

the Postal Supervisor

April 2022

**U.S. Appeals Court
Rules in NAPS'
Favor Regarding
Representation,
Compensation and
Consultation**

page 8



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Objective

The objective 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.

Submissions—Articles submitted for publication should promote the welfare of NAPS and its members in accordance with Article II of the NAPS Constitution & Bylaws. The NAPS resident officers reserve the right to edit all articles, as well as decline to publish submitted material. Branch officer articles must be not more than 350 words. Send all articles to NAPS Secretary/Treasurer Chuck Mulidore at naps.cm@naps.org.

Reprint requests and other correspondence may be addressed to Karen Young; phone/fax, 540-636-2569; kbalentyoung@gmail.com.

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Sadness in Euphoria

Hello, my NAPS brothers and sisters. I write this column as we still digest the decision handed down by the United States Court of Appeals for the District of Columbia Circuit on Feb. 22, 2022, in the matter National Association of Postal Supervisors v. United States Postal Service and United Postmasters and Managers of America.

The news of this decision by our legal team led by Andy Freeman, attorney, Brown Goldstein & Levy, brought joyous excitement at the vindication of long-standing issues on pay, the consultation process and representation. Having this judicial body make a historic decision on settled law will stand forever as a marker in our association's rich history. Please ensure that you take time and read this landmark decision at naps.org.



Ivan D. Butts
President

Since I was honored to be elected NAPS' Eastern Region vice president in 2008 on the 100th anniversary of our association, the USPS consultative response that NAPS does not represent USPS Headquarters EAS employees always bothered me. It wasn't the reply, but that the reply never was supported by any policy, procedure or law.

When I was elected executive vice president, I got more oversight that helped facilitate further questioning of the USPS' statement on representation. That question was, "Where is it written?" The USPS never answered that question; then, the answer was found in the documentation at NAPS Headquarters. The long-expired MOU between the USPS and past NAPS President Don Ledbetter established a three-year moratorium on NAPS representation of USPS Headquarters EAS employees. This MOU expired in 1981.

So, the Appeals Court stating, "We reject the Postal Service's position that it may deny employees the representation rights granted by Congress by simply declaring employees not to be supervisory or other managerial personnel," finally answers a question that has been asked of the USPS by every NAPS president since Don Ledbetter.

Participation is the lifeblood of our postal manage-

ment association. This access denied for 44 years (since 1978) has had a tremendous impact on NAPS. First, in the active discouragement by USPS Headquarters in its statements to EAS employees entitled to representation that "NAPS can't do anything for you." And by the thousands of EAS employees denied representation at the table per federal law.

It is very reassuring to finally have resolution to this issue by the courts as we move forward in addressing the issues of planning and developing pay policies and schedules, fringe benefits programs and other programs relating to "supervisory and other managerial employees" per 39 USC § 1004(b).

But there is an accompanying sadness for me that tempers this tremendous, euphoric step forward for NAPS members. The Executive and Administrative Schedule employees who serve as the managerial unit of the USPS have been called on since the Post Office Department was constitutionally enacted by federal law to lead employees in binding Americans through post roads.

This role has expanded to over 600 various EAS job titles that make up this managerial unit. We always hear executives speak of this higher standard to which we EAS employees are held. At the same time, our treatment by some of these leaders conveys a colder, less noble meaning.

As the lyrics of Billy Joel's "Summer, Highland Falls" on his 1976 album, "Turnstiles," say:

*They say that these are not the best of times
But they're the only times I've ever known
And I believe there is a time for meditation
In cathedrals of our own*

*Now I have seen that sad surrender in my lover's eyes
And I can only stand apart and sympathize
For we are always what our situations hand us
It's either sadness or euphoria*

Despite this sadness in euphoria, I am committed to working for the members of this great association to achieve more in all areas. Dr. Martin Luther King Jr. reminded us, "The arc of the moral universe is long, but it bends toward justice."

In solidarity ...

naps.ib@naps.org

A Historic Win for NAPS

On Feb. 22, the U.S. Court of Appeals for the District of Columbia issued its opinion in NAPS v. U.S. Postal Service. As I'm sure you know by now, it was a great win for NAPS members! Not only did the court overturn the federal district court judge's dismissal of our lawsuit filed in 2019 over the pay consultation process from 2016-2019, the court also recognized NAPS' rights we correctly have been claiming for over 40 years.



Chuck Mulidore
Executive Vice President

Specifically, that claim is NAPS represents *all* EAS employees—supervisors, managers and postmasters—regardless whether they work in the field or at Postal Service Headquarters—for purposes of pay and benefits consultations. As for representing postmasters in pay and benefits, on page 31 of its decision, the court stipulated: “It follows that Section 1004(b) requires the Postal Service to consult with the Association [NAPS] regarding compensation for these employees [postmasters].”

This is significant because postmasters now will have the largest and strongest postal management organization representing them in pay and benefits consultations. It is unfortunate the organization that previously had exclu-

sively represented postmasters sided with the Postal Service on this issue and, thus, was summarily defeated in its efforts to prevent NAPS from representing postmasters.

That organization should have joined with NAPS for the greater good of all EAS employees, yet, apparently, its leadership could not overcome their own parochial self-interest and sided with the Postal Service in the lawsuit. In NAPS' opinion, the issue of representation has been settled and is considered law.

The court remanded, or sent back, to the federal district court two issues—supervisory differential and private-sector pay comparability—to determine what pay is owed from 2016 through 2019 and to order backpay as appropriate.

The Appeals Court also held that the Postal Service failed to provide a fair pay differential between supervisors and the employees they supervise, as well as holding that the Postal Service failed to compensate EAS employees comparably to their counterparts in the private sector, as required by law. NAPS will continue its untiring efforts to resolve these key issues, whether through additional court proceedings or resolution with the Postal Service.

One of the more troubling aspects of this lawsuit is why did it have to happen? Why would the Postal Service deny NAPS something so clearly written in the law?

NAPS has argued for over four decades that it has the right to represent *all EAS employees* in pay and benefits consultations, based on *Title 39* of the U.S. Code. Yet the Postal Service denied this obvious fact.

Why did the Postal Service claim it had compared EAS positions to similar jobs in the private sector when it had not? We may never know the answers to these questions, but now is not the time to look back, but, rather, the time to look ahead.

While this is a good win for NAPS, there still is more work to be done. In fact, the work of promoting the well-being of all EAS employees in the Postal Service never ends. It is why NAPS exists—for almost 114 years.

This lawsuit win represents a seminal day in the proud history of NAPS; we should all celebrate and rejoice. But, the work continues.

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Thrift Savings Plan

Fund	G	F	C	S	I
February 2022	0.14%	(1.08%)	(2.99%)	0.03%	(2.61%)
12-month	1.51%	(2.47%)	16.37%	(6.52%)	3.06%
The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.					
Fund	L Income	L 2025	L 2030	L 2035	L 2040
February 2022	(0.51%)	(1.01%)	(1.45%)	(1.61%)	(1.76%)
12-month	2.99%	4.90%	5.60%	5.91%	6.24%
Fund	L 2045	L 2050	L 2055	L 2060	L 2065
February 2022	(1.89%)	(2.01%)	(2.38%)	(2.38%)	(2.38%)
12-month	6.45%	6.72%	8.04%	8.03%	8.03%
These returns are net of the effect of accrued administrative expenses and investment expenses/costs. The performance data shown represent past performance, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so that investors' shares, when sold, may be worth more or less than their original cost. The L 2010 Fund was retired on Dec. 31, 2010. The L 2020 Fund was retired June 2020.					
Visit the TSP website at www.tsp.gov					

Nice To Be Back

Reminiscing on March 2020: We were attending the Legislative Training Seminar (LTS) and COVID was in the news, but I don't think we had any idea of the impact it would have on the world. Right after LTS that year, the NAPS Executive Board held its spring board meeting.

After the meeting, I returned to my hotel room where my beautiful wife Ivonne greeted me, saying the NBA season was just cancelled. Two days later, we drove back to our home in New Jersey. We made our usual stop to pick up milk and fresh bread. To our amazement, the store shelves were practically empty. Wow! Reality set in pretty quickly; what an effect some events can have on our lives.

Well, reality is setting in again for many of us. On Feb. 22, the U.S. Court of Appeals for the District of Columbia Circuit ruled in our favor

in *National Association of Postal Supervisors v. United States Postal Service and United Postmasters and Managers of America*. The ruling determined that NAPS has the right to represent all supervisors, postmasters and managers, including those assigned to the areas and

On Feb. 12, NAPS Secretary/Treasurer Jimmy Warden spoke at House Oversight and Reform Committee Chairwoman Carolyn Maloney's press conference. On Feb. 8, the House overwhelmingly passed H.R. 3076.

Headquarters. This is the position NAPS has stood by for years.

As you have read in my previous columns, membership is the framework of our association. Based on the court's ruling, NAPS has the right to represent all postmasters. In addition, the court ruled that UPMA does not have the legal right to represent supervisors based on the interpretation of *Title 39*.

Pay issues also were addressed. The Appeals Court reversed the District Court's judgement and is remanding the case for further proceedings consistent with its opinion.

Everyone has a lucky number and mine always has been two. Well, on Feb. 22, 2022, NAPS was successful in achieving success in its lawsuit and now, two years after March 2020, we are back attending LTS in person and pursuing our legislative agenda.

Now is the time to recruit nonmembers as we are the only postal management association recognized by law to have the right to represent *all* managerial personnel. And it's time for *everyone* to be involved in NAPS' legislative agenda.

With LTS fast approaching, I am looking forward to this year's event more than any other. Our legislative agenda is a major priority; now, we have the best opportunity to make changes. We need to get our message to our elected officials on the importance of our legislative agenda, not just for the betterment of the Postal Service, but also for the livelihoods of all postal employees.

As I write this in late February, H.R. 3076 has passed in the House and is pending in the Senate. This extremely important piece of legislation can provide a path to helping financially stabilize the Postal Service, make the agency operationally sound and allow it to continue to fulfill its univer-



Jimmy Warden
Secretary/Treasurer



From left: New York City Branch 100 President Tom Hughes, Rep. Carolyn Maloney (D-NY), Branch 100 advocate Lijia Dyer, NAPS Secretary/Treasurer Jimmy Warden and Branch 100 Secretary/Treasurer Tu M. Tu.



NAPS Secretary/Treasurer Jimmy Warden also spoke at Senate Majority Leader Chuck Schumer's press conference on Feb. 13. From left: Warden, Schumer and New York City Branch 100 President Tom Hughes.

NAPS Secretary/Treasurer's Financial Report *Jimmy Warden*

sal service obligation. And, just as importantly, it maintains six-day delivery for the American people.

Success with H.R. 3076 will help lead the path to other legislation that encompasses NAPS' legislative agenda. This includes MSPB appeal rights for all EAS employees and amending *Title 39*.

On Saturday, Feb. 12, I had the honor to speak at a press conference in New York City in front of F.D.R. Station held by House Oversight and Reform Committee Chairwoman Carolyn Maloney. This took place just a few days after the House passed H.R. 3076.

On the following day, I also was honored to speak at a press conference held by Senate Majority Leader Chuck Schumer. He spoke of getting H.R. 3076 to a vote in the Senate as it is an extremely important and much-needed piece of legislation. I was accompanied to these events by local Branch 100 officers in a show of support.

Our future is now. We need to ensure our elected officials know our stance on all NAPS issues, from *Title 39* to MSPB rights to fair pay. I strongly urge you to support LTS and contribute to SPAC—a major key in pursuing our legislative agenda. Without it, we don't have a chance.

It's important to stay focused on our legislative agenda at LTS. So, instead of offering training for NAPS secretary/treasurers, I will address pertinent issues in my monthly columns. In March, I provided information on branches filing their tax returns. In May, I will talk about branches conducting financial audits.

I'm looking forward to a great LTS and increasing our membership! Increasing membership demonstrates leadership.

Stay safe!

