

the Postal Supervisor

February 2015

**New Congress
Brings New
Opportunities
and Challenges**

2015 LTS

March 8-11



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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.

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

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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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A Strong Year for NAPS and the USPS

As we move into 2015, we have a lot of unfinished business left from 2014 that is going to become part of this year's agenda. We have made progress on a lot of fronts, but are again hitting the ground running to ensure 2015 will be successful for NAPS members.

In December, we worked with the Postal Service to secure a 1 percent pay increase for EAS employees who

fell into FY 2014 Pay-for-Performance boxes 2 and 3. We will be consulting with the Postal Service to make this change permanent as it more accurately reflects actual working conditions in the field.

This is just one aspect of our efforts to correct the discrepancies with EAS employees' pay. As we start preparing for the next round of pay talks, we will be looking to secure an across-the-board pay increase for EAS employees so they

are properly compensated for their efforts. We also will work toward restoring incentives for talented employees to consider when moving into management as a means of upward mobility.

In addition to securing enhanced pay, we are working to decrease the number of EAS vacancies. As we all know, the holiday season was stressful—but successful—as our members were pushed to the limit with increased demand for postal products and the continued pressures created by our new partnership with Amazon. New Amazon business is good news for the USPS when it comes to generating revenue, but it certainly taxes the work force, especially considering there are more than 4,000 EAS vacancies waiting to be filled.

Our customers must continue to be confident we can maintain the high level of service to which they have become accustomed. Considering that packages and parcels will make up an even greater portion of our business, we will be working with the Postal Service to expedite filling these vacancies so the agency is

as fully staffed as possible.

While the Postal Service is excelling at generating more revenue, Congress is jeopardizing the Postal Service's long-term stability. Lawmakers, for a variety of reasons, have failed to pass postal reform. Now, with a Republican-controlled House and Senate, the future of postal reform is more uncertain.

In addition, the Senate failed to confirm new members of the USPS Board of Governors; as a result, the board is operating under emergency authority in order to conduct basic business. The fact the Senate cannot get its act together to conduct simple, non-partisan business is appalling. It is our hope this issue can be settled early in the new Congress.

The USPS is moving forward with its plans to close several processing facilities as part of its network optimization plan. NAPS requested the Postal Regulatory Commission (PRC) reopen its inquiry into plant closures, citing the impact on the speed of mail delivery that wasn't properly understood until just recently. The PRC denied NAPS' request, claiming there was no basis to reopen any such inquiry, but invited NAPS to take part in the oversight process. NAPS will continue to highlight the need to place a hold on plant closures, especially in light of the additional demands being placed on the Postal Service.

It is my belief 2015 will be a strong year for NAPS and the Postal Service. We have a lot of challenges facing us, but, if we wage a united effort, I have no doubt we will be able to overcome these challenges.

naps.la@naps.org

The Postal Supervisor 2015 Production Schedule

Issue	Copy Deadline*	Mails
MAR	JAN 23	FEB 12
APR	FEB 18	MAR 10
MAY	MAR 18	APR 9
JUNE	APR 22	MAY 12
JULY	MAY 22	JUNE 11
AUG	JUNE 15	JULY 6
SEPT	JULY 13	AUG 7
OCT	AUG 20	SEPT 15
NOV	SEPT 30	OCT 21
DEC	OCT 28	NOV 18
JAN 16	NOV 24	DEC 14

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



Louis Atkins
President

The Slow Turn of Progress

Human progress is neither automatic nor inevitable. ... Every step toward the goal of justice requires sacrifice, suffering and struggle; the tireless exertions and passionate concern of dedicated individuals." This quote from Martin Luther King Jr. is a good description of the efforts NAPS continues to make in advocating for its members in the PFP process.



Ivan D. Butts
Executive Vice President

In conjunction with discussions with the management associations, the Postal Service decided to give a 1 percent pay increase to all EAS employees who finished their 2014 NPA in cell blocks 2 and 3. Although NAPS voiced its desire to see corporate mitigations, which would have put EAS employees in at least the contributor level of PFP, this final agency decision guarantees that all EAS employees will receive a PFP in-

crease for FY 2014.

NAPS also voiced its wish that the 1 percent raise be applied across the board for all EAS employees, similar to what President Obama accomplished with

his Dec. 19 Executive Order of a 1 percent raise for all federal employees who were not scheduled to receive a pay increase. This was only federal employees' second mandatory wage increase in the past five years. This was the second year President Obama provided a raise for the federal work force after a three-year pay freeze.

Postal Service EAS employees have had a pay freeze since FY 2010. In FY 2013, the agency broke that freeze with a 1 percent increase that was similar to, but not in accordance with, what President Obama ordered for federal employees in FY 2013. The pay freeze for Postal Service EAS employees ended, as scheduled, in FY 2014 with the return of PFP. However, we also experienced some of the worst weather events in recent years, which we believe warranted corporate mitigation. This type of mitigation never has been considered in prior PFP years.

Ultimately, NAPS was not able to win what every hard-working EAS employee deserves: a PFP payout commensurate with the effort and sacrifices they have made the past four years; their salaries have fallen behind due to inflation and rising cost-of-living expenses. However, we were able to ensure everyone received some increase for FY 2014.

As we move forward, we will continue to voice the need for senior USPS executives to fulfill the requirement to provide compensation, working conditions and career opportunities that will ensure the attraction and retention of qualified and capable supervisory and other managerial personnel.

In solidarity ...

naps.ib@naps.org



The NAPS legislative team attended a reception Jan. 6 honoring Sen. Cory Booker (D-NJ) after he was sworn in for a full term. From left: NAPS Legislative Counsel Bruce Moyer, Executive Vice President Ivan Butts, Booker and PAC Manager and Legislative Representative Elliot Friedman.

NAPS Legislative Counsel Bruce Moyer (left) and Executive Vice President Ivan Butts (right) also attended Rep. Brendan F. Boyle's (D-PA) swearing-in reception.



National Association of Postal Supervisors

Vince Palladino Memorial

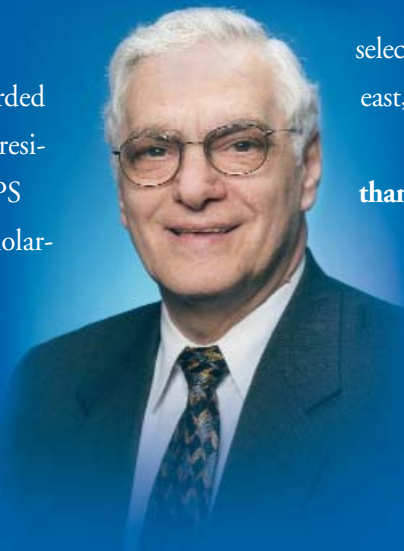
Student Scholarships

2015 Official Application Form

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

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

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



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

This application must be received no later than July 31, 2015, at the address provided below.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the November 2015 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 2015. Scholarships may be used to pay expenses in the student's current or following semester.

Student's name (please PRINT legibly)

Major course of study

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

City and state of the college or university

NAPS member's name

NAPS member's branch number

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

NAPS member's PO box/street address

City

State

ZIP+4

**Applications must
be received at
NAPS Headquarters
no later than
July 31, 2015**

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

Don't Go Hoard Wild

Now that the New Year's excitement is behind us, you may be getting excited about filing your personal income taxes, or maybe not. Throughout the past calendar year, in preparation for this year's tax season, you probably started keeping every medical, prescription and sales receipt, canceled checks, monthly bank records and copies of investment statements just to make sure you had

everything possible to make filing your taxes less, well, taxing. Let's hope so.

However, this article is not about the individual hoarding of receipts and documents for the past year to prepare for the tax season, nor is it about reminding branches to file annual income taxes, but don't forget to do so. I want to shed some light on branch record-keeping and, in some cases, not keeping.

When there is any change in branch officers, the

former officers are to turn over branch records to the new officers as stated in the oath of office they took. That section of the oath states, "I promise to protect all records, property and funds coming into my custody and to turn them over to my successor when he or she is elected."

Specifically, many NAPS branches may be storing or, in some cases hoarding, every branch-related receipt, financial document, invoice, voucher and general correspondence for years because former and current branch officers have no idea what to do with all these documents. However, the answer is very simple.

To avoid going "hoard wild" on keeping every branch document ever received or generated, on page 22 of our *NAPS Officers Training Manual (OTM)*, there is a list of branch and IRS documents that must be kept permanently and what is to be kept for only a set number of years. You may access our OTM via the NAPS website at www.naps.org. Below is the list I reference: "Suggested Retention Period for Branch Records."

The legend on this OTM retention list is very sim-



Brian Wagner
Secretary/Treasurer

Suggested Retention Period for Branch Records

KEY

P means that the records are kept permanently. If the branch does not have a permanent headquarters in which its files may be stored, these records must be transferred from the outgoing officer to the incoming after each election.

3-10 means the number of years.

Item	Suggested Retention Period
Annual financial reports	P
Audit reports	P
Bank deposit slips	3
Bank reconciliations	3
Bank statements	7
Budgets	3
Bylaws	P
Charter	P
Check ledger	P
Checks paid and canceled	7
Correspondence:	
Accounting	5
General	3
Legal	P
Deposit slip copies	3
Depreciation schedules	7
Equipment leases (after expiration)	6
Financial reports:	
Audited	P
Annual	P
Interim	3
IRS determination letter for nonprofit status of the branch	P

Item	Suggested Retention Period
IRS tax ID number	P
Invoices (issued or received)	7
Leases	7
Ledgers and journals:	
Accounts payable ledger	7
Accounts receivable ledger	7
Cash journal	P
Voucher journal	10
Minute books	P
Payroll records	7
Personnel files, terminated	3
Petty cash records	7
Purchase invoices	7
Tax correspondence	P
Tax records (including worksheets, bills and statements, etc.)	P
Income	P
Personal property	P
Travel records (employee, officer)	7
Uncollectible accounts records	7

ple. If the document description is coded with a letter "P" under the suggested retention period column, keep this document permanently. I suggest you make a separate file for these documents and ensure it is marked to keep permanently. Basically, hoard it.

