stressed.

Tony Leonardi, NAPUS president, addressed the convention; he took office this past January. He acknowledged things are changing so fast, it’s difficult to keep track. “I’ve had to deal with 3,000 postmasters who are in harm’s way; League President Mark Strong and I have worked to make sure they can get career positions,” he said.

He told delegates the management associations work and meet together before going to USPS Headquarters. “We’re all working together to try and put together the best opportunities for everyone.” He pointed out many EAS employees are not getting raises this year; goals



are almost impossible to achieve, as well as weather and closed facilities affecting goals. “We’re aware of these issues and working on them to make sure everyone has a fair opportunity to get a raise,” he said.

Leonardi questioned whether the Postal Service’s intent to close or consolidate 82 plants ultimately will hurt the agency by increasing volume and hurting service. He told delegates he knows they understand the issues—they care.

Decisions are made because the Postal Service wants to save money in a way in which it has control.

He said the USPS is making these

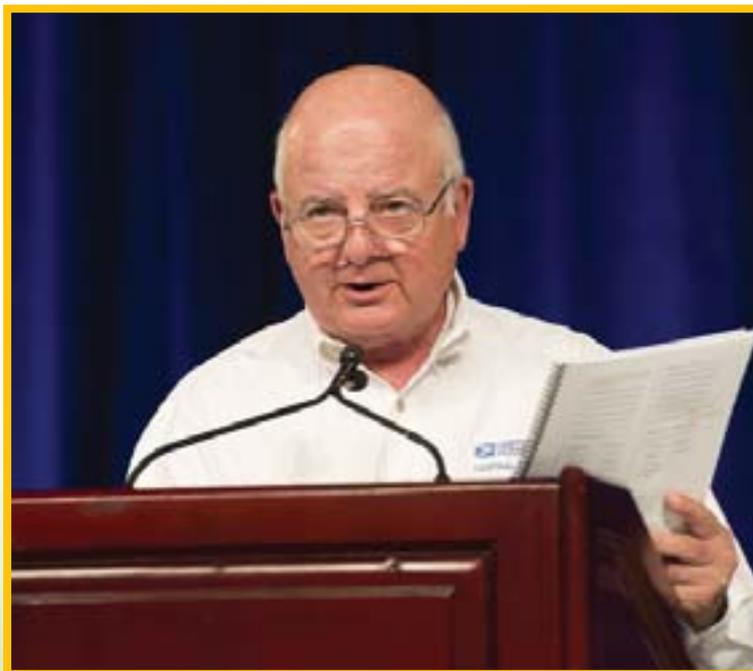


NAPUS President Tony Leonardi

decisions because of Congress’ inability to pass constructive postal reform. He pledged to work closely with NAPS in an effort to make Congress act in order to take some of the financial burden off the Postal Service. “When we take away the financial crisis, it will make it better for all of us,” he declared. “We will work together and pool our resources to actually get results.”



Constitution & Bylaws Chair Ken Bunch (left) and Assistant Chair Rich Caruso gave the first reading of resolutions under their committee’s auspices.





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Rules Committee Chair Ann Konish stands by while Parliamentarian Bruce Bishop responds to a delegate's question.



Golf Tournament Co-Chair Heather Odell reported on the results from Sunday's tournament: 1st place, Branch 131—Mark Ott, Steve Ochs, Robert Daggs and Vince Featherson; 2nd place, Branch 159—Jun Calalay, Andy Rickey, Jack Rickey and Rod Varias; 3rd place, Branches 157 and 183—Frank Broadnax, Skip Corley, Mike Fields and William Taylor; 4th place, Branches 941 and 554—Darryl Williams, Lance Williams, Tom Brown and Jason Lehman.



A Good Time Had by All

Convention week was not all work. Monday evening, NAPS members attended the Delegates' Welcome Reception, which included complimentary food and beverages. Entertainment was provided by the surf and beach band, Instant Replay.





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Tuesday, Aug. 26

Tuesday Speakers

L league President **Mark Strong** told convention delegates Tuesday morning that he can't take Congress seriously. "Can you imagine if you did your job in the manner Congress does its job?" he asked. "Our representatives have failed miserably at representing this country with open arms and minds."

And the game goes on, offering piecemeal parts of legislation to help solve the Postal Service's financial crisis. One bit of good news is that more than 50 senators have signed a letter to stop the closure and consolidation of the proposed 82 plants for one year. But this is an election year and hopes for anything happening continue to dim. "Without legislation," Strong said, "we're in the same boat tomorrow as we're in today."

He said the three management associations have worked through very tough times and continually face challenges—especially in legislation. They continue to work closely together



League President Mark Strong

to get the best outcome possible.

The Postal Service keeps moving along and is having a good year, although issues with NPA continue. "After three years of giving all we can," he said, "seeing some return on those efforts needs to be addressed. Goals may be out

of line and circumstances beyond our control; regardless, there need to be answers to the pay process because the long-term effects are beginning to wear on postmasters, supervisors and managers."

On the bright side, Standard Mail has increased and packages continue to grow, service scores are up and the agency is looking at new areas of growth. "We

Sergeants-at-Arms Bernice Scriven (left) and Kathy Bodnar passed out the *Daily Newsletter* and 2016 convention cities comparison.