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

Statement of Financial Position (Balance Sheet)—Nov. 30, 2021

Assets:	
Cash and Investments	\$ 13,434,000.01
Dues Withholding Receivable	325,022.06
Prepaid Expenses and Other Assets	716,071.11
Total Current Assets	14,475,093.18
Building and Equipment, Net of Accumulated Depreciation	2,491,370.61
Total Assets	\$ 16,966,463.79

Liabilities and Net Assets:

Accounts Payable	\$ 454,882.24
Accrued Expenses	225,923.90
Deferred Revenues	8,700.33
Dues to be Remitted to Branches	590,963.60
Total Liabilities	1,280,470.07
Unrestricted and Designated Net Assets	15,685,993.72
Total Liabilities and Net Assets	\$ 16,966,463.79

Statement of Activities (Revenues and Expenses)

(For the period Sept. 1, 2021, through Nov. 30, 2021)

Dues and Assessments	\$ 1,889,088.81
Less: Dues Remitted to Branches	1,270,459.73
Net Dues and Assessment Revenue	618,629.08
Advertising Income From <i>The Postal Supervisor</i>	4,914.00
Education & Training Revenue	26,855.00
Royalties	1,532.14
PPP Loan Forgiveness	134,575.00
Other Revenues	50,779.63
Revenues Before Investment & Real Estate Income	837,284.85
Investment (Loss)	(98,441.98)
NAPS Property, Inc. (Net Loss) Before Depreciation & Amortization	\$(44,756.72)
Less Depreciation & Amortization	(49,487.52)
NAPS Property, Inc. (Net Loss)	(94,244.24)
Total Revenues Net of Real Estate Loss	644,598.63

Expenses:

National Headquarters	461,738.00
Executive Board	287,033.89
<i>The Postal Supervisor</i>	99,769.91
Legal/Fact Finding/Pay Consultation	109,980.89
Legislative Counsel	962.50
Legislative Expenses	7,206.98
Membership	8,325.00
Education and Training	39,486.54
National Convention Expenses	791.92
Disciplinary Defense	71,221.52
Total Expenses	1,086,517.15

Expenses in Excess of Revenues (Change in Net Assets) \$ (441,918.52)

Substantially all disclosures required by GAAP are omitted.

The financial statements do not include a statement of functional expenses and cash flows.

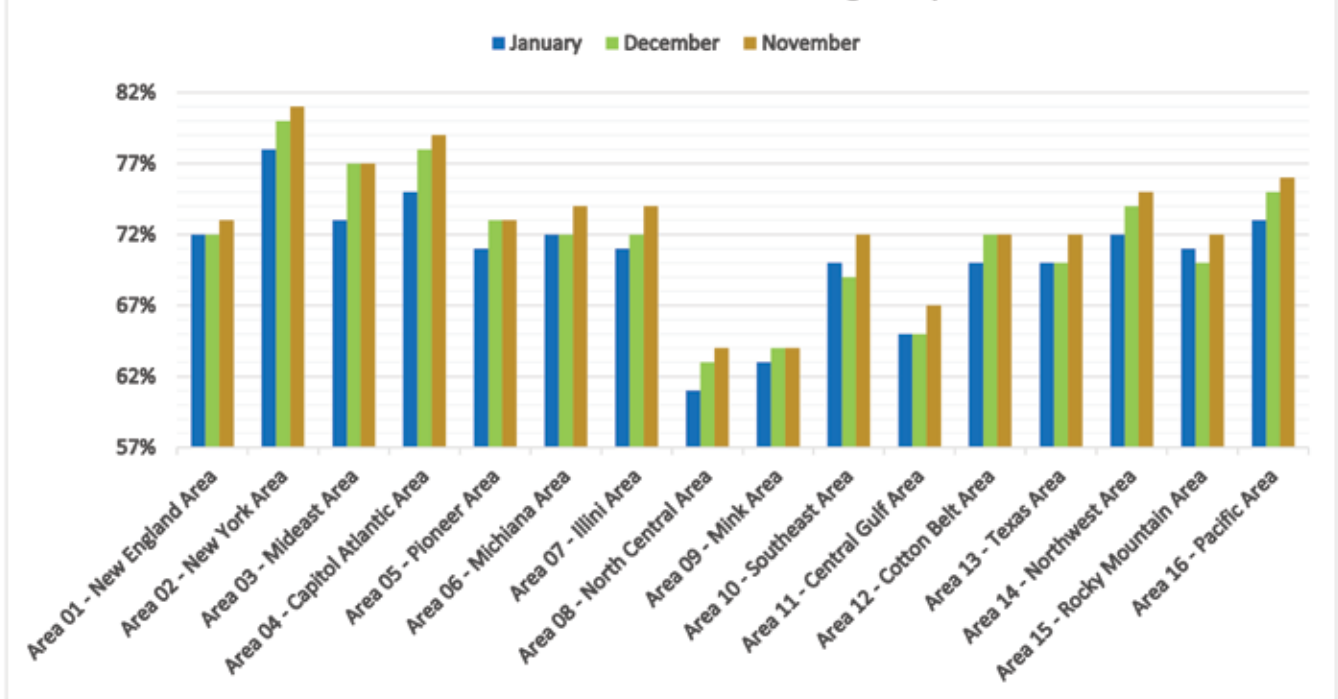
The financial statements do not include the financial position and operations of the SPAC.

No assurance is provided on these financial statements.

National Association of Postal Supervisors Membership Report

January 2022

3 Month Member Percentage by Area



Regular Member Totals By Area	January 2022	December 2021	November 2021
Area 01 - New England Area	72%	72%	73%
Area 02 - New York Area	80%	80%	81%
Area 03 - Mideast Area	76%	77%	77%
Area 04 - Capitol Atlantic Area	77%	78%	79%
Area 05 - Pioneer Area	73%	73%	73%
Area 06 - Michiana Area	73%	72%	74%
Area 07 - Illini Area	73%	72%	74%
Area 08 - North Central Area	64%	63%	64%
Area 09 - Mink Area	64%	64%	64%
Area 10 - Southeast Area	69%	69%	72%
Area 11 - Central Gulf Area	65%	65%	67%
Area 12 - Cotton Belt Area	71%	72%	72%
Area 13 - Texas Area	71%	70%	72%
Area 14 - Northwest Area	74%	74%	75%
Area 15 - Rocky Mountain Area	70%	70%	72%
Area 16 - Pacific Area	74%	75%	76%
Total Regular Member %	73%	73%	74%
Total Regular Members	23,898	23,945	24,262
NonMember Totals	January 2022	December 2021	November 2021
Total NonMembers	8,819	8,769	8,288
Total NonMember %	27%	27%	26%



NAPS Wins Its Appeal in Challenge Over Pay, Benefits and Representation

In a landmark decision issued on Feb. 22, 2022, the U.S. Court of Appeals for the District of Columbia recognized the National Association of Postal Supervisors as entitled to represent *all* U.S. Postal Service supervisors, managerial personnel and postmasters in consultation with the Postal Service regarding compensation and policies. The court held that NAPS' representation extends to all supervisory and managerial personnel, regardless whether the agency classifies them as field, area or Headquarters employees.

The court also found that the Postal Service violated the Postal Reorganization Act by failing to assure that EAS compensation is comparable to the private sector and that all supervisors are paid some differential above the employees they supervise. And it found that the Postal Service violated the law by failing to provide NAPS with its reasons for rejecting NAPS' recommendations during pay talks for the FY16-19 pay package as required by *Title 39*.

NAPS President Ivan D. Butts said, "We are elated over the Circuit Court's historic decision that finally vindicates the rights of all EAS personnel, regardless where they work, to be represented by NAPS in consultation with the Postal Service over pay and benefits. We look forward to broadening our representation in the days ahead and to the conduct of the pay consultation process that conforms to the expectations of the law."

NAPS initiated its lawsuit in 2019 after the Postal Service rejected the unanimous findings of a fact-finding panel that the pay package for FY16-19 violated statutory requirements. The court's decision in *National Association of Postal Supervisors v. United States Postal Service and United Postmasters and Managers of America* (No. 20-5280) returns the lawsuit to the U.S. District Court for the District of Columbia for further proceedings consistent with the Court of Appeal's decision. The entire decision is available at www.naps.org.



‘We Agree’

NAPS’ attempt to achieve a fair FY16-19 pay package for its members began in 2017. It has been an arduous journey that, on Feb. 22, 2022, resulted in victory when the District of Columbia Circuit U.S. Court of Appeals agreed with the tenets of NAPS’ lawsuit, National Association of Postal Supervisors, Appellant, v. United States Postal Service and United Postmasters and Managers of America, Appellees. Following are the history and timeline of the lawsuit, as well as the reasons behind the Appeals Court’s decisions.

The principal dispute in NAPS’ July 26, 2019, case concerned the Postal Service’s proposed FY16-19 pay package for its Field EAS personnel, according to the Appeals Court’s opinion. NAPS filed a complaint in the District Court alleging the Postal Service violated the “Postal Reorganization Act of 1970” (the Postal Act) by failing to provide a pay differential between clerks and carriers and the supervisors who manage them and also failing to consider private-sector compensation and benefits. NAPS also challenged the Postal Service’s refusal to consult with it regarding pay and policies for members who are postmasters or those categorized as Area and Headquarters employees.

In response to NAPS’ complaint, the Postal Service argued that the matters in dispute were not subject to judicial review. The agency maintained that provisions in the Postal Act authorizing adoption of pay packages merely state “policy goals” that the agency “should attempt to achieve”—not mandatory and enforceable directives.

The District Court agreed and granted the Postal Service’s motion to dismiss NAPS’ complaint for failure to state a claim. NAPS then filed a timely appeal claiming that the District Court erred in dismissing its complaint.

“We agree,” the Appeals Court’s decision reads. “After carefully reviewing the record in this case ... we hold that the Association [NAPS] has plausibly alleged that the Postal Service exceeded its statutory authority and failed to act in conformance with the commands of the Act.”

What Led to NAPS’ Lawsuit?

In September 2017, the Postal Service sent a proposed pay package to NAPS for its Field EAS employees for fiscal years 2016-2019. In the months that followed, the Postal Service consulted with NAPS on the pay package via meetings, letters and emails. The Postal Service rejected most of NAPS’ recommendations and, in summer 2018, issued its final decision without providing any reasons for rejecting NAPS’ recommendations.

NAPS requested the Federal Mediation and Conciliation Service convene a fact-finding panel to review the Field pay package. NAPS contended that:

- the pay package violated the Postal Act’s requirements for setting adequate and reasonable pay differentials between supervisory and rank-and-file employees and maintaining compensation and benefits comparable to those in the private sector.
- the 5% supervisor differential adjustment (SDA) included in the package resulted in thousands of su-

pervisors earning less than persons they supervised because the Postal Service used a lower-paid clerk position as the benchmark instead of a higher-paid (and more populous) carrier position.

- many clerks and carriers received more total compensation than supervisors because they earned overtime rates after fewer hours than their supervisors and also received larger and more regular pay increases.
- the Postal Service took no steps to compare compensation or benefits to the private sector before issuing its initial Field pay package. Only after the fact-finding panel was convened did the Postal Service hire a consultant to evaluate pay (but not benefits or other compensation) for eight out of 1,000 positions.
- the Postal Service did not consider high-wage locations or provide locality pay, refused to offer bonuses and did not adjust pay in line with inflation or market increases as are done in the private sector.

The fact-finding panel held a two-day hearing in December 2018 and issued its unanimous findings in a report in April 2019. The panel found that:

- the SDA had, in many instances, resulted in unreasonable and inadequate pay differentials.
- the Postal Service had violated the Postal Act’s comparability re-



quirement by issuing a final decision on the pay package without conducting any market surveys into private compensation.

- the Postal Service method for determining pay increases does not satisfy statutory criteria of comparability.

In April, about two weeks after the fact-finding report was issued, the Postal Service rejected most of the recommendations and issued a final pay package adhering to the differential and comparability conclusions in the original package.

On July 26, 2019, NAPS filed a complaint in District Court alleging the Postal Service violated Section 1004(b) of the Postal Act. In response, the Postal Service filed a motion to dismiss for failure to state a claim. The United Postmasters and Managers of America (UPMA) intervened in support of the agency's position that NAPS cannot lawfully represent postmasters and filed its own motion to dismiss.

The District Court granted the motions to dismiss, finding that NAPS failed to state a claim because it had not shown that the Postal Service had violated a "clear and mandatory" statutory directive. In September 2020, NAPS appealed the court's decision. On Sept. 21, 2021, the case was argued before the U.S. Court of Appeals.

Review by the U.S. Court of Appeals

The court determined that judicial review is available when an agency acts outside the authority Congress granted, based on the long-standing principle that if an agency action is "unauthorized by the statute under which [the agency] assumes to act," the agency has "violated the law" and "the courts generally have jurisdiction to grant relief."

The Postal Service contended that, because statutory language in the Postal Act specifies "it shall be the *policy* of the Postal Service" to provide pay differentials and comparable compensation, Congress' use of the word "policy" indicates these provisions are "advisory goals" that cannot be enforced.

The Appeals Court responded, "We disagree because the Postal Service's position is directly at odds with our precedent." The court determined that the statutory provisions at issue contain explicit language stating what the Postal Service "shall" do. "That language is undoubtedly mandatory," the court ruled.

The Postal Service also suggested that the fact-finding dispute resolution process supplants the need for judicial review. In response, the court ruled that "the history of the Postal Act indicates that Congress contemplated a very restricted judicial role in the Postal Service's compensation decisions," but "it does not present the kind of evidence necessary to foreclose review altogether."

In summary, the court concluded, "The Postal Act's requirements that the Postal Service 'shall' consult with recognized organizations, maintain 'adequate and reasonable differentials in rates of pay' between supervisors and clerks and carriers, and 'achieve and maintain compensation for its officers and employees comparable to the rates and types of compensation paid in the private sector' are clear and mandatory, enforceable provisions subject to review for *ultra vires* [invalid] acts."