As for documents with an assigned number under the suggested retention period, retain those documents for that number of years, then dispose of them. I also suggest you make files for these documents and note on each file the date it can be disposed of in accordance with the retention list.

When the time comes to dispose of non-permanent documents, if they contain personal or financial information, the branch president should appoint a branch committee to shred the documents. In some cases, the branch could make a motion to hire a professional and reputable shredding company to handle this action. There is a cost to having a company shred your documents. However, the value of avoiding having your branch information fall into the wrong hands is priceless.

At the start of each new calendar year or branch fiscal year, whatever you decide, I suggest a branch review its records and purge any dated information or material within the guidelines of the IRS, legal requirements or local branch policies. NAPS Headquarters also follows the same retention list in our *OTM*. Remember, your branch does not have to emulate the National Archives in Washington, DC, and keep every document—just the required ones.

Hoarding isn't all bad. I encourage you to put a "P" next to the name of each member on your DCO. Without a doubt, the hoarding of membership is—priceless.

naps.bw@naps.org

NAPS 2015 Legislative Training Seminar

This is a reference for the order of events; all times are tentative and may change between now and the conference.

Sunday, March 8

9 a.m. – 6 p.m.
Registration

9 a.m. – noon
NAPS Secretary/Treasurer Training (registration in meeting room)

2 – 3 p.m.
Non-Denominational Worship Service

3 – 4 p.m.
First-Timers' Orientation

4:30 – 6 p.m.
Town Hall with the Resident Officers

6:30 – 8:30 p.m.
State Legislative Chairs Dinner

Monday, March 9

6:30 a.m.
Continental Breakfast

6:30 – 7:50 a.m.
Registration continues

8 a.m. – 5:30 p.m.
SPAC Café

8 a.m.
Opening Session and Legislative Training

noon
Luncheon

1:30 p.m.
Legislative Training continues

4:45 p.m.
State Caucus Meetings

4:45 – 5:15 p.m.
SPAC Photos

6:30 – 8:30 p.m.
SPAC Reception

Tuesday, March 10

6:30 – 8:30 a.m.
Continental Breakfast

morning/afternoon
Delegate meetings on Capitol Hill

2 – 5 p.m.
Capitol Hill Debriefings with NAPS legislative team

Wednesday, March 11

8 a.m. – 4 p.m.
Debriefings with NAPS legislative team continue

1:15 p.m.
Wreath-Laying at Tomb of the Unknown Soldier, Arlington National Cemetery

Scooter Rentals at LTS

Any delegates planning on attending the Legislative Training Seminar in Arlington, VA, March 8-11, who may need a scooter rental or medical supplies, following are sources for both:

- Scoot Around, (888) 441-7575
- ScooterPlus Rentals/Lenox Medical Supply (202) 387-1960
- Grubbs Care Pharmacy, (202) 543-4400
- Zask International Medical Supply, (703) 354-1266
- Citycare Medical Supplies, (202) 667-8287
- New Hampshire Pharmacy (202) 726-3100

FOR OUR TOMORROW WE TAKE ACTION TODAY



2015 Legislative Training Seminar

March 8-11

A new Congress brings new opportunities and challenges for NAPS and the Postal Service.

NAPS delegates attending the 2015 Legislative Training Seminar (LTS) will learn how to take action by educating members of Congress about the nation's postal system and pushing for reforms that will foster a vibrant Postal Service ready to meet the challenges of tomorrow.

The 114th Congress will have a different look.

New leaders, new postal oversight committees, new agendas. LTS delegates, whether first-timers or veteran advocates, will receive an intensive orientation on the new Congress and emerging postal legislation. Then they'll head to Capitol Hill to educate Congress about what postal reform means through innovation and service quality, strengthened by financial stability.

Commonsense reforms lie at the heart of NAPS' legislative agenda.

Innovate to Survive: As First-Class Mail volume continues to decline, LTS delegates will educate

Congress why it needs to permit the Postal Service to adapt by growing new lines of business, including banking, enhanced mail products and government services.

Preserve Service Quality: Building tomorrow's postal system requires the preservation of speed and reliability, the hallmarks of service quality and business success. LTS delegates will educate Congress on the need for the Postal Service to remain a speedy messenger and courier, reliant on a robust processing and transportation network that preserves customer loyalty and assures a stronger bottom line.

Strength Through Financial Stability: Continued Postal Service financial losses are chiefly the result of excessive congressional mandates that continue to drain the USPS of the capital necessary to upgrade its fleet, modernize its network and expand its product lines. LTS delegates will urge Congress to temper those mandates and return to the Postal Service its pension overpayments, making the Postal Service financially stronger.

For Our Tomorrow, We Take Action Today

FOR OUR TOMORROW
WE TAKE ACTION
TODAY



March 8-11, 2015

**Marriott Crystal Gateway Hotel
1700 Jefferson Davis Highway
Arlington, VA 22202**

2015 Legislative Training Seminar Registration Form
Download the form at www.naps.org

Hotel room block expires on Feb. 12, 2015/NAPS LTS delegate registration closes on Feb. 23, 2015.

LTS Registration Fee—\$125

\$125 if registration form and fee are RECEIVED on or before Feb. 13, 2015. After Feb. 13, the LTS fee is \$225. No registration will be considered valid if received without payment. Make check or money orders payable to: **NAPS. No registrations will be accepted after Feb. 23. There is no on-site LTS registration.**

Online Payment—\$125

The LTS fee may be paid online at www.naps.org. The online fee is \$125 if paid on or before Feb. 13. After Feb. 13, the online fee is \$225. **NOTE:** The online fee payment is not considered a LTS registration. It is a payment portal only. If paying the LTS fee online, you **MUST** complete a LTS Registration Form and mail it, along with a copy of your LTS online payment receipt, to NAPS Headquarters. No online fee payments will be accepted after Feb. 23, 2015.

Refund Requests

All refund requests must be submitted in writing and received at NAPS Headquarters on or before March 1.

Mailing Instructions

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

Substitutions

If you need to make a substitution of an LTS registrant, call NAPS Headquarters at 703-836-9660. All requests for LTS delegate substitutions must be received no later than March 5. No substitutions will be honored after March 5. On-site LTS substitutions will not be permitted.

Hotel Room Rates and Reservations

Delegates and guests attending the 2015 Legislative Training Seminar must make their own lodging reservations directly with the Marriott Crystal Gateway Hotel.

To make a reservation, please call the Marriott at 703-920-3230, or toll-free, at 877-212-5752. Reference the group's name, **National Association of Postal Supervisors**. To reserve a room online, go to www.naps.org, click on "LTS Home" at the right side of the page, and then click on "Hotel Reservations."

The LTS single/double room rate is \$249, plus applicable state and local taxes. Check-in time is 3 p.m.; check-out, noon.

The room block expires on Feb. 12, 2015. Reservations made after that date may be at a higher room rate, if available at all.

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

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

Use only ONE FORM per registrant. If you need to make a substitution before March 5, please call NAPS Headquarters at 703-836-9660.

Full Name

PO Box/Home Street Address

City

State

ZIP+4

For congressional visit purposes, please identify the appropriate city and state for your name badge, if different than the above.

USPS EIN (if applicable)

Branch #

Personal Contact Phone # (non-postal)

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

Registrant is:

☐ Delegate ☐ Auxiliary ☐ Guest

☐ First-time attending LTS? (Check if yes)

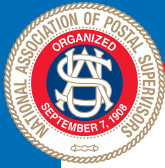
DO NOT WRITE IN THIS SPACE

Amount \$

Payment Type

Check/Money Order #

Date Received



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

Dear Branch Presidents,

In conjunction with the 2015 Legislative Training Seminar (LTS) at the Crystal Gateway Marriott in Arlington, VA, March 8-11, NAPS will hold special branch secretary/treasurer training on **Sunday, March 8, 9 a.m. to noon.**

This training is **FREE** and will encompass the fundamental duties of a branch secretary, treasurer and secretary/treasurer. The primary focus of the training will include, but is not limited to:

- administration and managing membership
- monitoring branch dues and finances
- tracking and auditing the treasury
- branch non-profit/tax-exempt options
- filing branch taxes

NAPS will reimburse a branch for a one-room night stay (Saturday, March 7) at the standard LTS Marriott room rate, plus applicable taxes; limited to the first 100 training registrations received with a coinciding room reservation. There is only one room reimbursement per branch. Additional nights and incidental charges are the responsibility of the attendee or branch.

The registered branch secretary, treasurer or secretary/treasurer must attend the training in order for a branch to receive reimbursement for the one night, Saturday, March 7, stay. However, presidents will be admitted to the training once all interested secretaries, treasurers and secretary/treasurers have been accommodated. Any remaining slots will be allocated to branch presidents on a first-come, first-serve basis. Training room capacity is limited to 150.

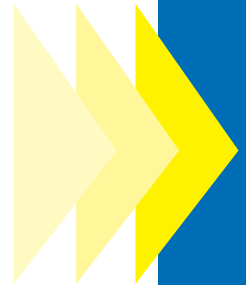
After the first 100 rooms are reserved, anyone else wishing to arrive early to attend the secretary/treasurer training will not have their room reimbursed by NAPS Headquarters.

Please call the Crystal Gateway Marriott at **703-920-3230**, or toll-free at **877-212-5752**, to make a room reservation or go to the LTS home page www.naps.org to reserve a room. Room reservations for this training are part of the 2015 LTS room block. Let the hotel know you are with the **National Association of Postal Supervisors.**

Further details regarding this training will be messaged to the membership leading up to the 2015 LTS. If you have any specific questions, please do not hesitate to contact NAPS Headquarters.