Prescott Butler, Robert L. Towns Branch 327, New Jersey, gave the invocation.



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do have a bright future,” he stressed. “The organization needs to get its arms around those issues impacting the work environment, get them fixed and move on.

“We continue to work together to make a better place for all of us to finish our careers and those

behind us to have the same opportunities we had. The League, NAPUS and NAPS will continue to work together to make sure we exist today, tomorrow and well into the future.”

John Cavallo, manager, USPS Labor Relations Policy Administration, who works closely with NAPS on consultative issues, addressed delegates; he is retiring at the end of 2015. Cavallo expressed his admiration for supervisors. “I am most impressed with the loyalty and dedicated commitment of supervisors who work with all they have, every day, to get the job done, even when that loyalty seems to be a one-way street,” he



Labor Relations Policy Administration Manager John Cavallo

observed. “Don’t let other people sell you short and don’t let anyone discourage you from doing the best you can within your power to make it better. I hope you also hope to lead—not to boss—and hope to find the Postal Service does the same for all supervisors.”

Postmaster General **Patrick Donahoe** told NAPS members Tuesday afternoon it was great to see them in beautiful San Diego and spend time with them—the people who truly make things happen in the Postal Service.

He said it’s nothing short of incredible what the USPS has been able to implement considering the changes it has gone through the past five or six years. “You deserve tremendous gratification from our customers and the American public, from a leadership standpoint, as we’ve gone through plant consolidations, changes in delivery routes, POSTPlan



and retail changes and, at the same time, being able to start growing the business (50 percent growth in packages in the past four years), new scanning equipment—we've been able to move the organization in a very positive direction and it's been you who has made it happen," he declared.

Donahoe noted the door has opened for the package business; the USPS is very focused on not dropping the ball and missing out. Sunday delivery for Amazon is up, as well as Priority in some areas. The goal is to advance the organization to truly be a seven-day service organization.

Mail continues to be a mixed bag; declines continue in First-Class. The loss of 60 percent of First-Class volume

**Postmaster General
Patrick Donahoe**



The PMG got a warm reception from NAPS members.



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puts tremendous pressure on everything in the organization. And it is expected to continue to drop.

Commercial First-Class has stabilized; that effort will continue. Advertising Standard should see the third year in a row in growth and connections have been made with customers. The mailbox still is the most direct way to get in front of customers' eyes.

From the cost side, there has been a substantial decrease in the head count; there are fewer routes and POSTPlan will be finished at the end of the year. The one final change is the next round of closing and consolidating processing facilities. The PMG pledged there will be landing spots—no layoffs.

Despite being an optimist, Donahoe said he is not confident postal reform will be passed;



the issues continue to drag out, causing long-term costs to increase. The agency needs to purchase new vehicles and sorting equipment—it's extremely overdue. "We cannot run an organization efficiently and provide reliable service to customers when these big issues continue to be pushed back," he said. "In order to compete



in the package business, you've got to be the best at everything you do."

From the customer front, great strides have been made in the customer experience. Care centers have opened and they are doing an excellent job, which helps from a customer perspective. For the first time, the USPS has a good handle on what customers are saying and how to respond to it. He credited management and supervision at these sites for

doing a tremendous job in acquiring this valuable information.

Donahoe expressed frustration with the lack of legislation, pointing out the health benefits issue should have been resolved, which would then allow the agency to

focus on growth. "We still need to address six-day delivery," he said. "The future of this organization will be seven-day packages and five-day delivery. This way, people can work hard to keep the volume up, but, to say it should never change is not a good responsive way to look at things." Implementing price changes on a

The Resolutions Committee gave its first reading Tuesday afternoon. From left: Nancy Wesley, assistant chair; June-marie Brandt, secretary; and Bernie McCarthy, chair.

permanent basis was something else needed.

There also needs to be flexibility in products and prices, which would allow the USPS to get into things that can generate revenue. "This is why it is so critical to get legislation done," he urged. But, with all the other issues going on, it is hard to have any confidence Congress will deal with the Postal Service's problems.

Looking to the future, there are opportunities in the package business. "But we can't limit ourselves," Donahoe advised. The agency is looking at some interesting things; the way the country continues to move digitally, the USPS sees opportunities. "We need to figure out how to take advantage of the infrastructure we have to grow in the future," he said. "Fill in the blanks for your employees so people know exactly where we need to be to have a strong future."





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**Executive Vice President
Jay Killackey**



**Secretary/Treasurer
Brian Wagner**



SPAC Walkathon

The third annual National Convention SPAC Walkathon Thursday morning, organized by Ann Strickland, Branch 146, Miami, was a success! Ann thanked her assistants: Patti Lynn, Carolyn Williams, Belinda Gilbert, Jennifer Quinlan and Lorraine Jimenez. She also thanked Dillard Financial, which provided the event T-shirts.

Seventy walkers participated; more than \$5,000 was raised for SPAC. Special recognition was given to "Texas Bob" Bradford, Branch 203, who raised \$1,655; and Deborah Klibanoff, Branch 120, who raised \$705.



Another successful SPAC Walkathon was organized by Ann Strickland.



**Bob Bradford,
with resident offi-
cers, raised \$1,655
for SPAC.**



**Deborah Klibanoff
raised \$705 for SPAC.**