Pay Differential and Comparability Requirements

The court explained that the Postal Act requires the Postal Service "provide adequate and reasonable

differential in rates of pay between employees in the clerk and carrier grades in the line workforce and supervisory and other managerial personnel." Although the Postal Service contends it has satisfied the pay differential requirement, NAPS argued the method used to implement the differential is flawed and, as a result, thousands of EAS employees earn less than the craft workers they supervise.

The court said the Postal Service has broad discretion to "achieve and maintain" comparability to the private sector using the means it sees fit. The statute does not specify how similar the rates must be, the manner in which rates are compared or the method of study of private-sector rates. "However," the court ruled, "the Postal Service cannot choose to ignore private-sector compensation rates altogether and it must demonstrate in good faith that it has achieved and maintained comparability in line with Congress' directives.

"Here, the Postal Service has not shown that it considered private-sector compensation and benefits, nor explained how it has achieved comparability in its rates. It has not provided a justification for its conclusion that comparability has been achieved, nor explained its resolution of factors built into the comparability requirement like locality pay and market-rate increases in pay. Absent a reasoned explanation showing otherwise, the Postal Service's belated and limited look at pay—and not total compensation or benefits—for only eight of 1,000 positions plainly fails to meet its statutory obligation to achieve comparability in good faith 'for all officers and employees.'"

Requirement to Consult

The court concluded that the Postal Service has refused to consult

with NAPS regarding compensation for most workers it deems “Area” or “Headquarters” employees, as opposed to Field employees. Additionally, it has refused to consult with NAPS about postmasters’ compensation.

The court said the Postal Service’s position of recognizing NAPS as an organization representing Field EAS employees, but not most Area and Headquarters employees, is “sparse and self-serving” and there is no evidence to support its claim.

The court said no explanation has been provided for why the Postal Service asserts that Area and Headquarters employees are not “supervisory” or “other managerial employees” under the Postal Act. As a result, “most Area and Headquarters EAS employees have been denied representation by NAPS in the pay policy process.”

The court went on, deciding that it cannot assess whether the Postal Service’s claim regarding “supervisory and other managerial employees” is plausible because the Postal Service has failed to offer any support for its position. Despite the Postal Service’s classification of any particular role, “what is clear is that the Postal Service may not arbitrarily exclude employees from representation they are entitled to under the Postal Act.

“We reject the Postal Service’s position that it may deny employees the representation rights granted by Congress by simply declaring employees not to be supervisory or other managerial personnel.”

NAPS claims it represents 7,500 employees throughout the country whom the Postal Service categorizes as “Area” or “Headquarters” employees and that such employees perform supervisory and managerial responsibilities. NAPS contended that the

Postal Service failed to consult with NAPS regarding compensation for *all* Area and Headquarters employees and the Postal Service refuses to recognize its representation of many of these employees.

The court said for these few Area and Headquarters employees the Postal Service recognizes as represented by NAPS, the Postal Service exceeded its authority by failing to consult. During oral argument, the Postal Service claimed that, because it expressly excluded those employees from the general Area and Headquarters pay package and did not issue any 2016-2019 pay package for these employees, it did not breach its obligation to consult.

The court did not accept the explanation, commenting, “It reeks of chicanery.” The court went on, “The Postal Service may not evade its statutory obligation to consult by excluding employees from its pay packages and refusing to promulgate any pay policies for them.”

Despite the Postal Service’s view that the majority of Area and Headquarters employees are not entitled to representation by NAPS because they are not “supervisory” or “other managerial employees,” the court determined that position is an “unsupported assertion that is strongly contested by NAPS.” On remand, the District Court must determine which of these employees has been improperly excluded from the right to representation granted in Section 1004(b).

Postal Service’s Refusal to Consult with NAPS Regarding Postmasters

NAPS has long contended that it satisfies the requirements in Section 1004(b) of the Postal Act that to become a recognized group entitled to participate directly in the planning

and development of compensation policies for its members, the group must prove it is *either* (1) a supervisory organization that represents a majority of supervisors; (2) an organization (other than an organization representing supervisors) that represents at least 20 percent of postmasters; *or* (3) a managerial organization (other than an organization representing supervisors or postmasters) that represents a substantial percentage of managerial employees. Once an organization has satisfied any one of these three standards, “such organization ... shall be entitled to participate directly” in the development of compensation policies “relating to supervisory and other managerial employees.”

The Postal Service contends this provision mandates that separate, mutually exclusive organizations represent *only* supervisory employees *or* postmasters *or* managerial employees. Because NAPS represents supervisors, the Postal Service insists it cannot represent postmasters.

The court ruled that the carefully worded language of Section 1004(b) presents different requirements for supervisory organizations than it does for postmaster or managerial organizations. “In requiring that a supervisory organization represent ‘a majority of supervisors,’ Congress made clear there can be only *one* such organization authorized to consult on behalf of supervisors.

“However, because any given postmasters’ organization must only represent ‘at least 20 percent of postmasters,’ as many as five postmasters’ organizations could qualify under the Postal Act. Likewise, a managerial organization must only represent ‘a substantial percentage of managerial employees,’ so many managerial organizations could qualify. This dis-



inction sets the supervisory organization apart from the start.

“While Postmasters’ organizations are expressly prohibited from also representing supervisors, and managerial organizations are prohibited from also representing supervisors or postmasters, no such restriction is placed on supervisory organizations. Supervisory organizations—beyond having to show they represent a majority of supervisors—are not limited in who else they can represent.”

The court determined that “this precisely crafted statute thus presents a ‘nested’ structure, in which Congress placed deliberate restrictions on postmasters’ organizations and managerial organizations, but conspicuously left the supervisory organization free to represent either postmasters or managers alongside supervisors.”

The court declared, “The Act does not say that a supervisory organization cannot represent postmasters. Therefore, the Postal Service’s construction of the statute would require us to write a restriction into the text that is not there. We will not do that.”

The court found the Postal Service’s position that it cannot lawfully recognize NAPS as a representative of postmasters in addition to supervisors was belied by its own practice. In the 2003 amendment to the Postal Act, the amendment confirms postmasters are managers: “‘Postmaster’ means an individual who is the manager in charge of operations of a post office, with or without the assistance of subordinate managers or supervisors.”

At oral argument, counsel for the Postal Service acknowledged it has consulted with NAPS and the United Postmasters and Managers of America on compensation policies for *managerial* employees and continues to do so today.

The court determined that the “parenthetical restrictions in the statute cannot both be read to permit these organizations to represent managerial employees but to deny supervisory organizations the ability to represent postmasters. The Postal Service’s proposed interpretation that these groups must be mutually exclusive presents an utterly unreasonable interpretation of the statute that contravenes Congress’ careful wording and would deny thousands of managerial employees access to the protections of the Act as Congress intended.”

In sum, the court ruled “it is undisputed that NAPS qualifies as a recognized organization under the Postal Act because it represents ‘a majority of supervisors.’ Having met this threshold requirement, it is therefore entitled to participate directly in the planning and development of pay policies ... relating to supervisory and other managerial employees.

“Its postmaster members, described in the Act as ‘managers,’ plainly fall into the broad category of ‘supervisory and other managerial employees’ NAPS may represent. It follows that Section 1004(b) requires the Postal Service to consult with NAPS regarding compensation for these employees.”

Postal Service Must Give Reasons for Rejecting NAPS’ Recommendation

Regarding NAPS’ allegation that the Postal Service did not supply reasons for rejecting its recommendations on the Field pay package before issuing a final decision, the court determined that the Postal Service exceeded the scope of its statutory authority.

What’s Next?

In summary, the Appeals Court said that, for the reasons set forth in

its ruling, “we hold that NAPS plausibly alleges that the Postal Service exceeded the scope of its delegated authority on multiple counts.” First, the agency acted beyond its authority by failing to institute “some differential” in pay for supervisors and by failing to demonstrate that it sets its compensation levels comparable to the private sector.

Second, the Postal Service failed to follow the Postal Act by refusing to consult with NAPS on compensation for Area and Headquarters employees, by refusing to consult regarding postmasters and by failing to provide NAPS with reasons for rejecting its recommendations.

“Accordingly, the judgment of the District Court is reversed and the case is remanded for further proceedings consistent with this opinion.”

The court remanded two issues—supervisory differential and private-sector pay comparability—to the District Court to determine what pay is owed during the period of the 2016-2019 pay package and to order back-pay as appropriate.

The court ruled that NAPS represents supervisory and managerial postal employees who are classified as “Area” and “Headquarters,” not just “Field.” The court held that the Postal Service violated the law by not consulting with NAPS regarding Area and Headquarters employees in positions the Postal Service acknowledges are supervisory or managerial.

The court also found there is a factual dispute regarding whether some Area and Headquarters employees are “supervisory or other managerial employees.” Remanding the case to the District Court will require litigating which positions are “supervisory or other managerial employees” and which are not.

Overall RCE Survey Percentage, EAS Employees Being Forced to Case and Deliver Mail and New HR System Among Items Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Nov. 22 consultative meeting via Zoom. Representing the Postal Service were Bruce Nichol森 and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

NAPS asked what the criteria is for establishing a vehicle operations maintenance assistant (VOMA) position(s). Also what manual, handbook, management instruction or other postal document references this information.

This agenda item is related to bargaining-unit employees. This question can be discussed with NAPS outside this consultative meeting.

NAPS still is waiting for a response to Item #10 from the July 2021 consultative:

NAPS has received a request from the field to clarify the VOMA position at the station level. What is the minimum number of vehicles to have a VOMA in a post office/station/branch? How many vehicles are needed to service to get a second VOMA?

This agenda item is related to bargaining-unit employees. This question can be provided to NAPS outside of this consultative meeting.

Agenda Item #2

NAPS asked if there is a process, guide or equation being used by Human Resources/Hiring that determines which MPOO group

receives new CCAs and PSEs versus another MPOO group or if it is up to the discretion of the MPOO or district manager to place them where they see fit.

The allocation of CCAs and PSEs under the respective cap is managed by each district or region. HR hires for the facilities once the allocations are finalized.

Agenda Item #3

NAPS asked if there is an official Postal Service Headquarters initiative or mandated policy based on a numerical percentage value for parcels to be delivered by 9 a.m. during peak season and beyond.

A 6-9 play was implemented in Level-21-and-above post offices for peak season. The intent was for offices to deliver parcels to customers between 6-9 a.m. and achieve a 15% percentage of packages delivered. This contributes to the success of offices in servicing customers and prevents late deliveries.

Agenda Item #4

NAPS asked whether the overall Retail Customer Experience (RCE) survey percentage (taken by our customers) increased in FY22 versus FY21 and what the current YTD percentage is.

The RCE (formally known as Mystery Shopper) program is a diagnostic tool used to correct conditions detrimental to customer satisfaction and that inhibit revenue growth. The RCE program is not a survey completed by customers. There is a POS survey that is part of the RCE Perfect Transaction; customers are invited to take the survey.

The national POS survey response

rate for FY22 YTD (10/1/2021 to 11/12/2021) = 0.3196%

The national POS survey response rate for FY21 YTD (10/1/2020 to 11/13/2020) = 0.3530%

This means that, for the two periods compared above, the response rate has decreased by 0.0335% or, in other words, the rate has fallen by 335 responses for every million transactions.

Agenda Item #5

NAPS stated the MOU concerning involuntary reassignments is clear, yet NAPS Headquarters continues to hear from the field that district managers and plant managers consistently violate this policy. Can a message be reissued so this policy is understood by all senior leaders?

The 2015 memorandum can be reissued.

Agenda Item #6

NAPS has received reports from the field that USPS Headquarters Labor managers are telling district managers, MPOOs and other field leadership that Customer Service managers and postmasters are responsible for everything in their office, indicating they are to be given corrective action if they fail a timeline. Is this accurate?

We are not aware of any directive. The following is included among job descriptions for manager, Customer Service:

- *Manages with the assistance of a large number of subordinate supervisors, the activities of a very large carrier station with a very large number of employees providing delivery and collection services within or beyond a*

normal geographic area, through a large number of carrier routes; retail services; mail distribution and dispatch; and post office box service.

- Ensures that all necessary accounting and administrative functions are performed and that reports are prepared and submitted as required.

- Manages the delivery and collection services, mail distribution, dispatch, window services and the processing or sale of non-postal products activities of a large carrier station.

- Manages certain postal operations extending beyond the normal delivery area, which may include parcel post delivery, special delivery, collections and distribution.

- Manages a large workforce, may have a medium-sized to large supervisory staff composed of general and specific functional area supervisors.

Agenda Item #7

NAPS asked if the official backup to a lead 7 clerk can have TACS access automatically without filling out a Form 1723 every time they cover the lead 7 clerk's absence.

There is no requirement to change an existing duty assignment of a level-6 clerk to perform as a relief lead clerk. The relief clerk is paid in accordance with ELM 233.3.

Agenda Item #8

With regard to CSV, the nonproductive operation number 5580 is related to the lead 7 clerk performing TACS duties. NAPS asked if this nonproductive time is factored into the actual CSV score at the end of the week. If so, NAPS asked for an explanation of the mathematical equation being used to calculate the scores.