Sincerely,

Brian J. Wagner
Secretary/Treasurer



NAPS Secretary/Treasurer Training

In conjunction with the 2015 LTS

Special Registration Form

Deadline: Feb. 13, 2015

Complete and return entire form to NAPS Headquarters

Please print or type

Name _____ Branch # _____

Home Address _____

City _____ State _____ ZIP _____

Daytime Phone (____) _____ E-mail: _____
(non postal)

Registrant is (check one):

☐ NAPS Branch Secretary, Treasurer, Secretary/Treasurer

☐ NAPS Branch President

Please note:

This is a registration form for secretary/treasurer training only. This form must be submitted to participate in the training. Mail this form by the deadline listed above to reserve your place at this special secretary/treasurer training. This is **NOT** an official LTS registration form. See the NAPS website or the current issue of *The Postal Supervisor* magazine for an official LTS registration form.

NAPS will directly reimburse the member's branch after LTS for the one-room night after receiving documentation required by NAPS. Documentation required is a copy of the hotel receipt and a completed reimbursement form that will be provided to attendees on the day of the training. Only one reimbursement per branch will be paid, up to a maximum of 100 room nights. Only one member per branch will be allowed to attend the training, unless the maximum capacity of 150 has not been met.

Branch presidents will be wait-listed until all interested branch secretaries and/or treasurers have registered. Seats will be made available to branch presidents on a first-come/first-serve basis.

Hotel Information:

NAPS will reimburse a one-room night stay (standard LTS room rate, plus applicable taxes) for Saturday, March 7, for the first 100 registrants for this training who also have a room reserved. Additional nights and incidental charges are the responsibility of the attendee. Please call the Crystal Gateway Marriott at **703-920-3230**, or toll-free at **877-212-5752**, to make your reservation and reference group name, **National Association of Postal Supervisors**. Or visit the Legislative Training Seminar home page at www.naps.org to reserve a room. A credit card is required to guarantee your hotel reservation.

Mail registration form to:

2015 Secretary/Treasurer Training
NAPS Headquarters
1727 King St., Ste 400
Alexandria, VA 22314-2753

Plant Staffing, Use of POVs, Filling Vacant EAS Positions Among Items Discussed

President Louis Atkins, Executive Vice President Ivan Butts and Secretary/Treasurer Brian Wagner were present for the Dec. 10 consultative meeting with the Postal Service. Executive Board Chair Larry Ewing attended via telecon.

Representing the Postal Service were John Cavallo, manager, Labor Relations Policy Administration; Bruce Nicholson and Phong Quang, Labor Relations specialists; Raymona Holt, NPA systems; and, via telecon, Bernis Owen, Operations complement.

Agenda Item #1

NAPS requested an update on this unresolved agenda item from several consultative meetings in reference to staffing at the Canton, OH, plant. Currently, there is no allowance for clerks and mail handlers who still work at this facility. Plants affected by this issue have grown with the accelerated consolidations of 2013 and will continue to grow with the network rationalization of 2015; Youngstown, Akron, Toledo, Dayton, Lexington and Southeastern are just a few. This is a national issue that needs to be resolved at Postal Headquarters level with the creation of a new staffing matrix that includes all employees being managed by EAS employees, as well as administrative tasks associated with this management.

Bargaining unit employees, clerks and mail handlers who perform the work NAPS referenced in this item are counted in SWCs calculations for the

offices involved. This covers similar circumstances, regardless of location.

Agenda Item #2

NAPS requested an explanation as to how LDCs that make up the business rule for deliveries per hour (DPH) actually impact DPH. LDCs in question are 21, 23, 24, 26, 27, 28, 29 and 92.

The LDCs NAPS cited cover activities related directly to mail delivery and measuring efficiency in the deliveries-per-hour indicator. This indicator does not measure the number of deliveries each letter carrier makes per hour on the street. It measures delivery efficiency of the Customer Service function, which is why the hours used in the activities covered by the LDCs that NAPS listed are included.

NAPS responded that, technically, DPH should include only street hours, not the other LDC hours. The USPS position is that DPH is more of an efficiency indicator, which takes into consideration various Customer Service operations, including training, to provide an end product: delivery of the mail. Because there is DPH on the corporate scorecard, the USPS changed this indicator to TEI city deliveries per hour to distinguish between a corporate and unit DPH.

Agenda Item #3

NAPS requested an update on the ongoing issue concerning pay for non-bargaining employees changed from FLSA exempt to FLSA non-exempt (LRPA 2015-008).

Labor Relations was advised that

the two individuals who inquired about the reasoning applied to determine payments they received following correction of their FLSA status from exempt to non-exempt will receive correspondence outlining the reasoning and the method used to calculate such payments in accordance with Department of Labor regulations. Labor Relations has requested copies of these materials and will provide them to NAPS President Louis Atkins when received.

Agenda Item #4

Resolution #61: NAPS requested that all vacant EAS positions be posted within 30 days unless jointly agreed on by postal and local NAPS leadership. NAPS also requested that all EAS field positions be awarded within 75 days of a vacancy, if qualified applicants exist.

The USPS does not support undue delays in posting positions; no one benefits when there are undue delays in making a decision to post a vacant position or release an employee to a new office after the employee has been selected. However, due to operational needs of the respective offices involved, the USPS is not going to prescribe the deadline suggested by NAPS.

Operating circumstances vary; some employees may be released sooner or later than others, depending on such circumstances. Setting deadlines as NAPS recommended would result in unnecessary conflict. The principle outlined in Handbook EL-312, 744.1, guides gaining and losing organizations to coordinate effective dates that ensure appropriate coverage. This cooperation should not result in undue de-

lays in setting effective dates.

If there are local circumstances not getting resolved regarding this agenda item, then NAPS representatives should seek resolution at the local, district and area levels before sending it to NAPS Headquarters to have it addressed at the USPS Headquarters consultative level. In addition, if USPS Headquarters is going to address the issue after it has been properly vetted, it will need specific, detailed information as to who talked to whom and when and what the decision was of those USPS officials before USPS Headquarters can address it.

The USPS agrees undue delays should not occur, but it is not going to issue a specific number of days the field must follow in posting and awarding positions because business or other reasonable factors could impact a posting or selection.

Agenda Item #5

Resolution #62: NAPS requested that Postal Headquarters set a time limit of 14 days from an alleged offense for issuing any type of disciplinary/adverse action.

The Postal Service expects that decisions concerning whether disciplinary action will be imposed are to be made without undue delay. Such decisions should be made based on consideration of relevant factors and should comport, where applicable, with regulations delineating elements that should be considered in making these decisions.

The time needed to make decisions depends on situational circumstances. Investigatory and other elements that might be required in certain situations might take more or less time than in other situations. Whether an individual believes they can demonstrate they were denied due process because of the time it took the Postal Service to decide whether to impose action in a certain case is a matter the individual and/or their representative may choose to raise/argue in responding to notice of

such an action. The Postal Service will not establish the time limit NAPS recommends.

Agenda Item #6

Resolution #68: NAPS requested the agency provide the tools (vehicles) necessary for EAS employees to perform postal duties. As an alternative to this, NAPS members who attended the 2014 NAPUS National Convention reported that COO Megan Brennan spoke of the agency exploring the procurement of rider insurance policies for employees who may use their POVs for completing work activities in violation of personal automobile insurance policies. NAPS asked to be briefed on this exploration.

The Postal Service is internally discussing developing a proposal concerning voluntary non-bargaining use of POVs for Postal Service work. When a proposal is developed, the Postal Service will notify NAPS and the other management associations so the matter can be addressed through the consultative process.

Additional Discussion

NAPS asked what the definition of a "unit" is as it relates to PFP.

A unit could be identified by an OCC code and a USPS finance number that has an NPA scorecard. If an employee goes into the NPA system and has a scorecard, they can consider that their unit. Basically, an EAS employee's unit is assigned via their OCC code and finance number. It is imperative each EAS employee has the correct profile entered into the PFP system and it is approved by their manager to ensure they are in the correct PFP unit.

NAPS Training Calendar

Southeast Region Training (FL/GA)

Jan. 31, 2015

Conducted by: Southeast Area VP Bob Quinlan

Location: Embassy Suites, 225 Shorecrest Dr., Altamonte Springs, FL 32701; (407) 834-2400

Hotel Rate: \$106, plus tax

Registration Fee: \$35, includes lunch

Training Topics: DDF

Instructor: Charlie Scialla, Scialla Associates

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

March 27-28, 2015

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

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

Central Gulf Area Training (AL/LA/MS)

April 11, 2015

Conducted by: Central Gulf Area VP Cornel Rowel Sr.

Location: TBA

Registration Fee: TBA

Training Topics: ELM 650, reductions and removals, MSPB, debt collection

Instructor: Southern Region VP Tim Ford

Texas Area Training April 17-18, 2015

Conducted by: Texas Area VP Bob Bradford

Location: DoubleTree by Hilton Hotel San Antonio Downtown, 502 W. Cesar E. Chavez, San Antonio, TX 78207; (210) 224-7155

Hotel Rate: \$115 plus tax

Registration Fee: \$30, includes lunch

Training Topics: Officer duties, adverse actions, mediation and retirement

Instructors: Southern Region VP Tim Ford and Bob Bradford

SOLD OUT

In Memoriam

NAPS is sad to report the death of former National Auxiliary President Nancy Boisvert on Jan. 9 following a long illness; she served as Auxiliary president from 1998-2000.



Nancy also was the Publicity/Auxiliary co-chair for the 2014 NAPS National Convention in San Diego this past August. Condolences may be sent to Michael Boisvert, 1941 Cardigan Way, San Diego, CA 92111-6717.

Also, Lemon Henry Moses Jr., former Eastern Region and Capitol-Atlantic Area vice president, died Dec. 10. Lemon was a member of Washington, DC, Branch 135 and served as its president. In 1976, he was elected Capitol-Atlantic Area vice president and, subsequently, appointed Eastern Region vice president in 1977. He was born in Savannah, GA, and grew up in Pittsburgh before coming to the Washington, DC, area.



NAPS members Mary Burkhard and Gabriel Magdaleno (right) were at Democratic Headquarters election night with Rep. Brad Sherman (D-CA), who won re-election.



Texas members met with Rep. Gene Green (D-TX). From left: Felicia Hill, past Auxiliary Southern Region vice president; Armando Entenza, Branch 122; E.C. Hill, Texas State legislative rep; Green; Jaime Elizondo, past Texas Area vice president; Jessie Austin, Branch 122 legislative rep; and Beverly Austin, Auxiliary Texas Area vice president.

Patti Lynn (left) and Ann Strickland continued their legislative activism and met with Rep. Patrick Murphy (D-FL) (left photo) and Rep. Ted Deutch (D-FL).



NAPS Branches Celebrate the Holidays

From left: Executive Vice President Ivan Butts, Branch 216 President Antonio Cabrera, Caribbean District Manager/Executive-in-Charge Lisa M. Ojeda and New York Area Vice President Jimmy Warden.



From left: Diana Richards, Executive Vice President Ivan Butts, Kentucky State President Rosemary Harmon and Branch 1 President James "JJ" Jordan.



Santa, aka Bi-State Vice President Bob Aldrich, has brought enjoyment to Denver's annual holiday parties for many years.



From left: President Louis Atkins, Denver Mile High Branch 65 President Myrna Pashinki and John Pashinki.



From left: Rocky Mountain Area Vice President John Aceves, Human Resources Manager Patty Hansen (Las Vegas) and President Louis Atkins at Las Vegas Branch 463's holiday party.

Reflections

By Tommy Roma

Northeast Region Vice President

As I made my way to Moravian Cemetery, with Branch 110 President Joe Dispensa and Branch 68 President Jamaal Muhammad, for my annual Christmas visit to our greatest president, Vince Palladino, I could not believe this would be our 10th Christmas without him. I started to reflect on NAPS and what direction we have taken since his passing in 2004.

We have made some good decisions on SWCs, fact-finding, our legislative agenda and the placing of supervisors into jobs after they were RIFed. Vinny always told me we have to show the USPS we are not the enemy, but that we want to partner with them to do what is best for NAPS and the USPS. I hope the respect still is there with the latest

round of plant consolidations scheduled to start in January.

Of course, NAPS is asking for a one-year moratorium. More than 200 House and Senate lawmakers earlier had pushed for a delay or moratorium of the Postal Service's move to consolidate 82 processing



facilities in 37 states. The one-year moratorium would ensure the agency completes the necessary feasibility studies on the impact of the consolidations on affected communities, as well as take into account input from customers and employees. Please contact your local representative to ensure he or she is on board with the request for the one-year moratorium.

This past November, Postmaster General Patrick Donahoe announced a cyber intrusion into some of the USPS' information systems; an investigation began as soon as the intrusion was discovered. The investigation indicates that files containing employee information were compromised, including names, birth dates, Social Security numbers, addresses,

beginning and end dates of employment and emergency contact information for all active employees (*see Nov. 10, 2014, USPS Newsbreak*). In short, this means our systems were compromised or hacked and important information about us could be in the hands of some unscrupulous people.

In order to protect our employees against future identity theft, the USPS sent out letters with an enrollment code for credit monitoring that is being provided to you free of charge for one year. Please complete that form and send it in as soon as possible. If you do not receive this form, contact Human Resources Shared Services Center at 1-877-477-3273 to let them know you have not received your letter. By doing this in a timely manner, we could avoid trouble down the road.

Our Northeast Training Seminar once again is sold out; the lineup of speakers from the USPS and NAPS is outstanding. Representatives from Postal Headquarters and NAPS Northeast Area and Headquarters will be in attendance. The fact it is being held in sunny Puerto Rico in the middle of a Northeast winter makes it that much more pleasurable. I hope to see you there.

In closing, let me say it is an honor for me to serve as your Northeast Region vice president; it is a position I truly cherish. And it is an honor to follow in the footsteps of Vince Palladino, Ruby Handleman and, of course, my mentor Andy Sozzi.

Stay strong!

troma927@cs.com



In December, Northeast Region Vice President Tommy Roma (above), Branch 110 President Joe Dispensa (far right) and Branch 68 President Jamaal Muhammad visited the gravesite of former NAPS President Vince Palladino



PMG Offers Perspective and Advice

PMG Patrick Donahoe was the featured speaker at the Jan. 6 National Press Club Newsmakers Conference in Washington, DC. Speaking to reporters collectively for the last time before his retirement, Donahoe praised postal employees for their hard work and accomplishments. Following is the text of his speech:

It's nice to be back at the National Press Club. I would like to thank Herb Perrone and the Newsmakers Committee for making some room on the schedule for a lame duck. About 40 years ago I was rousted out of my bed by my uncle Bob; he wanted to make sure I got down to the Pittsburgh General Post Office on time to take a postal job exam. If he hadn't done that, I wouldn't be here now.

I ended up working afternoons while I was going to the University of Pittsburgh during the day; it wasn't so easy managing those two demands on my time. Today, I consider getting that job a very lucky start to my career. Now, if you could talk to that younger version of myself at that time of my life, there's no way I would ever have guessed that I would stay with the Postal Service for 40 years—much less that I would be able to lead a 630,000-person organization and serve as postmaster general.

I was fortunate at every stage of my career; I found interesting challenges and opportunities and great mentors. That's a testament to a special organization, and really great people who are dedicated to serve the American public every day. However, when you have 40 years of perspective and you're still working out of a tough financial crisis, you wonder about the young person who might be joining the Postal Service today.

What is the organization going to look like in 10 or 20 years? How will we serve our customers in the future? Will that person have the same opportunities? Those questions need to be addressed. And the best approach is



to take a broad, long-term view of the organization and develop strategies that best serve our customers and employees into the future.

Can the Postal Service operate profitably far into the future? Absolutely. Can it continue to adapt quickly to changes in the marketplace? We've proved that. Can it continue to meet its full potential as an engine of growth for the mailing industry and America's businesses? Yes. Can it do these things within its current business model? Not likely.

If you've followed my tenure as postmaster general over the past four years, you'll know that I spent a decent

amount of time trying to push for legislation that would give the Postal Service greater operational flexibility.

- This means having greater control over the way we manage our work force, including healthcare benefits.
- This means fully managing our infrastructure.
- This means having greater pricing and product development flexibility.
- It means being able to solve problems and pursue opportunities without irrational mandates and legislative requirements.

Retiree health benefits are my favorite example of an absurd mandate. Unlike practically any other organization, the Postal Service is required to prefund the retiree health benefits that we have promised to our employees. Unfortunately, Congress decided to make the Postal Service prepay a 40-year obligation in a 10-year period—which we could have been able to pay if the Internet had never been invented.

To compound the issue, we massively overpay for re-

PMG Offers Perspective and Advice

tieree health insurance. That's because our employees are in plans that don't leverage the Medicare benefits for which the Postal Service and its employees have already paid. Under our current mandates, we're supposed to pay a total of \$96 billion into a Treasury Department account. We paid roughly \$48 billion prior to 2011 and defaulted on roughly \$22 billion over the past three years.

The sad part of all of this is it could be fixed immediately with legislation. If we integrate Medicare into our retiree healthcare plans, we would be fully funded after just one final \$3 billion payment. Done. Rather than overspend on healthcare, we could be spending those funds on a new vehicle fleet, package sortation equipment, pay down debt and significantly slow postage price increases.

What's holding us up? Myopia, shortsightedness.

That may sound a little harsh, but it would be too easy to say that it's just congressional gridlock. To no avail, we've been trying to get postal reform legislation passed for the past four years. As much as we try to have an elevated conversation about the future of the organization, we never get beyond the narrow set of interests that are determined to preserve the status quo.

The Postal Service put together a smart, comprehensive business plan and made recommendations for legislative changes to get us back on sound financial footing. We didn't get much support from our unions or the mailing industry because it threatened the status quo.

The mailing industry views the future of the Postal Service mostly through the lens of pricing, so they don't want the Postal Service to have greater product and pricing flexibility. I've always found this very odd because the ongoing lack of reform creates more pressure to raise prices, which is what happened this past year.

Our labor unions view the future of the organization mostly through the lens of preserving jobs and benefits as they currently exist. Technology is driving dramatic changes in delivery services; just look at how Amazon is offering one-hour delivery in New York City. The Postal Service needs the flexibility to be a part of those changes and, more importantly, to shape those changes.

The Postal Service is delivering packages seven days a week in most parts of the country. We don't need to be delivering mail on Saturdays. It just doesn't make financial sense given the drop in mail volumes and the public supports making the change to five days of mail delivery.

My hope is the new Congress will find ways to build consensus. It has to start with a real willingness on the part of all stakeholders to take a longer-term view of the

organization. The narrow interests can't continue to get in the way of the broader national interest.

Just last year, the American Postal Workers Union mounted a protest campaign and disrupted our partnership with Staples, which was a great business partner for the Postal Service. The Postal Service partnered with Staples to provide our customers with more convenient access to a wide range of our products and services in roughly 82 Staples stores. It was successful in terms of driving greater revenue for both partners.

Unfortunately, the APWU approach is to try to keep all of our transactions in post offices. That's not convenient for our customers and it's not a smart retail strategy for our business. We'd much prefer to be able to sell our products and services with a multitude of retail partners and be in popular locations to make it easier and more convenient for people to do business with us.