We provided a response to NAPS regarding this item in a previous consultative meeting. This item relates to the ongoing F4 time study project that still is in the proposal process with leadership. The team still is in the process of analyzing

the data gathered from the study.

Once the analysis is completed, the results and any proposal from the team will be presented to postal leadership for approval and feedback. We intend to provide NAPS with the time study results following any determination from USPS leadership.

NAPS referred to Agenda Item #3 from the Oct. 19, 2021, consultative:

A new mandate is for a lead 7 clerk in Function 4 to do TACS time-keeping. How will these additional duties/time in operation 5580/LDC 48 be calculated to earn time and contribute to the CSV score?

The performance of timekeeping duties by bargaining-unit employees is not new. NAPS was notified of a time study, dated April 2, 2021, on Function 4 operations. Operations sent a team to 185 randomly selected sites to perform a national time study on F4 work performed. During the study, the team gathered data on TACS duties performed, whether those duties were completed by a clerk or management. The team still is in the process of analyzing the data gathered from the study.

Once the analysis is completed, the results and any proposal from the team will be presented to postal leadership for approval and feedback. We intend to provide NAPS with the time study results following any determination from USPS leadership.

Agenda Item #9

NAPS asked what the nonproductive operation codes/processes are, which are not measurable in F-4, that are entered into CSV and factored into the weekly score. If these identified codes/processes are factored into the weekly CSV scorecard, then an office's CSV percentage, which is based on "Actual Work Hours" versus "Earned Hours" will be skewed weekly, correct?

Budget hours for LDC48 are established using the previous year's data;

therefore, performing work on the correct operation is critical. This question relates to the ongoing F4 time study project still in the proposal process with leadership. The team still is in the process of analyzing the data gathered from the study.

Once the analysis is completed, the results and any proposal from the team will be presented to postal leadership for approval and feedback. We intend to provide NAPS with the time study results following any determination from USPS leadership.

Agenda Item #10

NAPS noted that, on July 29, 2020, Congress granted the USPS a \$10 billion loan under the CARES Act. NAPS asked the date when the agency got access to the funds, whether that money had been allocated in terms of budget and whether and where the money has been spent.

The \$10 billion loan was converted to a grant in March 2021 as directed by the American Rescue Plan Act of 2021. Information related to the grant is found in the Postal Service's Annual Report to Congress, Form 10-K.

Agenda Item #11

NAPS asked how many Emergency Federal Employee Leave (EFEL) workhours were used in FY21 and what the cost (money to the organization) was associated with those workhours to the organization. This affects TOE, as well as employee availability—key NPA indicators.

TACS codes were established for specific types of COVID leave that help track the amount of EFEL hours and to seek reimbursement as provided under the American Rescue Plan Act, which allowed government agencies to be reimbursed for the leave used. These leave types and TACS codes are not included among the employee availability indicators. Information on this reimbursement is found in the Postal Service's Annual Report to Congress, Form 10-K.

Agenda Item #12

NAPS indicated it had questions relative to board mail received recently at NAPS Headquarters from the USPS:

Relocation of NPMHU and APWU at ISC:

1. What is the current EAS staffing at LA ISC?

Total EAS positions = 36

1 – LV 15 Admin Assistant

1 – LV 20 MDO

1 – LV 22 MDO

1 – LV 23 MGR In-Plant Support

1 – LV 19 MGR Maintenance Operations Support

2 – LV 21 Operations Industrial Engineer

1 – LV 20 Operations Support Specialist

4 – LV 17 Operations Support Specialist

20 – LV 17 SUPV Distribution Operations

4 – LV 17 SUPV Maintenance Operations

2. What EAS staffing will remain at LA ISC?

The EAS staffing will be split between two facilities.

3. What EAS staffing will be at the new, second LA ISC?

The EAS staffing will be split between two facilities.

Pilot use of MDD and MMDTR:

1. During this pilot, how have crafts other than carriers recorded time?

This pilot only involved carriers in two locations in Memphis, TN. All other employees in these facilities continued to use the established process for recording time.

NAPS asked how the pilot went and what the outcomes were.

The test proved successful. Engineering and Finance are preparing for a national phased-in approach and to begin implementation of this process in February 2022.

Ambidextrous Sorters:

1. What sorting process are these sorters replacing?

The Postal Service is testing the feasibility of bin expansions on existing sortation systems, along with augmenting manual sortation of parcels, and evaluating their efficiency in providing supplementary assistance to employees performing manual sortation duties in F-1. We are in the very early stages of the test; there is no immediate plan to expand the fleet.

Agenda Item #13

NAPS provided a screenshot of Occupation Code 0341-0631, criteria for a supervisor, Customer Service Support (EAS-17), and asked the USPS to explain why this position *only* can be authorized if there is a vacant Customer Service supervisor position. NAPS said these positions perform different functions. If an office would qualify for this position, why should it not be approved? Why is the allocation of this position based on a vacant SCS position?

The duties performed by an SCS only are minor duties required of all supervisors in an installation, for example: hiring activities, supervision of business mail entry activities and coordinating employee training. The intent of this criteria is for an installation to have an option in shifting those duties performed by every SCS in each facility of the installation to one person so the SCS can focus on their primary duties.

Agenda Item #14

NAPS said that as the resident officers and Executive Board members attend NAPS-sponsored events, such as branch meetings, training seminars and conventions, they consistently are hearing from NAPS members across the country that supervisors, managers, MPOOs, postmasters and other EAS employees are being forced to case and/or deliver



On the Move?

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

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

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

mail. In fact, they often are ordered to case and deliver routes by senior district leadership.

This is in violation of all craft collective-bargaining agreements, not to mention how these EAS employees who are being forced to deliver mail can get their own work done and certainly will be held accountable for office failures. These demands also will generate grievance activity that managers will be forced to pay, further hurting TOE and other NPA indicators.

NAPS requested USPS Headquarters to issue directives that EAS employees may not be forced, coerced or otherwise required to case routes or deliver mail, as that is a function of the craft.

Non-bargaining employees only may be permitted to perform bargaining-unit work in emergency situations. (The exception is for Level-18 post offices and part-time post offices where 15 hours of bargaining-unit work can be performed.)

Those emergency situations must be just that—an emergency. The circumstance or circumstances must be unforeseen. If a facility, installation or district is planning to schedule a non-bargaining employee to perform bargaining-unit work and because planning is not an

Continued on page 29

Effects of COVID on NPA, Delays in Processing Invoices at Eagan Finance Office and Policy for Reinstating EAS Employees Among Topics Discussed

NAPS President Ivan D. Butts, Executive Vice President Chuck Mulidore and Secretary/Treasurer Jimmy Warden attended the Jan. 12 consultative meeting via Zoom. Representing the Postal Service were Bruce Nichol森 and James Timmons, Labor Relations Policy Administration.

Agenda Item #1

NAPS asked whether the USPS is going to consider the FY22 first quarter as part of the entire NPA calculation for FY22. EAS employees have not been given any information as to how they performed based on a lack of performance goals in any of the first three months of quarter one.

Quarter 1 performance will be included among the NPA calculations for FY22. The NPA proposal currently is in the consultation process.

Agenda Item #2

NAPS asked whether employee availability and TOE scores, at a minimum, affected by Omicron/COVID-19 will be adjusted to compensate affected NPA scores at the end of FY22.

There currently is no intent to modify NPA performance for FY22; the goals are yet to be finalized. NPA performance can be discussed with NAPS throughout the year.

Agenda Item #3

NAPS asked that the USPS send out a weekly NPA scorecard informing the field of PFP scores on a weekly

and regular basis for their Finance numbers.

A dashboard was established in FY19 to inform individuals of NPA performance. There is a plan to establish another dashboard for FY22, but it cannot be built until the FY22 NPA proposal is finalized in the consultation process. NAPS will be informed once the dashboard is complete.

There is an indicator sheet for every NPA indicator that explains the data source and calculation for each indicator to include step-by-step instructions on how to gather data for an indicator. This can help employees track performance; it can be found on the NPA web page.

Agenda Item #4

NAPS noted that, during the recent peak season, no maintenance-capable plants had the minimum, recommended trained personnel to take care of mail processing equipment. Some plants have 50 or more deficiencies in training. Headquarters and postal leadership expect to run the equipment to its maximum capacity, which is referenced in daily telecons. But they failed to get the trained resources needed to meet the goals that were set.

The Postal Service should have facilities at the minimum, recommended trained staffing or slightly above the minimum level, but there are no facilities at the recommended minimum. Also, there appears to be no plan to increase training capacity to match attrition, which only will make this situation worse in the weeks, months and years to come.

NAPS asked how EAS employees in plant operations can be accountable for processing efficiency when maintenance staffing is below the minimum standard.

Tom Rabicki, executive manager, Maintenance Policy, Programs and Support, addressed this consultative item. Rabicki agreed with NAPS's concern and the importance of having maintenance staffing that is sufficiently trained. He said this is not a problem across the board.

Currently, as well as the months leading into peak season, the biggest challenge to training maintenance staff was COVID and trainees being unable to travel or attend classes. The pandemic also caused NCED to be closed for approximately one year. Since reopening, the facility is at 50% to 75% capacity due to social distancing requirements.

Headquarters Maintenance Operations currently is working with HR to develop standard work instructions on filling vacancies timely. There also is a web-based site under development to track training and identify areas that may need focus or assistance.

Agenda Item #5

NAPS requested creation of a new Supervisor Differential Adjustment (SDA) to eliminate current pay differentials between Vehicle Maintenance EAS employees and the craft employees they supervise. With the current SDA based off level 8, step O, rather than level 10, step O, pay anomalies have been created where an automotive mechanic's salary is more than some VMF supervisors.

With APWU contracts, each level was increased in February 2008 by one that created the level-10, lead automotive mechanic. This situation has continued to create more pay discrepancies for VMF supervisors. The new SDA continues to reflect a need to adjust new supervisor level-entry EAS-17.

Also, plant maintenance SDA is at PS-10, Step P, while vehicle service is PS-8, Step O. This is reflected in the pay spread from plant maintenance to VMF maintenance pay. Throughout the years, NAPS, through the pay/consultative process, continually has made efforts at the national level to change and promote fair and equitable SDAs for VMF EAS employees. Based on data from the 2021 Federal Salary Database, 93.43% of PS-10 craft employees earn more in base salary than the EAS employees who supervise them.

NAPS requested that a new position group be created for SUPB VEH MAINT and MGR VHCL MAINT FCLT job titles that reflect the SDA be changed to craft levels at level 10, step P. With an adjustment reflective of the SDA level 10, this will make supervisors' pay more appealing and attractive for entry-level VMF management.

Criteria for the SDA was established through the pay consultation process, Title 39 § 1004 (e), with the management associations. NAPS has sent requests in the past asking the Postal Service to review specific jobs NAPS believed met the existing criteria for the SDA.

If the Postal Service determined a position met the existing criteria for SDA, the position then would be added to the SDA chart and a new occupation code was established, if needed. This request is a proposal to change the existing criteria, which should be discussed in pay consultations in accordance with Title 39 § 1004 (e).

As information, the most prevalent

bargaining-unit level and step are identified in each position group. The most prevalent level and step supervised in Vehicle Services is PS-8, Step O. There are more supervisor and manager positions under this SDA category than there are PS-10 bargaining-unit positions. Specifically, there are almost 25% greater the number of VMF managers and supervisors who are included among eligibility for the SDA, compared to the number of PS-10, lead automotive technicians.

If the recent collective bargaining agreement is ratified by the APWU, a new top step will be introduced in PS-8. If the contract is ratified and the new step established, this change will be discussed with NAPS regarding any impact to the SDA policy.

Agenda Item #6

NAPS noted that, effective Oct. 23, 2021, the USPS established salary and wages for craft employees working as PER PROC SPC (HRSS). The creation of this salary and wage schedule facilitates the need for an SDA between these craft employees and the EAS managers who supervise them.

NAPS requested that a new SDA category be created to address the pay differential between the supervisors working as SUPV HR SHRD SVCS and the employees they supervise, PER PROC SPC (HRSS). The USPS created the 5% SDA process, which NAPS contends is too low, yet this point notwithstanding, NAPS requested an SDA of 5% be established based on Grade 1, Step M, on the Article 9 agreement between the USPS and the APWU for HRSSC.

NAPS requested the SDA for this be \$91,162.05 until such time effective salary increases begin to occur (Jan. 15, 2022). At that time and all future craft increases in pay, the SDA will be adjusted accordingly.

NAPS further requested that this SDA be retroactive to the Oct. 23,

2021, effective date of the HRSSC APWU salary and wage schedule.

Pay consultations in accordance with Title 39 1004 (e) are the appropriate forum for this request. As information, the salary schedule established for the personnel processing specialist was identical to the EAS-18 schedule. Supervisors at the HRSSC are EAS-21 and EAS-23.

The SDA recognizes supervisory positions up to EAS-19. The policy establishes a position group and identifies the most prevalent bargaining-unit level and step as the benchmark and applies a 5% differential. If a new position group was established during pay consultations and the SDA policy was modified to recognize EAS-21 and 23 supervisors, the EAS positions and a 5% differential would be established at around \$70,400. The current salary range minimum of the EAS-21 is \$76,910, much greater than 5% over the most prevalent bargaining-unit step at the HRSSC.

Agenda Item #7

NAPS brought to the Postal Service's attention the inordinate delays occurring in processing invoices at the Eagan Finance Office. NAPS represents members who submit appeals through the Merit Systems Protection Board.

There have been many instances where settlements are reached that require the Postal Service to financially compensate the appellants in MSPB cases. The processing time for these settlements has been excessive and unacceptable. Following are specific cases (for confidentiality purposes, names are not included):

- four months—still not processed
- three months—still not processed
- over four months in 2021
- over four months in 2020.

In instances where NAPS members have opted to retire or resign

from the agency, the processing time for terminal leave checks also has been excessive—in the range of four months or longer.

NAPS asked what the average time for Eagan to process MSPB settlements and terminal leave payments should be expected. Also, what the Postal Service will do to reduce the processing time for settlement adjustments.

As a resolution, NAPS proposed the Postal Service provides an advance of 80% of the expected payment to a NAPS member who reaches a settlement with monetary provisions using a process similar to forms 1608 and 2243 to provide interim relief and payments to affected members. When Eagan processes the adjustments, the member would complete the process and obtain the remainder of the funds to which they are entitled.

This proposal is not adopted. After reviewing the examples NAPS provided and discussion with accountants at Eagan, there is not a specific reason for the said delays, but those delays were not due to the Eagan processing center.

The review process at Eagan can take up to 60 days if there are no issues with the submission request. If an error is identified, Eagan returns the submission for correction and resubmission. All examples provided by NAPS had different discrepancies and triggered all submissions to be resubmitted and caused delays.

Examples of these discrepancies include missing employee information, incorrect/outdated forms being submitted, missing documentation and an employee not agreeing to sign Form 8038. Once resubmitted, the package must go through the review process again. This process goes through several levels of review by Finance, Payroll, Accounting, then Processing.

Although NAPS feels the processing time is “excessive,” it is essential that

payment to an employee is correct. If processed with incorrect information, it could cause requests for overpayment and tax consequences. Every district Labor Relations has a backpay coordinator. A list of district backpay coordinators will be provided to NAPS. Labor Relations also will be providing refresher training to all coordinators on backpay submissions.

Agenda Item #8

NAPS asked the cost of developing and implementing the eArrow Lock Program scheduled to be field tested in the Chicago area in November 2021.

William Tartal, manager, Delivery Technology Programs, addressed this consultative item. At this point, the USPS has not determined a total cost of developing and implementing the eArrow Lock Program; the pilot program still is in the proof of concept and testing stages.

The eArrow Lock uses an existing arrow lock key in combination with the Mobile Delivery Device-Technical Refresh (MDD-TR). The eArrow lock was developed as a solution to the ongoing challenge the Postal Service faces with collection boxes and CBUs being compromised by lost, stolen and counterfeit arrow lock keys. The USPS will continue to keep NAPS updated as the program is expanded.

Agenda Item #9

NAPS asked what the Postal Service’s policy is on reinstating EAS employees who left the organization, but are seeking to be reinstated to an EAS position.

The Postal Service’s policy on reinstatement of EAS (non-bargaining) employees can be found in Handbook EL-312, 233.3 External Recruitment-Competitive and Noncompetitive.

Agenda Item #10

NAPS has become aware the

USPS is posting Level-18 postmaster positions to all career employees nationwide in violation of Handbook EL 312, 743.13. While 743.132 does allow the area of consideration to be extended, this is to occur only after the assessment of potential applicants. Extension cannot occur when the position is posted as it is—to all career postal employees nationwide.

This violation of 743.13 impacts field NAPS members, specifically EAS Level-17 supervisors who are competing unnecessarily with unqualified craft employees for Level-18 postmaster positions. These positions should be posted only to career EAS employees in accordance with EL 312, 743.131(c).

Elisa Fion, manager, Employment Policy & Programs, addressed this consultative item. Following are the applicable provisions for area of consideration in Handbook EL-312, Employment and Placement.

743.13 Defining the Area of Consideration

Selecting officials are responsible for defining the area of consideration for non-bargaining vacancies (see 741) as outlined in the following sections.

743.131 Minimum Area of Consideration

a. The minimum area of consideration for Headquarters vacancies is career non-bargaining employees Service-wide.

b. The minimum area of consideration for Area vacancies is career non-bargaining employees Area-wide.

c. The minimum area of consideration for Field vacancies is career non-bargaining employees within the District. Exception: the minimum area of consideration for positions filled under the Supervisor Selection Process is all career employ-

ees (including bargaining employees) District-wide (see 75).

All eligible non-bargaining employees (including Area, Headquarters, and Headquarters field units) may apply if their current work location (where they physically report to work) is located within the geographic (service) area of the organizational unit in the job posting.

743.132 Extending the Area of Consideration

After the assessment of potential applicants, the area of consideration may be expanded to include:

- a. Career bargaining employees,
- b. A larger geographic territory (i.e., Area-wide or Service-wide), or
- c. An external announcement.

*Selecting officials are responsible for defining the area of consideration as outlined in EL 312- 743.13. Section 743.131, the **minimum** area of consideration, provides the prescribed limit of individuals eligible to apply for a position. Limiting a position to non-bargaining employees of a district is the greatest degree a position can be limited if there is a decision to do so. For example, a posting **could not** be limited to an installation, a facility or a specific level (example: EAS-17) for applicants. Selecting officials have the authority to post jobs to all categories of employees and can be service wide.*

*Section 743.132, a separate provision from 743.131, allows for an extension of the area of consideration **after** there is an assessment of potential applicants. This process does not prohibit a selecting official from posting jobs to career non-bargaining and bargaining-unit employees under the prior provision, Section 743.131.*

These provisions are established to allow for the best-qualified to apply and not to limit the applicant pool. Allowing more applicants also could push the

process to a review board for another level of accountability. The restructure has required a review of these provisions, specifically referenced to areas and districts under 743.13; modifications to current language will be provided to NAPS for review.

Agenda Item #11

NAPS requested the status of the EAS 17 customer relations coordinator for the Columbia, MO, Post Office. This office qualifies for the position based on documentation and approved by the local district and area offices, yet the response from USPS Headquarters Organization Design continues to be that the position is under review and cannot be approved.

NAPS asked who at USPS Headquarters is reviewing this position and when the review will be completed. In the meantime, NAPS requested this long-approved position be posted in the Columbia, MO, area of consideration.

The staffing criteria for the customer relations coordinator, (CRC) EAS-17, is authorized in EAS-24 or larger post offices greater than 35 miles from the Customer Service District Office. These criteria have been in place since Dec. 2, 1992.

The Columbia Post Office had a CRC position from March 23, 2009, to Sept. 6, 2013. The position was removed in 2013 due to a request by the district to move the CRC to the Springfield, IL, Post Office. The Springfield Post Office still authorized is the CRC.

The district HR team can submit a request for the CRC position to be authorized at the Columbia Post Office because it and the Springfield Post Office meet eligibility requirements for the position.

NAPS Training Calendar

Central Region Training Symposium

April 8-9, 2022

In conjunction with the MINK Area Convention

Conducted by: Central Region VP Craig Johnson, Illini Area VP Luz Moreno, Michigan Area VP Kevin Trayer, MINK Area VP Kelly McCartney and North Central VP Dan Mooney

Location: Sheraton Indianapolis City Centre Hotel, 31 West Ohio St., Indianapolis, IN 46204; (317) 635-2000 or toll-free, (888)-627-8186. Room block cut-off is March 11.

Hotel Rate: \$179+ taxes/single or double.

Registration Fee: \$100 if received by March 31; after that date, \$130. Send registration form and check, payable to NAPS Headquarters, to NAPS Secretary/Treasurer Jimmy Warden.

Training: To be conducted by DDF provider Al Lum and attorney Glenn Smith, OIG Rob Townley, CRM Platform Manager Rose Torres, motivational speaker Karin Ellis, Brian Wagner, John Aceves, Kelly McCartney, Carmen Hughes and others.

Northeast Region Training Seminar

April 22-23, 2022

Conducted by: Northeast Region VP Tommy Roma, New England Area VP Bill Austin, New York Area VP Dee Perez and Mideast Area VP Tony Dallojacono

Location: Marriott San Juan Resort & Stellaris Casino. For reservations, call Marriott Reservations at 888-817-2033 or the hotel directly at 787-722-7000, ext 44.

Hotel Rate: \$296/single and double (includes taxes). Mention "NAPS" for the special rate, which is available April 21-25, based on availability. Registration cut-off is March 21.

Registration fee: \$150. Make check payable to NAPS and mail to Tommy Roma, 385 Colon Ave., Staten Island, NY 10308. Fee includes giveaways, coffee breaks, Friday luncheon and a SPAC raffle for a free weekend at the Marriott San Juan.

Making a Better Workplace

Tony Dallojacono

Mideast Area Vice President

Why are we the only company that competes against itself? It seems every office, district, area and plant wants to compete and be better than the other. That would be great if each were their own company.

No one wants to ask the other how they are doing this or that. We are not proactive, but, rather, reactive. If someone is struggling, shouldn't we show them how we succeed? If I have the ability and knowledge to succeed in something, I want to teach someone else how I do it. That is being a good mentor.

Does it mean I am a good teacher? No. But to give someone else the knowledge to better themselves or at least succeed is being a good mentor. We all are part of the postal family; if anyone in my family needs help, I will be there for them. Not only do we have to teach and mentor each other, but we also need to teach and mentor our employees.

When employees are aware and understand why we do the things we do, it may help change their mindset. Can we change everyone to make them better? No. But we can change enough to make a difference. We need to enlighten everyone as to why we do the things we do.

Explain to our employees that we want them to get home to their families every night the same way they came to work—in one piece. We do not want to see them get in any acci-

dent—and not just because of the paperwork. We must show our employees we care for them and the company.

We need to explain to our new employees that this is a career, not a job. We, as leaders, need to coach



and mentor—not through punitive action, but through example and guidance in the right direction.

During peak season, an EAS employee from another area, whom I respect as a future executive

in our company, called and asked how we were making the numbers we were making in a certain area. I told him exactly what was told to me and what we were doing. I have reached out to him to ask the same regarding other issues. Reaching out and asking—that's good leadership.

Nobody knows it all, which is why we have developed networks over the years. Times have changed in the Postal Service; things are not the same as they were five or even two years ago. We must remember to treat all employees as we would want to be treated. When you scream and yell at someone, all they hear is, "Blah, blah, blah." When you explain why, then things can change. Following are examples of respect in the workplace:

- Treat employees with respect regardless of their religion, color, race, gender, location, physical/verbal/mental disabilities, age or anything that sets them apart.

- Be an active listener and consider others' suggestions.

- Politely disagree without de-

The Postal Supervisor 2022 Production Schedule

Issue	Copy Deadline*	Mails
MAY	MAR 28	APR 26
JUNE	APR 18	MAY 12
JULY	MAY 18	JUNE 14
AUG	JUNE 21	JULY 19
SEPT/OCT	AUG 25	OCT 4
NOV	OCT 4	OCT 28
DEC	OCT 25	NOV 22
JAN 23	NOV 28	DEC 22
FEB	JAN 4	JAN 31

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

meaning others' logic in meetings or personal discussions.

- Offer constructive criticism and appreciation of others' skills and dedication.

- Accept others' weaknesses and do not be demeaning.

- Handle disputes in a healthy manner.

- Use unbiased behavior in the workplace when it comes to promotions.

- Encourage active participation from team members in meetings and discussions.

- Prohibit toxic acts in the workplace such as taunting, harassment, bullying, complaining, name-calling, monopolizing and belittling others.

- Use formal greetings and polite words, such as "thanks" and "please."

If we all practiced these examples, we could make every day at work a better place. The challenge is getting everyone to buy into the process for respect. As Albert Einstein said: "I speak to everyone in the same way, whether he is the garbage man or the president of the university."

mideastareavp@gmail.com

Building a Communication Bridge— Someone Has to Do It!

Dioenis D. Perez

New York Area Vice President

We are the largest communication service in the world, yet we simply can't communicate with each other. Why?

I don't pretend to have all the answers to resolve every single USPS and NAPS concern to this question, but what I do know is this: From the top down, we don't communicate well within each level of management. And that is regardless of the management style adopted, be it "stove top" or the structure we had for what felt like a postal millennium, even though it's been tweaked a number of times over the years under different PMGs. Is it a bottom-up or a top-down problem?

I think it's a combination of both. When there's bad communication, everyone has to look at themselves in the mirror and take some blame. If anyone here believes the other person has to build the bridge before they walk across it, then why even bother to communicate with each other?