It's an example of the narrow, near-sighted view winning over the broader, long-term strategy. Unfortunately, it's now tougher for us to find retail partners. Attitudes have to change; I hope they will. I've been accused of being optimistic to a fault. Perhaps I am, but I believe this new Congress will take a fresh look at the long-term future of the Postal Service and pass the legislation we need.

As someone who's leaving his job in a few weeks, I'll offer some unsolicited advice on the way out.

First of all, acknowledge the reality that the mailing and shipping marketplace is changing—rapidly.

- First-Class Mail volumes have declined by 35 percent in the past 10 years. That would be worth \$17 billion in annual revenue today; it's not coming back.

- E-commerce is driving big demand for delivery services. That's what's driving our package business growth.

- Location-based technology is enabling tremendous new ways of adding value to delivery.

- Integrating mail with digital technologies is creating powerful, strong business opportunities for senders of mail.

These facts about our business need to be part of the business model discussion. Will the Postal Service always continue to fulfill its core service mission? Yes, but Congress needs to look at the Postal Service as a business that is going to be a lot different in the coming years. And it should view this as a positive, desirable outcome.

Second, Congress needs to take a broader, long-term view of the organization. America needs a strong Postal Service. It needs a Postal Service with a business model that is profitable over the long term so it can continually

invest in the future. We owe our customers and the nation a Postal Service that will continue to drive the economy, help businesses grow and provide continually improving products and services.

The discussion about the future of the organization would benefit greatly by working toward a 10- or 15-year time horizon. If you truly embrace the longer-term view, many of the narrow, special-interest issues have a completely different context and become much less important.

Third, the Postal Service needs the authority and flexibility to manage the organization more like a business. That means streamlined governance, fewer constraints on pricing and products, work-force flexibility and freedom from irrational mandates. We will always have strong oversight and checks and balances. We also need to have the attitude across the industry that encourages flexibility in the way we manage the organization and adapt to the marketplace.

Fourth, I would encourage Congress to view the Postal Service as a test bed or laboratory of change that might be applied to the rest of the federal government. When we look at the work force we'll need in 20 or 30 years, what we are doing today will have to evolve. Most young people aren't looking for a single employer over the course of their careers. In today's world, does it really make sense to offer the promise of a government pension to a 22-year-old who is just entering the work force? And how reliable is that promise?

The Postal Service's financial issues are similar to those facing the federal government. At some point, the costs have to come down and those promises of benefits have to be paid. Just look at the unfunded liabilities with military vets and federal, state and local retirement systems.

We've proposed transitioning from a defined benefit program to a defined contribution program for postal employees. A thrift savings plan or IRA would give our employees much more mobility and flexibility. It may also be a much more responsible and honest arrangement when all is said and done.

I'd like to see Congress encourage much more experimentation at the federal level. The Postal Service has the kind of management that would appreciate being at the front edge of change and make good use of opportunities. Health-care reform is another important area for experimentation. I don't think anyone would argue the federal government isn't massively overpaying for employee and retiree health-care benefits. Let the Postal Ser-

vice develop a more cost-effective approach. We've developed some promising proposals; we should have the flexibility to pursue them.

Over the past four years, I have had the privilege to lead a great management team and a tremendous organization through some challenging times. I'm very pleased to say that our past fiscal year was our best of the past six years. We earned a controllable income profit of \$1.4 billion. Considering that we recorded a \$2.4 billion controllable income loss in 2012, that profit represents a very big success for the organization. We've also accumulated \$6 billion in cash, which gives us some flexibility to make long overdue investments.

It was pretty gloomy coming out of the 2008/2009 recession; we were facing declines in every part of our business. We had to revamp and improve our core offerings. We significantly upgraded our product development and marketing strategies, which helped spur strong growth in our package business in particular. We offer date-specified delivery, free insurance and free tracking for our Priority Mail offerings. That's a great value to the sender and it continues to attract more customers to the Postal Service.

However, we couldn't have offered those features if we hadn't taken a long-term approach to upgrading our technology and tracking systems. We've worked hard to put a strong data and technology platform in place to drive future innovation. One of the reasons we've solidified our mail revenue over the past two years, especially standard mail, is because of the rich reporting data we now provide to our commercial customers.

We've also worked hard to develop a culture of risk-taking and experimentation. We're delivering groceries in San Francisco, doing same-day deliveries in New York, delivering on Sundays in many markets and doing some small-scale warehousing services. It's been yielding results.

Every Door Direct Mail is a digital tool designed to bring small businesses into the mail. It was an experiment that's now driving almost a billion dollars in annual revenue for us. We've also invested in our product development and marketing strategies. We've revitalized our Sales operations. Nagisa Manabe and her team have done a wonderful job getting closer to our customers and competing for their business. We've now got a lot of momentum as an organization as a result.

We've been just as aggressive on the cost side of the equation. Since 2006, we reduced our cost base by almost \$16 billion.

PMG Offers Perspective and Advice

- We did that by consolidating 305 mail processing facilities.

- POSTPlan optimized the window hours at 13,000 post offices.

- We eliminated 23,000 delivery routes, even as the number of delivery points rises every year.

- We've reduced the size of our work force by 212,000 positions, relying on an orderly process of attrition and without resorting to layoffs.

I think from any perspective, you have to say that it was the result of developing a strong, long-term strategy, ignoring the naysayers and following through. If we hadn't pressed so hard and moved as quickly as we did, especially on the cost side of the equation, I have no doubt we would have run off the financial cliff by now. Had we done nothing, Congress likely would be bailing us out to the tune of billions of dollars annually.

If there's one message I have today, it's this: We made a lot of tough decisions that were based on a long-term view of what was right for the organization. We used every bit of flexibility we had—as we should have. That should be seen as a strong argument for allowing the organization to have the additional flexibility it needs to deal with some of our bigger structural issues.

If given that flexibility, I have no doubt the Postal

Service will continue to aggressively adapt to a changing world and a changing marketplace, and do so profitably. That would be the best way to meet the expectations of the American public.

Let me conclude by recognizing the performance of our employees over the holiday season. We saw package deliveries increase by more than 18 percent and our on-time performance was the best ever. Our employees were delivering in some tough weather conditions—as they always do—and on Sundays for the past eight weeks in all the major markets.

That's a testament to an incredible organizational effort and employees who are highly dedicated to their public service mission. With all the technology changes and disruptions, the Postal Service still remains a critical part of the American economy and American society.

It has been a pleasure to serve the organization and the American people for almost 40 years. As I leave, I do so with a lot of optimism and confidence. My successor, Megan Brennan, is going to be a tremendous leader of the Postal Service. She's been vital to our recent successes and will do a great job of leading the organization in the coming years. It makes it a lot easier to pass the baton knowing that the organization will be in such good hands.

SPAC Contribution Form

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

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

\$100—Supporter
\$250—President's Club
\$500—President's Roundtable
\$750—Elite
\$1,000—Ultimate

Current as of February 2014

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

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

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

Card number _____

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Signature (required for credit card charges) _____

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Name _____ Branch # _____ Contribution Amount _____

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Annuitant (CSA) Number _____

☐ Non-Monetary Donation, e.g., gift card, baseball tickets.

Describe gift _____ Value _____

Bruce Moyer

NAPS Legislative Counsel



There are a lot of reasons why Congress should grant the Postal Service greater flexibility to innovate and expand its products and services. The upcoming NAPS Legislative Training Seminar in Arlington, VA, March 8-11, will focus on those reasons and, particularly,

financial bottom line. The OIG of the Postal Service last year released a white paper that proposed the USPS consider offering financial services to the unbanked. Sen. Elizabeth Warren (D-MA) also has publicly expressed

Service to offer affordable financial services for underserved families in ways that could serve the nation and, at the same time, improve the Postal Service's own financial

bottom line. The OIG of the Postal Service last year released a white paper that proposed the USPS consider offering financial services to the unbanked. Sen. Elizabeth Warren (D-MA) also has publicly expressed

support for the idea. There's money to be made. The IG estimated the USPS could generate billions in new revenues—as much as \$9 billion annually—by offering basic financial services for modest fees, either directly or in partnership with traditional banks, credit unions and other financial institutions.

It Is Controversial

Not surprisingly, payday lenders and banking industry groups have pushed back against the Postal Service's expansion into these kinds of financial services, arguing that the agency could abuse its advantages to compete unfairly against the banking sector. The agency also has expressed reluctance to widen its role in banking.

Major action widening the Postal Service's role in banking would require congressional approval. The Postal Service has been slow or reluctant to express much interest in pursuing such legislation. Interestingly, the former chairman of the Postal Service Board of Governors, Mickey Barnett, served previously as a lobbyist for the payday lending industry and opposed efforts at the state level to impose stricter regulations on payday lenders.

Whether Barnett's relationship with the payday lending industry has been instrumental in shaping the Postal Service's ambivalence about a larger role in banking remains unclear. Barnett's tenure on the board ended this past December and, as the 113th Congress ended, he awaited Senate confirmation, along with five other nominees, to the board. Whether the White House will even renominate Barnett is uncertain, given opposition by minority groups to his continued service on the board because of his link to the payday lending industry.

brumoyer@verizon.net

Postal Banking: A Win-Win

why postal banking would represent a win-win for the nation and the USPS.

One of the biggest problems in banking today is the unavailability of banking services to an increasingly larger segment of the population, called the “unbanked” or “underbanked.” Their only availability to basic financial services comes from high-cost, commercial companies that process simple transactions, such as cashing paychecks and making small loans. Many are known as “payday” lenders.

More than a quarter of all American households rely daily on payday lenders to help satisfy basic banking needs. Payday lenders charge far more for basic banking services than traditional banks charge. Interest and fees on small loans, typically running from payday to payday, ultimately end up costing far more than the loan itself.