Some leaders may argue and say this is nonsense; we communicate with the lower levels every day via emails and Zoom meetings. Perhaps detached communication is the problem and, to be fair, COVID contributed to this. Regardless, while embracing new technologies, some leaders have reverted to the bad old days of disrespecting and scolding people on Zoom meetings in front of their peers.

Haven't these Neanderthal leaders learned anything over the years?

This is not communication! It may have been how they grew up, but it's not professional in the workplace to disrespect subordinates. Dignity and respect are the foundation to building a bridge of communication; without it, the bridge will collapse.



As the new NAPS New York Area vice president, I've noticed many new faces in the USPS leadership rank and file. To be fair, there are many new faces in NAPS since the RIF ended. I reached out to Jill Millard, director of

Labor in the Atlantic Area and a USPS official whom I respect. She, in turn, reached out to her peer in Human Resources, Phillis O'Neil-McGinnis, whom I also consider in the same vein.

Both thought it would be a good idea to have a communication "meet and greet" with NAPS New York branch leaders. On Feb. 14, we had a short, 20-minute Zoom meeting. The purpose was to have HR and Labor area managers introduce themselves to their counterparts in NAPS; the NAPS leaders did the same.

Nearly all of us are strangers to each other; this brief introduction was an ice-breaking moment. Now, it's up to NAPS and USPS management to work together on building a communication bridge that leads to fixing concerns, especially when adverse actions arise.

On Feb. 16, Northeast Region Vice President Tommy Roma and I had a communication bridge-building meeting with the Brooklyn plant manager and her senior MDO (*see page 29*). Representing NAPS was the local acting branch president and

two NAPS members who work in this plant. The purpose was to hear about the plant manager's concerns with her EAS staff and for her to hear our concerns.

All NAPS wants is for this mail plant to be successful and our NAPS EAS employees to be contributors to its success. We covered many concerns by first exhibiting dignity and respect at all times toward everyone. This ice-breaking meeting allowed NAPS and local USPS management to lay the building blocks for the foundation to continue building this second bridge in Brooklyn, with additional follow-up meetings in the near future.

Remember: "Sincerity is the mortar that holds the blocks together."

nyavpdee@aol.com

Candidates for Resident Officers

The names of NAPS members who are candidates for the three resident officer positions will be printed in the May, June and July issues of *The Postal Supervisor*. This is a requirement from the 2010 NAPS National Convention where Resolution #57 was passed requiring candidates be listed in the three issues of the magazine before the convention.

If you wish to run for one of the three resident officer positions, send your name and the office to which you aspire to President Ivan D. Butts—[naps.ib@naps.org](mailto:ib@naps.org)—no later than March 28, which is the copy deadline for the May issue.

Postal Coalition Champions Postal Reform Legislation

Marilyn Walton

Western Region Vice President

The California Postal Legislative Coalition held its 23rd annual meeting virtually via Zoom on Sunday, Feb. 6. I was pleased to host the event with Ron Jones, California NALC vice president; there were approximately 50 attendees.

NAPS President Ivan D. Butts opened the program and gave a warm welcome to the attendees. The keynote speaker was California Secretary of State Dr. Shirley Weber. She was appointed by Gov. Gavin Newsom on Dec. 22, 2020, and was



sworn into office in January 2021.

Weber said that, due to California's aggressive Vote by Mail efforts, over 19 million Californians voted in the 2020 election and the 2021 special recall election. California's goal is to register every eligible voter and ensure they have the opportunity to vote by mail. Her message was informative and provided a lot of history regarding California state legislators.

Judy Beard, APWU National Legislative director, gave an excellent presentation on lobbying and explaining the filibuster. The Save the Berkeley Post Office group, an envi-

ronmental conglomerate that focuses on preserving historic, pre-World War II federal postal buildings, provided a presentation on its current activities and advocacy on behalf of preserving historic postal facilities.

Liz Ortega-Toro, Alameda County Labor Council executive (San Francisco Bay Area), presented information on the coalition of county labor group activities focused on voter registration and get-out-the-vote efforts. There are many labor councils throughout California; everyone living in the counties can support and join.

Bob Levi, NAPS director of Legislative & Political Affairs, provided an in-depth review on the importance of our organizations pushing for passage of H.R. 3076, the "Postal Service Reform Act of 2022," scheduled for a House vote in the coming week.

Harold Kelso, NALC California president, and his group reported from Washington, DC, as their legislative meetings were being held. The group was meeting with legislators and also pushing for passage of H.R. 3076. John Hatton, NARFE Legislative director, joined the coalition in affirming their support for postal reform.

Paul Swartz, the National Rural Letter Carriers' Association's Legislative director, provided additional information on their lobbying campaign. Tania Cason, UPMA California Chapter president, shared their lobbying tactics as they prepare to go to Washington, DC, in mid-February.

The final speaker was Katie Maddocks, National Postal Mail Handlers' Legislative & Political director. She provided a list of "do's and don'ts"

Continued on page 31



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)



Ivan D. Butts
President
naps.ib@naps.org



Chuck Mulidore
Executive Vice President
naps.cm@naps.org



James "Jimmy" Warden
Secretary/Treasurer
naps.jw@naps.org

Regional Vice Presidents

Central Region (Areas 6, 7, 8 and 9)



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Northeast Region (Areas 1 and 2, including all NJ, except Branch 74)



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Southern Region (Areas 10, 11, 12 and 13)



Tim Ford
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Western Region (Areas 14, 15 and 16)



Marilyn Walton
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Area Vice Presidents

3—Midwest Area (DE/NJ/PA)



Tony Dallojacono
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William "Bill" Austin
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2—New York Area (NY/PR/VI)



Dioenis "Dee" Perez
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6—Michiana Area (IN/MI)



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4—Capitol-Atlantic Area (DC/MD/NC/SC/VA)



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5—Pioneer Area (KY/OH/WV/Evansville, IN, Branch 55)



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9—MINK Area (IA/KS/MO/NE)



Kelly McCartney
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7—Illini Area (IL)



Luz Moreno
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8—North Central Area (MN/ND/SD/WI)



Dan Mooney
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10—Southeast Area (FL/GA)



Bob Quinlan
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11—Central Gulf Area (AL/LA/MS)



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15—Rocky Mountain Area (AZ/CO/NV/NM/UT/WY)



Myrna Pashinski
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13—Texas Area (TX)



Jaime Elizondo Jr.
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14—Northwest Area (AK/ID/MT/OR/WA)



John Valuet
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16—Pacific Area (CA, HI, Guam, American Samoa, Saipan, Rota)



Chuck Lum
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Immediate Past President



Brian J. Wagner
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Good Things Do Come

Brian J. Wagner

Immediate Past President

The proverb, “Good things come to those who wait,” means if people are persistent and patient, they finally will achieve their goals. In other words, a person must exercise patience when working on something close to their heart even to reach the goal they desire. On Feb. 22, the wait was over for NAPS and our members. Here’s the scoop!



In September 2017, NAPS began FY16-19 pay consultations with the Postal Service. In brief, NAPS did not agree with the initial FY16-19 pay decision. In December 2018, for the second time in its history, NAPS sought fact-finding in accordance with *Title 39*.

The Postal Service rejected the fact-finding panel’s recommendations and ultimately gave NAPS an unacceptable final EAS FY16-19 pay decision in July 2019. At that point, NAPS’ Executive Board voted unanimously to file a lawsuit against the Postal Service to challenge the pay decision, as well as NAPS’ right to represent all EAS employees, including postmasters and EAS employees working at USPS Headquarters and area offices.

It is said a lawsuit is a marathon, not a sprint. I would know about marathons as I have run six of them. Just as a marathon, a lawsuit takes advance preparation in order to develop clear strategies to handle any challenges experienced during the race or, in this case, a legal case. NAPS was

challenged when our lawsuit initially was dismissed in 2020.

However, NAPS exercised patience and never quit. Per an Executive Board vote, NAPS filed an appeal in February 2021 to challenge the judge’s dismissal of our lawsuit.

Although we may have wanted our marathon of a legal case to be over quickly, you can’t rush to the finish. The key is a steady pace in following the process to avoid potential legal roadblocks or missteps where you may be dismissed altogether without an opportunity to finish strong. Yes, waiting for the final results of NAPS’ appeal of our lawsuit felt like a marathon in time and patience.

However, on Feb. 22, 2022, it all paid off as “good things come to those who wait.” This is a proud and historic date for NAPS and its members. Through the due diligence of NAPS’ resident officers, legal and pay teams, Executive Board members and the support and patience of all members, NAPS finished strong by winning on all legal points before the federal appeals court in our challenge over USPS policies on pay, benefits and representation of all EAS employees.

Furthermore, this was a team and association victory where congratulations and thanks are in order for all who took part and supported NAPS’ legal efforts. I am so proud to have been a member of this team. To see the positive fruits of our legal labor ripen over time will give current and future members a fresh perspective of how NAPS is committed to represent-

ing its members with the highest level of professionalism.

Speaking of positive, NAPS now can say it legally represents *all* EAS employees: supervisors, managers, postmasters and other managerial personnel who work at USPS Headquarters and in field and area offices. NAPS branches should see their respective nonmember lists grow as they soon should include postmasters and area- and USPS Headquarters-reporting EAS employees. I encourage members to keep the momentum and positivity going from this court decision by asking all nonmembers to join our great organization.

If you need help with a positive message, here’s a tip. The auto industry dropped the word “used” and, instead, uses the term “pre-owned.” The Postal Service changed how it views noncareer employees by calling them “pre-career.” For NAPS, let’s look to the positive and change the name of our nonmember list by dropping “non” and replacing it with “future.”

Now, take your upcoming branch “Future Member List,” which should be a little longer, and start signing those future NAPS members. Let these future members know that the U.S. Court of Appeals for the District of Columbia recognized the National Association of Postal Supervisors as the representative for *all* EAS employees, including postmasters, as it relates to consultation, compensation and pay policies. This is a good thing!

Well, good things come to those who wait and you have waited long enough for my ice-cream-flavor-of-the-month recommendation: chocolate raspberry truffle.

brian4naps@aol.com

Postal Employees' Relief Fund

Help Your Fellow Postal Employees

On Friday night, Dec. 11, a series of tornadoes was reported across six states, leaving paths of indescribable destruction. Communities were left in rubble; in some, almost nothing was left standing.

The Postal Employees' Relief Fund was created to help postal employees—active or retired—whose homes have been destroyed or significantly damaged by natural disasters.

Please make a donation to PERF to help our postal brothers and sisters in their desperate time of need. You may send a personal check (a receipt for your tax-deductible donation will be mailed to you) to **PERF, PO Box 41220, Fredericksburg, VA 22404-1220**. You also may designate CFC #10268 on the Combined Federal Campaign's contribution form.



For more information, go to www.postalrelief.com; 202-408-1869; perf10268@aol.com. These photos of the devastation of the Mayfield, KY, Post Office were taken by Josh Jenkins, Postmaster of Mayfield.



We All Can Help **Build Membership**

Working on Membership

Tony Dallojacono

Mideast Area Vice President

In New Jersey, NAPS members have designated a membership person for the plants. They go in on all tours and work to



sign new members by explaining the importance of membership in NAPS.

State President John Kofsky has signed over 10 members to date and has received a High-Five Club pin. Deb Benford, in Pennsylvania, recently joined the High-Five Club. Our Pennsylvania state and branch presidents reach out to new EAS employees and

encourage them to join NAPS.

The Mideast Area is working on achieving at least 80%. I know that, with everyone's help and hard work, we can get to that goal sooner than later.

Calling All Eastern Region Branches!

Richard L. Green Jr.

Eastern Region Vice President

NAPS is a great organization that provides excellent benefits to its members. To drive NAPS membership growth, the Eastern Region's Executive Board officers



are announcing a membership drive promotion

to begin April 1 and end Aug. 1, 2022.

We are encouraging all branches to have a membership chair to work with active members to contact all nonmembers and share the benefits of NAPS membership and sign new members. NAPS has so much to offer! We need all branches across the Eastern Region on board to share the benefits of NAPS membership.

For every member you sign, you will receive \$25 from NAPS Headquarters. The NAPS area vice presidents will have monthly/quarterly Zoom meetings with their respective areas to discuss progress on this initiative.

There will be two winners from each area based on the following:
1) total number of new members or
2) percentage of growth improvement for the promotion period. The winners will be invited to lunch with NAPS Executive Board members at the 2022 National Convention in New Orleans!



February High-Five Club Members

David Conover, Branch 100

Gary Maginnis, Branch 466

Karen Westbrook, Branch 141

Kent Buckley, Branch 39, who signed more than 10 members



National Association of Postal Supervisors

Vince Palladino Memorial Student Scholarships

Deadline: June 30, 2022

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).



Applications must be received no later than June 30, 2022. Online applications only will be accepted using the NAPS website. Please go to www.naps.org under the “Members” tab to apply for the **Vince Palladino Memorial Student Scholarship**, or go to <https://naps.org/Members-Scholarship-2>.

Scholarship winners will be announced in August. In addition, the scholarship winners will be listed in the September/October 2022 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 October 2022. Scholarships may be used to pay expenses in the student’s current or following semester.

Online applications only: <https://naps.org/Members-Scholarship-2>

NAPS Rejects USPS FY22 NPA Goals, Thresholds and Scorecards

NAPS President Ivan D. Butts sent a letter on Feb. 25 to USPS Labor Relations Policy Administration Manager Bruce Nicholzen regarding FY22 NPA. He said NAPS is committed to working as partners with the Postal Service on the established USPS/NAPS Work Study Group. But, based on the lack of engagement regarding developing pay policy, NAPS is rejecting the FY22 NPA goals, thresholds and scorecards.

NAPS requested terminating the FY22 Pay-for-Performance process and asked the Postal Service to institute a 3% salary increase for *all* EAS employees under NAPS' nested representation authority. NAPS wants to continue to be involved in the work study group and immediately begin working on the PFP process for FY23 and beyond. The entire letter is posted on the NAPS website Bulletin Board.



NAPS President Ivan D. Butts held a 2022 National Convention planning meeting in February with the Host Branch Committee at the Hyatt Regency New Orleans. Back row from left: Cornel Rowel, Ernie Parfait, A.J. Fezell, Celestine Jackson and President Ivan D. Butts. Middle row: Central Gulf Area Vice President Roy Beaudoin, Cassandra Collin, Shirley Clark, Renette Dominick and Sheri Davies, ConferenceDirect. Front Row: Former President Louis Atkins, Kyle Laurendine, Bertha Brumfield, Tomica Duplessis and Auxiliary Secretary/Treasurer Bonita Atkins.



On Feb. 20, NAPS Immediate Past President Brian Wagner installed the officers of Heart of Illinois Branch 255 at its branch meeting. Also helping with the installation were former NAPS Treasurer Ray Elliott and Vice President of Field Services Susan Warren, also members of Branch 255. Seated, from left: Vice President Priscilla Bryant, Secretary Linda Wilson and Vice President Stephanie Peters.

Back row: Ray Elliott, Susan Warren, Legislative representative Dan Rendleman, President Michael Winters, Vice Presidents Ken Matteson and Dave DeNosky and Brian Wagner.

Illini Area Vice President Luz Moreno (left), with the new officers of Illinois Fox Valley IMPC Branch 14: Secretary/Treasurer David Dittmann, Vice President Darrell Rosenthal and President Juanita Billups.

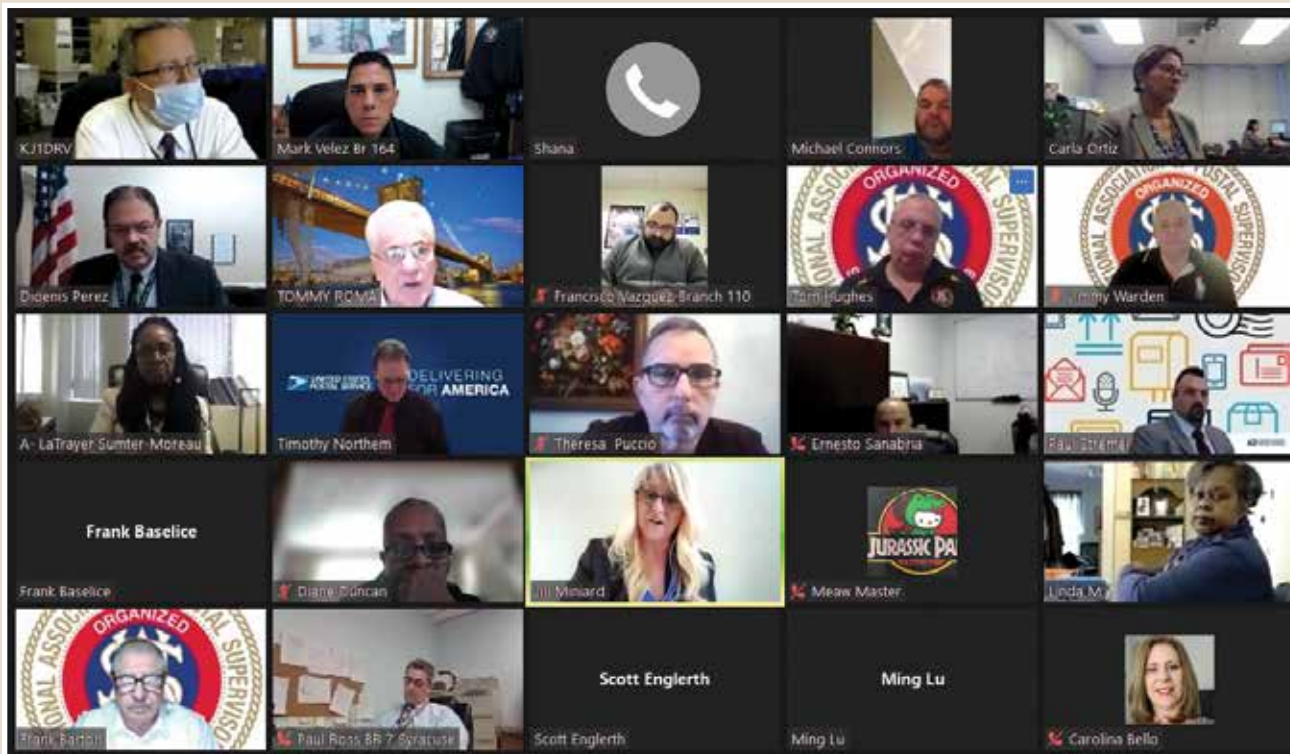


Building a Communication Bridge in New York

New York Area Vice President Dee Perez' emphasis lately has been on improving communication between the Postal Service and NAPS. Perez and Northeast Region Vice President Tommy Roma met with management at the Brooklyn Mail Plant to understand what they need from NAPS and vice versa to help make the plant successful. "In order to make this relationship successful," Perez said, "NAPS needs all personnel to be professional and work with the local management team to achieve the service goals, which can help members' NPA."



From left: Onita Larrier, senior MDO; Walter Deberry, Thomas Roma Branch 68 acting president; Dee Perez, New York Area vice president; Tara Murry, plant manager; Tommy Roma, Northeast Region vice president, Janet Scantlebury, SDO; and Donna Russell, SDO.



Perez also held a Zoom meet-and-greet with NAPS New York Area branch presidents and vice presidents and USPS vice presidents of Labor Relations in the Atlantic Area and those who oversee the Caribbean District. Attendees had the opportunity to see the reporting structure for the Postal Service and NAPS.

Nov. 22 Consultative

Continued from page 15

unforeseen circumstance and not an emergency, it should be reported to District Labor Relations or Human Resources immediately and escalated.

Agenda Item #15

At the recent NAPS Western Region Training Seminar in Reno, NV, delegates were told by USPS officials

that a new HR system is being placed "out for bid" that will help correct hiring deficiencies present in the current HR system. NAPS Headquarters has not been briefed on this system and, as such, is requesting a full briefing.

National Human Resources Senior Director Joseph Bruce attended the consultative meeting and briefed NAPS on the proposed new HR hiring system.

A vendor has been approved and a hiring system selected.

The system will automate most of the hiring process activities, including tracking applicants in the system by users. There will be an enhanced interface and visibility for all users. The goal is to have a pilot started by the end of summer 2022. NAPS will be kept posted on the process.

Los Angeles Branch 39 held its annual retirement, installation and scholarship awards luncheon on Saturday, Jan. 22. The branch's 29 retirees and two honorary members were celebrated.

From left: Branch 39 Trustee Velma McClinton, Vice President Sam Booth Jr., retiree and honorary member (Branch 266 vice president) Deborah Washington, retiree Lynn Kohl, Trustee Shirley Lee, Legislative Chair Felicia Pennington and retiree Cosmore Troy.



Branch 39 Scholarship Committee Chair Trinise Johnson, with President Marilyn Jones and Vice President Sam Booth Jr. recognized this year's scholarship winners.



Mysaiah Duke



Jordan C. Booth (son of Sam Booth Jr.)



Branch 39 Sergeant-at-Arms Alvetia Smith accepted for her granddaughter, Kandace King.



Trinise Johnson and her husband Jarvis accepted for their daughter, Jaylyn

Margarete A. Grant Branch 127 celebrated its retirees and newly elected officers in February; three of the 24 retirees attended. Special guests were NAPS Executive Vice President Chuck Mulidore and Western Region Vice President Marilyn Walton. Also attending were State President Marilyn Jones and her fellow board officers and representatives from Los Angeles Branch 39, Sacramento Branch 77, San Francisco Branch 88, San Bernardino Branch 466, North Coast Branch 497 and California State Branch 905.



NAPS Executive Vice President Chuck Mulidore (left), with Western Region Vice President Marilyn Walton (next to Mulidore), swore in the Branch 127 officers. Starting third from left: President Charles Patterson, Vice President Glenn Gray, Treasurer Yolanda Lewis, Chief Trustee Stephanie Ann Blythe, Trustees Edna Gray and Valerie Loera, and Sergeant-at-Arms Rachel Gholston.



Branch 127 retirees with Vice President Yolanda Lewis (left): Henry Abarintos, Janet Chavez, Glen Gray and Elisa Sloan.



Branch 127 welcomed former Western Region Vice President Dorotha Bradley, who is a member of Branch 127.

Postal Coalition Champions Postal Reform Legislation

Continued from page 22

when visiting lawmakers. Each presenter had important tips and techniques on lobbying and understanding the politics of promoting postal legislation on Capitol Hill.

The coalition selected a great week to host this annual event as Congress was gearing up to vote on H.R. 3076. The unions, postal man-

agement associations and NARFE all were in support of H.R. 3076 and S. 1720, the companion bill.

The discussions were informative, productive and entertaining. After this dynamic group of speakers and their presentations, the final rallying cry was supporting a vote on H.R. 3076. We were all pleased that, on Tuesday, Feb. 8, the House passed H.R. 3076 on a bipartisan vote of 342-92.

We have to thank all the efforts

and hard work of our organizations' leadership—especially NAPS, for all its support in helping California NAPS members dominate in showing up in support, along with our coalition partners, in championing postal reform legislation!

We want to thank all our supporters and guests at the coalition annual meeting. We hope to meet in person in Sacramento in 2023.

marilynwalton@comcast.net

Bob Levi

Director of Legislative & Political Affairs



To paraphrase the old Yiddish proverb, “Man plans and God laughs,” I propose the following variant: “Advocates anticipate and the Senate delays.” Despite the postal

Advocacy Reaps Real-Life Rewards

world’s expectation Congress would deliver H.R. 3076, the “Postal Service Reform Act of 2022,” by the end of February to President Biden’s desk, that prospect failed to occur.

A minor clerical error by the clerk of the House in transmitting the House-passed bill to the Senate delayed a procedural vote from the Monday before the Presidents’ Day recess until the Monday after. As the Senate departed the Capitol, Sen. Rick Scott (R-FL) requested the Congressional Budget Office (CBO) to evaluate the long-term impact the bill would have on the Medicare Trust Fund.

In a surprise to those who alleged the Postal Service would raid the fund, on Feb. 28, the CBO concluded Medicare integration would not result in additional long-term Medicare spending from its trust fund. Additionally, the bill would not have an effect on Medicare Part B premiums.

Finally, the CBO projected that the increase in postal retiree participation in Medicare would be between 13,000 and 40,000 individuals. That is less than 0.1 percent of Medicare’s total enrollment. Thankfully, on the Senate’s return from the

Presidents’ Day break, H.R. 3076 surmounted a procedural hurdle with a resounding 74-20 Senate majority.

Free sailing for H.R.

3076? Are you kidding? The drive for prompt Senate passage bogged down with an amendment process that attracted—as of Friday, March 4—41 proposed changes to the bill. Nine amendments appeared to have been prompted by UPS and/or FedEx. Sen. Mike Lee (R-UT) and Scott proposed those amendments.

Among the amendments were eliminating the six-day integrated delivery network, curtailing the ability to conduct negotiated service agreements and others that would tilt postage cost attribution in favor of UPS and FedEx. In addition, Scott offered two other amendments that would gut the bill by stripping the health-related provisions.

Together, Sens. Jeff Merkley (D-OR) and Sheldon Whitehouse (D-RI) offered four amendments to require the Postal Service to contract for electric postal delivery vehicles. Other amendments dealt with requiring the Postal Service to reimburse Medicare for additional costs (Scott), stripping the bill of the preferential postage extended to rural newspapers (Lee), banning the mailability of abortion medications (Sens. Cindy Hyde-Smith [R-MS] and Lee), directing labor arbitrators to consider the financial condition of the Postal Service (Sen. Mitt Romney [R-UT]), creating separate ZIP codes for designated communities around the country (Sens. Marco Rubio [R-FL] and Jeanne Shaheen [D-NH]) and banning postal banking (Sen. Pat Toomey [R-PA]). There also were a

number of proposed amendments that had absolutely nothing to do with the Postal Service, but were the issues of the day (e.g., Ukraine and COVID-19 tests).