So, why aren't customers of payday lenders using traditional banks to cash their paychecks and pay their bills? Many traditional banks largely have abandoned low-income and rural areas throughout the nation.

It Could Fill the Void

This situation has prompted increasing calls for allowing the Postal

support for the idea.

The Postal Service already has a presence in low-income and rural communities that could be leveraged to provide access to lower-cost basic banking services. Nearly 60 percent of post office branches are located in ZIP codes where there is only one or no bank branches. And the widespread public trust enjoyed by the Postal Service would help appeal to those who do not have much experience with traditional banking institutions.

The Postal Service already provides some financial services—domestic money orders and international money transfers to certain countries, for example—that could be expanded incrementally in ways that make sense. The agency could offer credit at lower rates than fringe lenders by taking advantage of economies of scale. One of the most attractive services would be the Postal Service's offering

Not a New or Untested Idea

The Postal Service already provides some financial services—domestic money orders and international money transfers to certain countries, for example—that could be expanded incrementally in ways that make sense. The agency could offer credit at lower rates than fringe lenders by taking advantage of economies of scale. One of the most attractive services would be the Postal Service's offering

Make Contributing to SPAC a Habit:

Contributions via USPS Payroll Deduction



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

- 1 Go to <https://ewss.usps.gov> to access PostalEASE.
- 2 Click on "I agree."
- 3 Enter your employee ID number and password.
- 4 Click on "Allotments/Payroll NTB."
- 5 Click on "Continue."
- 6 Click on "Allotments."

- 7 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.
- 8 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.

2014 SPAC Contributors



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Sebastian, Gerald	FL	Branch 386
Strickland, Ann	FL	Branch 146
Moore, Kevin	GA	Branch 281
Wagner, Brian	IL	Branch 255
Harmon, Rosemary	KY	Branch 920
Atkins, Louis	LA	Branch 209
Morse Jr., Sam	LA	Branch 73
Foley, Paul	MA	Branch 120
Killackey, James	MA	Branch 43
Randall, C. Michele	MD	Branch 531
Trayer, Kevin	MI	Branch 142
Weilep, Laurie	MN	Branch 16
Johnson, Craig	MO	Branch 36
Amash, Joseph	NY	Branch 83
Gawron, Dennis	NY	Branch 27
Konish, Ann	NY	Branch 11
Roma, Thomas	NY	Branch 68
Warden, James	NY	Branch 100
Sargent, Richard	OH	Branch 33
Butts, Ivan	PA	Branch 355
Halm, Frank	RI	Branch 105
Green, Shri	TN	Branch 41
Bradford, Robert	TX	Branch 203
Navarre, Arnold	VA	Branch 98
Reedy, James	WA	Branch 61

December Donors

Ultimate (\$1,000+)		
Burkhard, Mary	CA	Branch 244
Patterson, Charles	CA	Branch 127
Woods, Terrence	CO	Branch 65

Cribbs, Kimberly	FL	Branch 425
LeCounte, Michael	FL	Branch 146
Moore, Kevin	GA	Branch 281
Halm, Frank	RI	Branch 105
Green, Shri	TN	Branch 41
Reedy, James	WA	Branch 61

Elite (\$745-\$999.99)

Pfaff Jr., Ross	AZ	Branch 246
Cherry, Hayes	CA	Branch 466
Massie, Larry	IN	Branch 576
Griffin, Troy	MD	Branch 42
Slayton, Scott	NY	Branch 11
Holt, Brian	RI	Branch 105
Saccoccio, Michaela	RI	Branch 105
Reese, Patricia	SC	Branch 225
Elizondo Jr., Jaime	TX	Branch 122
McCracken, Cindy	WA	Branch 061
Wilson, Richard	WA	Branch 061

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

Danzy, Marsha	CA	Branch 197
Walton, Marilyn	CA	Branch 77
Troupe Jr., Terrance	CO	Branch 561
Conkey-Blaylock, Chiquita	De	Branch 909
Gonzalez, Ernesto	FL	Branch 406
Herzog, Rosemarie	FL	Branch 154
Ruckart, Kenneth	FL	Branch 386
Smyly, Jose	GA	Branch 82
Lum, Chuck	HI	Branch 214
Yelverton, Michelle	KY	Branch 1
Keating, Ted	MA	Branch 498
Ledoux, Arthur	MA	Branch 6
Mason Jr., Garland	MD	Branch 592
Hafford, Darrell	ME	Branch 96
O'Neill, Shawn	ME	Branch 96
Rosario Jr., Arnold	ME	Branch 96
Harvey, Kristen	MN	Branch 16
Newman, Edward	NE	Branch 10
Burke, Terriann	NY	Branch 11
Duffy, James	NY	Branch 85
Middleton, Isaac	NY	Branch 68
Needham, Timothy	OH	Branch 133
Lahmann, Joseph	OR	Branch 276
Clark Jr., Bobby	TX	Branch 124

SPAC Scoreboard

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

National Aggregate:

\$213,505

National Per Capita:

\$8.43

Region Aggregate:

1. Southern	\$58,005
2. Northeast	\$42,034
3. Central	\$39,068
4. Eastern	\$38,884
5. Western	\$35,180

Region Per Capita:

1. Southern	\$10.28
2. Central	\$9.19
3. Northeast	\$8.63
4. Eastern	\$7.33
5. Western	\$6.71

Area Aggregate:

1. Southeast	\$32,620
2. New England	\$21,859
3. Pacific	\$16,780
4. New York	\$16,736
5. Mideast	\$14,988
6. Capitol-Atlantic	\$14,387
7. Texas	\$13,946
8. Pioneer	\$12,948
9. Rocky Mountain	\$11,606
10. Michiana	\$10,871
11. MINK	\$10,447
12. North Central	\$9,935
13. Illini	\$7,815
14. Northwest	\$6,793
15. Cotton Belt	\$5,860
16. Central Gulf	\$5,580

Area Per Capita:

1. Southeast	\$13.98
2. New England	\$13.14
3. North Central	\$11.19
4. MINK	\$9.58
5. Pioneer	\$9.47
6. Michiana	\$9.28
7. Texas	\$8.15
8. Rocky Mountain	\$7.73
9. Central Gulf	\$7.64
10. New York	\$7.12
11. Illini	\$7.10
12. Northwest	\$6.83
13. Cotton Belt	\$6.77
14. Mideast	\$6.65
15. Pacific	\$6.11
16. Capitol-Atlantic	\$5.66

State Aggregate:

1. Florida	\$30,203
2. New York	\$16,136
3. California	\$15,480
4. Texas	\$13,946
5. Pennsylvania	\$9,730

State Per Capita:

1. Rhode Island	\$28.30
2. Maine	\$25.30
3. Kansas	\$19.96
4. New Hampshire	\$19.52
5. Florida	\$17.54

Continuous Contributor Club

Members by Region:

1. Central	80
2. Southern	66
3. Eastern	57
4. Northeast	52
5. Western	48

Aggregate by Region:

1. Central	\$22,649
2. Southern	\$18,990
3. Eastern	\$17,883
4. Western	\$17,535
5. Northeast	\$15,569

Conley, Robert	TX	Branch 9
Mckelvey, Courtney	TX	Branch 122
Jacobs, Charles	VA	Branch 132
Jones, Patricia	VA	Branch 98
Mott III, George	VA	Branch 132
Gillett, Michael	WA	Branch 31

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

Studdard, Dwight	AL	Branch 45
Simpson, Pamela	AZ	Branch 246
Cool Jr., Harold	CO	Branch 141
Monroe, Pamela	FL	Branch 420
Finley, Roger	GA	Branch 595
Baines-Albert, Pamela	IL	Branch 493
Brady, Derrick	IL	Branch 17
Matuszak, Kevin	IL	Branch 489
Patterson, Freddie	IN	Branch 169
Widdall, Samuel	IN	Branch 171
Rowel Sr., Cornel	LA	Branch 73
Berger, Ricky	MD	Branch 531
Gramblin, Reginald	MD	Branch 531
Wileman, Doty	MD	Branch 923
Rosario, Tamara	ME	Branch 96
Hommerson Jr., David	MI	Branch 130
Van Norman, Gerald	MI	Branch 130
Pawlowski, Frank	NJ	Branch 224
Berry, Lawrence	NY	Branch 336
Fearrington, Melvin	OK	Branch 80
Brown, Thomas	PA	Branch 554
Kolecki, Michele	PA	Branch 355
Lehman, Jason	PA	Branch 554
Smith, Diane	PA	Branch 20
Magnuson, Sonny	SD	Branch 946
Washer, Patricia	TN	Branch 32
Whalen, Michael	TN	Branch 97
Bradford, Shirley	TX	Branch 203
Jones, Charleen	TX	Branch 122
Thornton, Landon	TX	Branch 233
Fratto, Jeff	UT	Branch 139
Brown, Lorraine	VA	Branch 98
Salmon, James	VA	Branch 98
Baldwin, Craig	WV	Branch 212

Supporter (\$100-\$249.99)

Cook, Terry	AZ	Branch 246
Esposito, Louis	FL	Branch 377
Stevens-Simmons, Roberta	FL	Branch 406
Lastrapes, Ebony	LA	Branch 209
Madden, Roy	MA	Branch 6
Spirlet, Donald	MA	Branch 118

Continued on page 31

OPM Contributions to SPAC (for Retired Postal Supervisors)

Below 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.

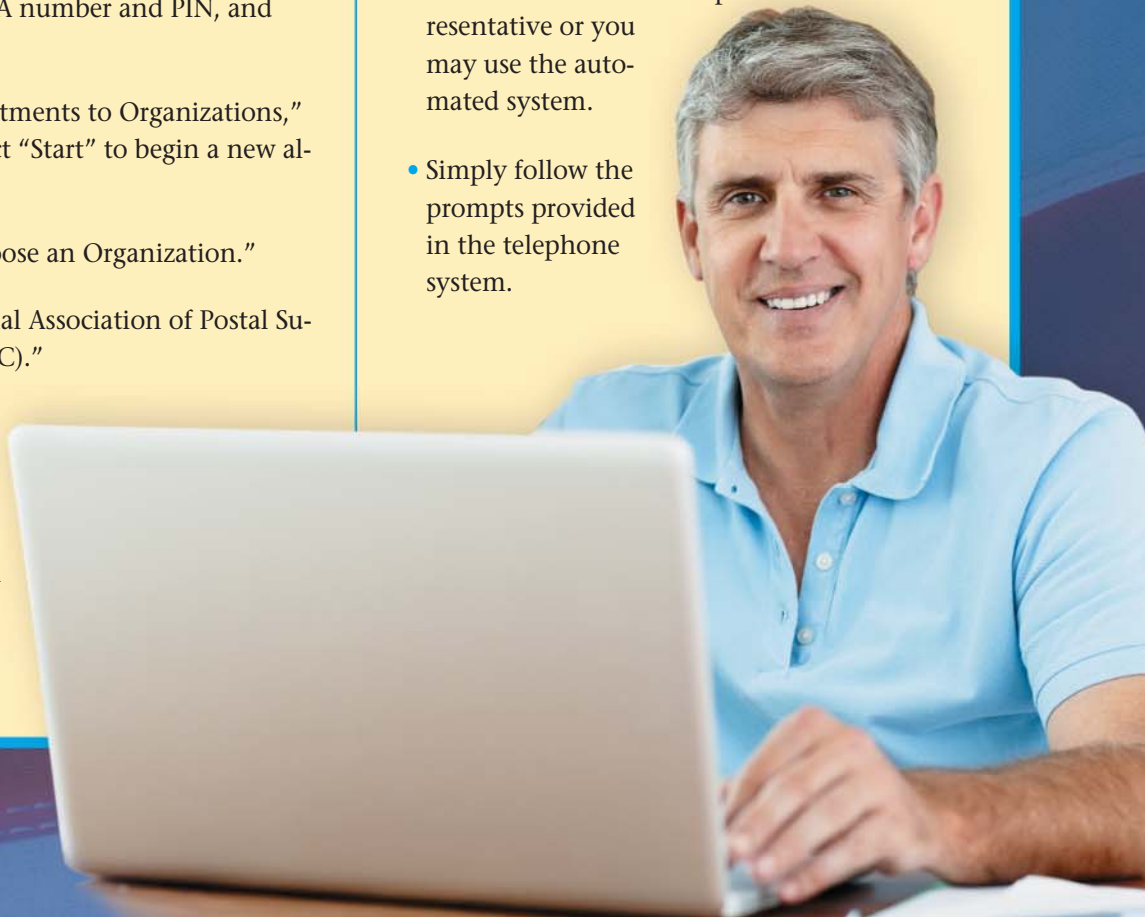
By Internet:

To sign up online, go to the OPM website at www.servicesonline.opm.gov, then:

- Click on "Employment and Benefits," and then on "Retirement Benefits."
- Under "Retirement Services," 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.



Cornerstones of NAPS' Future

By John Farrell

The NAPS website is an indispensable communication tool for our organization. A handy source of information for so many different aspects of our organization and its activities, this essential, still-evolving cornerstone of NAPS' future serves and unites NAPS members across the country.

The discussion forums enable members to ask other members for help in solving problems not unique to just one supervisor. Some members have expressed concern because one or more posts have not elicited a responding post from the president, executive vice president or secretary/treasurer. It is worthwhile for every

member and officer to periodically monitor the forum posts; they are an indicator of conditions around the country.

Forum posts should be regarded as a valued communication from interested, involved members. Any member or local, state or national officer may respond to a forum post. However, no member or officer has the obligation or responsibility to respond to the posts.

Active supervisors, managers and postmasters have had their patience tried in waiting for resolutions of what seem like the same, never-ending frustrations. It might be a natural and understandable tendency to try to escalate an issue right to a national officer through the discussion forums

or by other means. But the local branch president is charged with representing branch members when they have problems.

Every member should know how to contact their branch president for representation. If the situation or scope of the problem necessitates, the branch president can notify or request help from a national officer, usually the area vice president.

We all are responsible for developing this organization by participating at all levels, but, especially, by taking a sustained active interest in our local branches. For a strong, effective national organization, build a strong, effective local branch.

jffjr@optonline.net



National Active and Retired Federal Employees Association

Attention Postal Employees:

Don't Wait Until You Retire... It May Be Too Late!

NARFE provides up-to-date information and guidance, answering your questions as a postal employee, through the retirement process and beyond. We fight for your benefits while you earn them and after retirement, while you enjoy them. Mistakes are costly, so **Join Now!**

"I joined NARFE several years prior to my retirement and read narfe magazine every month which was a big help. I knew from others in my agency that they didn't get much help from personnel. I knew I needed to be proactive and take care of myself."

—Member since 2001

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Call **800-627-3394** (Be sure to mention special offer code 321) or go to **www.narfe.org/postal321**





Building a Winning Team

Submitted by the USPS Employee Assistance Program

You may be a new manager of a team or maybe you've been leading your current team for a few years. Whatever the case, as the old adage states, "There's always room for improvement." And chances are you would like to improve your team's performance.

One way to do just that is to work on team-building. Team-building can improve your team's loyalty, sense of camaraderie and overall productivity and effectiveness. Following, you will find a few steps to consider as you work to develop your team and motivate them to great achievements.

Step 1—Building a Better Team Starts with the Leader

Building a better team starts with the leader. The leader's attitude, personality, communication style and vision all influence each team member and shape the overall team's personality. The leader can set the tone

for an open and innovative environment where ideas thrive. Or the leader can set the stage for a more regimented environment where people focus solely on the task or deadline at hand. In the end, the leader can affect how each person performs as an individual and as part of the group, as well as how they will interact with others on the team on a daily basis.

As a leader, you have an excellent opportunity to influence others and shape your team into what you want it to be. So, in thinking about how to improve your team, you may want to take some time for a little self-reflection and evaluation. Ask yourself the following questions and jot down a few ways you can enhance your leadership style to build a better team:

- How's your work ethic?
- How would you rate your ability to encourage and motivate others?
- Is there something you can improve on that would help your team achieve better results?
- Think about the qualities of a favorite past boss

or mentor; what did you admire most about that person's leadership?

Good leaders not only "talk the talk," they "walk the walk." When they speak about the future, they are positive and upbeat. They demonstrate a strong work ethic. They always maintain a can-do attitude. They encourage team members to share ideas in a safe, noncritical environment; they help team members develop skills; and they praise good work to keep their team motivated.

Good leaders believe every team member matters and work hard to foster an environment where everyone feels important and valued. Good leaders have no trouble attracting all the support they need to help them achieve their goals.

Here are a few other leadership characteristics that can motivate your team on to greatness:

- **Demonstrate trust.** People like to be trusted; trust the individual worker or your team to get the job done. Delegating key tasks can empower workers and stimulate ideas and productivity.

- **Show respect.** Managers must show respect to their team before they can expect to be genuinely respected in return. One way to ensure this is to treat all team members equally and fairly.

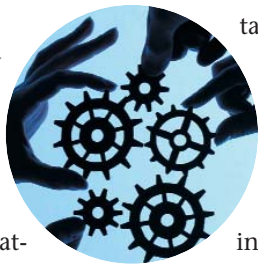
- **Give encouragement.** If a team member falls short on a task, don't be fast to criticize; instead, work with him or her to uncover the problem and try to get them back on track. Identify if more training is needed.

- **Value diversity.** What motivates one person may not work for another. Be flexible and use your interpersonal skills to get the best out of different types of team members.

- **Celebrate success.** Be quick to give recognition and praise on a personal level and in front of the entire team.

Step 2—Building a Better Team through Relationship Development

In addition to improving your leadership style, you also can build your team simply by creating time for more personal and social interaction. Help your team get to know each other better; help your team get to know you. When you build relationships with people, it strengthens the level of trust and helps everyone relax and better focus on the task at hand.



Plus, when the team is built on solid relationships, it also increases motivation. They will work harder—individually and for each other—when stressful or aggressive time-line projects present challenges.

Step 3—Building a Better Team through Recognition and Social Activities

In planning your team-building activities, ask your team for ideas. People generally are more willing to participate if they have a stake in the idea. Take time to meet with your team and explain your goals of building a better team, enhancing camaraderie and improving productivity and performance. Then, ask for ideas and promise to come back to the team with a plan.

As you think more about team building, here are a few ideas for inspiration:

- Recognize and celebrate your team. Maybe your team members recently completed a major project; celebrate their success.

- Acknowledge individual success.

- Maybe a team member has just achieved a major milestone anniversary of, say, 10, 15 or 20 years with the organization. Now it's time to celebrate.

- Create a "team player of the month" or a "wall of fame" award.

- Create traditions for your team that allow connecting on a new level. For example, take time during an afternoon to celebrate birthdays. Assign a person to the next birthday and ask him or her to be responsible for the card, cake, and so on.

- Consider starting a tradition of quarterly potluck lunches where everyone participates by bringing a dish or soft drinks.

- Participate in activities outside the office. Consider doing a charity walk together or volunteering at your local homeless shelter or picking up trash for a highway cleanup project.

Once you've developed a plan, enlist team members to help you finalize and execute it. Maybe someone on your team is great at communications and can keep the whole team updated on the upcoming event. Enlist someone who has a knack for planning to plan one of the more complex team-building events. Or, let someone who loves the details get involved in the set-up and execution.

The Benefits

Team-building definitely pays off. It creates a sense of friendship and camaraderie among your team members. So, when stressful projects come along, team members are better able to cope, get along and perform at their best. It also creates a sense of loyalty to the team, department and organization. And, most importantly, it can help your team achieve productivity and better results than ever before.

Remember, your USPS EAP is here to help. For more information on effective employee management, contact us today at 800-327-4968 (TTY: 877-492-7341) or log on to the website at www.EAP4YOU.com.

Behind the Scenes

By **Robert Bock**

When the Postal Service produces a commercial starring our employees, we see what happens behind the scenes. What else happens behind the scenes?

The Plant and Vehicle Maintenance departments keep the postal fleet and mail processing equipment running. The vehicle maintenance facilities (VMFs) service more than 200,000 vehicles. What types of vehicles do the VMFs maintain? We work on the administrative fleet, including the Inspection Service and, at times, the Office of Inspector General vehicles. We also work on

the “heavies,” which are seven-plus ton tractors. And don’t forget trailer maintenance.

Our light delivery vehicles usually are inspected every 26 weeks by VMF employees. Depending on the scope, there is a 67-point inspection of the light delivery fleet. In between these inspections, we perform unscheduled maintenance on the vehicles; we keep the fleet running.

Based on mileage, we inspect the “big trucks” more frequently, based on miles driven. Usually, this occurs every six weeks.

There are more than 300 VMFs nationwide. EAS employees in the VMFs ensure the fleet keeps running

so our delivery units can deliver mail to our customers.

In the plants, it gets even more complicated. It is necessary to keep all different types of mail processing equipment running. Examples include machines that cancel letters; mail moves through the system based on the particular mail piece.

This is just a snapshot of the important role Plant and Vehicle Maintenance employees play in our primary mission of delivering the mail.

bocknaps406@aol.com

Robert Bock is a NAPS Southeast Area member.

What We Can Learn From the NFL

By **Mary Burkhard**

Yes, it would be nice if NAPS could sponsor a team or I had something insightful to say about how teams will do next year, upcoming trades, great plays, etc. But, no, this article is about the NFL’s new “tougher” personal conduct policy enacted after its year of scandals harmed the league’s reputation. Players are role models and actions off the playing field are the true representation of character, which is the sum of all of your personal characteristics—who you really are. The same is true for NAPS officers, especially our 24 Executive Board members.

The NFL’s Personal Conduct Policy states that everyone associated

with the NFL is required to avoid “conduct detrimental to the integrity of and public confidence in the NFL. Rules promoting lawful, ethical and responsible conduct serve the interests of the league, its players and fans. Illegal or irresponsible conduct does more than simply tarnish the offender. It puts innocent people at risk, sullies the reputation of others involved in the game and undermines public respect and support for the NFL.”



This policy also states, “You are held to a higher standard and expected to conduct yourself in a way that is responsible, promotes the values upon which the league is based.” If we substituted the words “NAPS,” “officer” and “member” in a few places, this policy would be rele-

vant for NAPS, as well. If you think about it, NAPS and the NFL have a lot in common.

The NFL created an outside board to conduct investigations and hearings and determine appropriate penalties. No more turning a blind eye, making rationalizations, excuses and insider deals that created more of the same, with growing internal mistrust and external scandals that eventually harm everyone involved in some way. Being a popular player does not have the pull it once did.

Not addressing improper behavior and misconduct is proven to be the worst thing you can do; problems simply escalate. This leads itself to organizational chaos, lack of focus and wasted resources. Our organization should, at a minimum, confront behavior and demand change in our

players, which, in our case, are referred to as officers.

If one turns a blind eye to wrongdoing, it essentially is condoning the behavior. People are not perfect, which is why there are rules and consequences for misconduct. If you are known, like the NFL, for not enforcing rules, then eventually “the story” gets out and how can you justify it? The NFL could not and it has much more money, power, influence and clout than NAPS.

Just because it is difficult to address these situations does not make it acceptable to embrace a lack of ethics and professionalism from officers of the organization. That is why our three resident officers are paid and given perks so generously. This part of the job is not pleasant, but is the most basic and important foundation on which our organization depends.

Members should never be afraid

The Postal Supervisor encourages members to submit contributions for this column. Please see the submission information on page 2.

to ask questions, call out a problem or worry about hurting someone’s feelings. If you are professional, calm and get the facts in-

stead of jumping to conclusions, you are demonstrating leadership skills and strengthening our organization. If there is a problem that needs to be addressed, don’t let it fester and get worse, as did the NFL.

According to the book, “The Five Dysfunctions of a Team” by Patrick Lencioni, fear of conflict is one of the most powerful dysfunctions. Most people would prefer to take the path of least resistance and not rock the boat too much; they hold things in, look the other way when they see problems and avoid addressing issues. Addressing issues head on is not a natural instinct, but healthy conflict spawns productive debate, highlights problems, finds solutions and, most importantly, holds people accountable.

If there is a problem that is going unaddressed, it likely is having a negative impact on the organization. According to this book, one of the biggest mistakes we make in our careers, over and over, is seeing problems but not addressing them soon enough. Letting things go, for whatever reason, only causes bigger problems.

Inclusiveness, open communication, ethics, dignity and respect can only exist when everyone is held accountable to do their part in ensuring we address issues and have healthy/professional interactions. Only then will we have the focus and unity to make meaningful improvements for our members who have only one organization that they can turn to: NAPS. We need everyone to remain loyal to the purpose of not just the NFL, but, more importantly, NAPS.

Mary Burkhard is a NAPS Pacific Area member.

What You Deserve from Our NAPS Leaders

By Dioenís D. Perez

What can we expect from our newly elected NAPS Headquarters leadership? To tell you the truth, I don’t really know. What I do know is our elected officers submit articles to *The Postal Supervisor* and our NAPSHQ2U e-mailed newsletter. Oh, I almost forgot, every once in a blue moon we are blessed to be treated to a snippet of information on the NAPS website. It’s been four months since the election; a learning curve is not an excuse from any of these resident officers because they all are experienced area or re-

gional officers. I want these three gentlemen to become very successful because if they are, that will be reflected in a better pay package and our becoming informed members of the association.



However, after four months, all I read from the leadership is how we need to be problem solvers, establish new relationships or become one united NAPS family. This is all BS to me. I want to see better working conditions, mutual respect and dignity, a better SWCs system, a better end-of-year pay system, pay results that benefit us for a change and resident officers and an Executive Board that respond to ques-

tions on www.naps.org.

I wasn’t elected to come up with ideas on how to improve our plight; they were. This association has my 100-percent support, but it also receives my wrath of criticism when there’s not enough communication or information released to us. *All* our officers should be communicating—not making excuses to avoid communicating on our website. We elected you; now it’s time for you to participate with us online!

Realistically, here are the three items we can expect in FY15 from our newly elected NAPS Headquarters leadership:

1. Elected resident officers and Executive Board members will con-

Continued on next page

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

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

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

Preparing for a New Congress

By Sharon Mathews

President

The holiday celebrations and family get-togethers are over. Hopefully, each of you had the opportunity to make new family memories, as well as observe cherished family traditions.

This month, newly elected members of Congress will be sworn into office. Many will be new to Congress and need to be educated about the issues affecting the Postal Service and NAPS' position on these issues. Often, personal contact goes a long way in fostering relationships.

This year's Legislative Training Seminar (LTS) will be March 8 to 11 in Arlington, VA. NAPS and Auxiliary delegates will be visiting their elected officials on Capitol Hill. I encourage as many Auxiliary members as possible to attend LTS. Not everyone is able to be a delegate, but Aux-



iliary members can establish relationships with their elected officials and help promote NAPS' agenda.

If you live in or near a city where your representative maintains a district office, stop by and introduce yourself to the staff and learn who

will handle postal issues.

Many of these same staff members will be with your representative when town-hall meetings or meet-and-greet events are held in the district when Congress is in recess.

Your two senators each will have several local offices throughout the state. If you live in or near one of these locations, a personal visit also is encouraged. Oftentimes, a personal touch and name recognition open doors.

You can visit www.congress.gov/ members to locate your representative's and senators' websites, which will contain office locations and hours.

As the new year dawns, I wish

each of you a healthy and prosperous year.

sharonmathews4504@comcast.net

Thoughts from the NAPS Branches

Continued from page 30

tinue to be non-participants on the NAPS website.

2. NAPS Headquarters will not stop or stall the USPS consolidation of 82 mail plants.

3. NAPS Headquarters will be less effective on Capitol Hill as a result of the November elections

With dignity and respect, always.

pmob2020@aol.com

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

2014 SPAC Contributors

Continued from page 24

Jones, Marcia	MD	Branch 42
Hunsanger, Laurianne	MI	Branch 508
Bollinger, Kathreen	MO	Branch 36
Macklin Jr., William	MO	Branch 131
Geter, John	NC	Branch 183
Walker, Veronica	NJ	Branch 237
Hooftallen, Paul	NY	Branch 27
Krempa, Keith	NY	Branch 27
Saunders, Leslie	OH	Branch 33
Disalvia, Betty	RI	Branch 105
Giorgio, Victor	RI	Branch 105
Girard, David	RI	Branch 105

Butterfield, Linda	SD	Branch 946
Tilo, Kalepo	TN	Branch 32
Alvarez, Frank	TX	Branch 124
Hill, Earnest	TX	Branch 122
Miller, Ovetta	TX	Branch 9
Strickland, Dennis	TX	Branch 124
Trevino, Barbara	TX	Branch 124
Holley, Deborah	VA	Branch 526
Sprewer, Victoria	WI	Branch 72

Continuous Contributor Club Earned in December

Hale, Donna	VA	Branch 526
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NAPS Executive Board Directory

Resident Officers

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



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Brian J. Wagner
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Regional Vice Presidents

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



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