As this issue went to press, it appeared Senate leadership whittled the number of amendments that could reach the Senate floor to five and was preparing for votes the week of March 14. The five amendments that could reach the Senate floor include: (1) requiring the Postal Service to reimburse Medicare for any additional costs, (2) eliminating an integrated delivery system and disclosing all negotiated service contracts, (3) prohibiting mailing abortion medications, (4) creating new ZIP codes and (5) banning postal banking.

NAPS, along with the postal-allied community, opposed all amendments to the legislation and have broadcasted that position to all Senate offices. Collectively, the community and the Senate promoters of H.R. 3076 believed inclusion of any amendment, no matter its merit, would delay implementation of the bill. So, hopefully by the date you read this column, the bill will have been signed into law.

No doubt, in other sections of this magazine, you have read about the historic legal victory won by NAPS on consultative rights, pay comparability, pay differentials and representational rights. In my humble opinion, there are two important takeaways. First, the foundation for the 3-0 Court of Appeals decision rested with the congressionally passed legislation establishing pay consultations and EAS representation. Absent congressional action and the accurate judicial interpretation of that action, the court deci-

Continued on page 38

CHARGING INTO '22



SPAC RAFFLE **CONGRATULATIONS TO THE WINNERS!**

Apple Macbook Air 13.3" Laptop	Nicole Nguyen
Zales Necklace	Tammy Whyte
8" WiFi Photoshare Frame	Rick Kindsvatter Jr
Apple AirPods (3rd Generation)	Kirk Malcolm
NAPS Stained Glass (Winner 1)	Rosa Caldwell
NAPS Stained Glass (Winner 2)	Marilyn Walton
Jimmy Choo Illicit Eau de Parfum	Karen Powers
Ninja Foodi 6.5 Qt. 11-in-1 Pro Pressure Cooker	Rose Allen
Coffee Basket (Winner 1)	Ivan Butts
Coffee Basket (Winner 2)	Hope Cuffari
Sterling Silver Bangle and Hoop Earring Set	Michael McKiernan
Mounted Photo of the NAPS Building	James Warden
AfterShokz Aeropex Wireless Earphones	Rose Allen
Coach Bag and Wallet	Kenneth Krzycki Jr
SimpliSafe - Pro Video Doorbell	Chad Olson
GoPro - HERO10 Camera w/Accessories	Luti Gibbs
8 Device Charging Station	Steve Shawn
Beats Fit Pro True Wireless Headphones	Carol Cook
Pampered Chef Numbers and Letters Cake Pan	Sandra Fulcher
NAPS Throw Blanket	Margaret Derden
Pampered Chef Quicksicle Maker	Thomasine Coleman
Coach Bag	George Sieveking
Philips Norelco Multigroomer All-in-One Trimmer	Jimmy Byrum
San Diego Padres Jersey XL	Junemarie Brandt
Love Wreath	Susan Klimo
St. Patrick's Day Wreath	Chuck Mulidore
Stühring Watch	Michael McKiernan

Important Convention Dates

- May 31** Deadline for all resolutions from states with conventions before the end of May to be mailed to Executive Vice President Chuck Mulidore
- June 30** Deadline for entries for the Best Website and Newsletter contests
- July 5** Deadline to register for the 68th National Convention (opens March 1)
- July 10** Deadline to submit refund and substitution requests to NAPS Headquarters
- Deadline for all other resolutions to be emailed to Executive Vice President Chuck Mulidore
- July 15** Deadline for emailing deceased members' names to Executive Assistant LaToria Bolling

Current COVID Protocol, City of New Orleans

As of March 1, New Orleans continues to be in a MODIFIED PHASE THREE: "Beginning Feb. 1 for everyone age 5 and over, the city of New Orleans is requiring: (1) proof of two doses of the COVID-19 vaccine, except for those who have received one dose of the Johnson & Johnson vaccine; or (2) a negative PCR, molecular or antigen test taken no more than 72 hours before entry with the individual's name, date of test and result clearly visible on an official report at restaurants, bars and other businesses." Masks are required in all indoor spaces outside the home. This is subject to change. For more information, visit ready.nola.gov.



2022 Bid Whist Tournament

Sunday, Aug. 7 at 6 p.m.



Attention all card sharks! Join us for the first-ever NAPS Bid-Whist

Tournament at the 68th NAPS National Convention in New Orleans. The tournament format is a single-elimination, team contest. The first round will be a best two-out-three format; all subsequent rounds will be one-game/

winner advances. The fee is \$20 per team, two persons per team. Snacks will

be provided for players only. Team prizes are \$90 for 1st place, \$40 for 2nd place and \$20 for 3rd place. Half of the proceeds will go to SPAC. **The deadline for registering for the tournament is July 16.**

Name of Player 1

Phone, with area code

Branch #

Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

Name of Player 2

Phone, with area code

Branch #

Non-postal email

S M L XL 2X 3X

Circle T-Shirt size

Make checks payable to NAPS New Orleans Branch 73 and mail, with registration form(s), to NAPS Branch 73, PO Bo 50432, New Orleans, LA 70150-0432. Deadline: July 16.



NAPS 68th National Convention
August 8 - 12, 2022

Hyatt Regency
New Orleans, Louisiana

68th National Convention Registration Information

Convention registration closes July 5 • Hotel room block expires July 5

Register for the 68th National Convention online only at www.naps.org

Registration Fee—\$250

The 68th National Convention registration fee is \$250 if submitted—online only—on or before June 20. After June 20, the fee is \$325. No national convention registrations or payments will be accepted after July 5.

No on-site registration will be accepted.

Each official registrant will receive a confirmation receipt via email as soon as they register. If you do not receive your confirmation, email napshq@naps.org or call 703-836-9660.

Refund Requests

All refund requests must be submitted in writing via email to napshq@naps.org. No refund requests will be granted after July 10.

Substitutions

All substitution requests must be submitted in writing to napshq@naps.org no later than July 10. If you need assistance with a substitution, call NAPS Headquarter at 703-836-9660.

Hotel Rates and Reservations

Hyatt Regency New Orleans

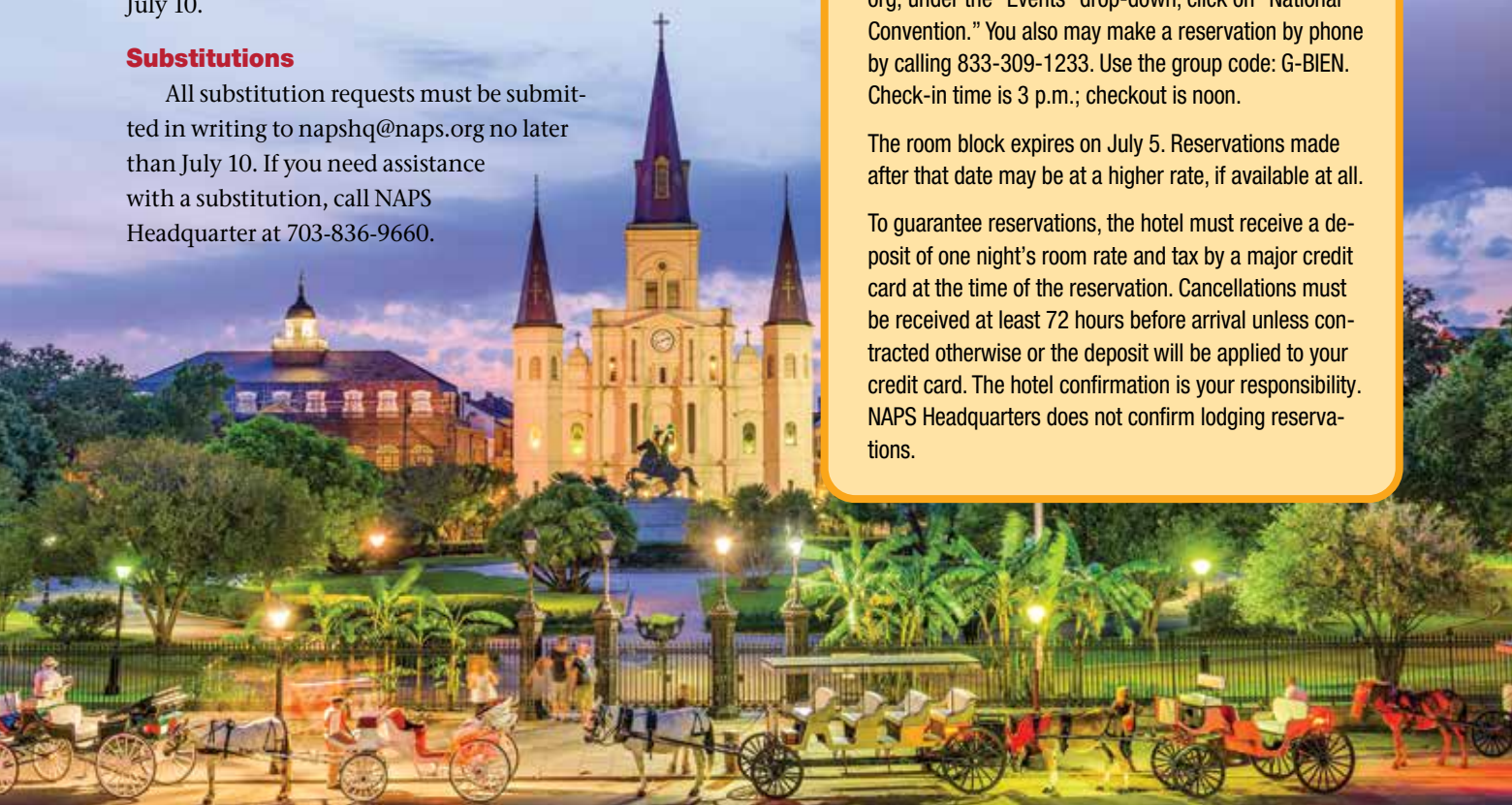
601 Loyola Ave., New Orleans, LA 70113
504-561-1234

Delegates and guests attending the 68th National Convention are responsible for making their own lodging reservation directly with the Hyatt Regency New Orleans. The national convention single/double rate is \$165, plus applicable state and local taxes. The resort fee has been waived. Self-parking is complimentary from Aug. 3-13; applicable only to those staying overnight at the Hyatt Regency New Orleans.

To make a room reservation online, go to www.naps.org; under the “Events” drop-down, click on “National Convention.” You also may make a reservation by phone by calling 833-309-1233. Use the group code: G-BIEN. Check-in time is 3 p.m.; checkout is noon.

The room block expires on July 5. Reservations made after that date may be at a higher rate, if available at all.

To guarantee reservations, the hotel must receive a deposit of one night’s room rate and tax by a major credit card at the time of the reservation. Cancellations must be received at least 72 hours before arrival unless contracted otherwise or the deposit will be applied to your credit card. The hotel confirmation is your responsibility. NAPS Headquarters does not confirm lodging reservations.



2022 National Convention Polo Shirts Available

New Orleans Branch 73 is pleased to announce the pre-sale of the 2022 National Convention polo shirts. The shirts are available in either 65/35 cotton (sizes XS-6X) or 100% polyester (sizes XS-4XL), with a choice of four colors: gold, white, purple or green.

The shirts are \$35 each for all sizes; shipping is \$12, regardless of number of shirts ordered. **The shirts must be pre-paid; orders must be received by May 31.** The order form, with a postal money order or check, payable to SMD Inc., should be mailed to: SMD Inc., 168 Ursula Dr., Avondale, LA 70094; 504-906-2975.



2022 National Convention Polo Shirts Order Form

Name: _____ Phone: _____

Email: _____

Address: _____

City: _____ State: _____ ZIP: _____

Use separate line for different shirt variations—i.e., cotton vs. polyester; different sizes and colors.

Item	Description Cotton or Polyester	Size		Color <i>Gold, White, Purple or Green</i>	Quantity	Unit Price \$35.00	Amount
		XS-6X COTTON	XS-4XL POLYESTER				
1					X	=	
2					X	=	
3					X	=	
4					X	=	
5					X	=	
6					X	=	
7					X	=	
8					X	=	
9					X	=	
10					X	=	

Mail order form, with a postal money order or check, payable to SMD Inc. to:
SMD Inc., 168 Ursula Dr., Avondale, LA 70094.

Shipping **Total** **\$12.00**

68th NAPS National Convention Golf Tournament *at Timberlane Golf & Recreation*

In the late 1950s, Robert Trent Jones Sr. laid out over 7,100 yards of golf. In 1959, the course was completed and play began at Timberlane. Over the past several years, the course has matured; the oaks planted as small seedlings along the fairways now clearly define the layout and offer spectacular holes.

The course has four sets of tee areas, 17 water hazards and 80 sand bunkers in play on the course. For those not familiar with the course, you may find it friendly, while challenging at the same time. Timberlane is New Orleans' golf destination. The course is approximately 10 minutes from the Hyatt Regency New Orleans.

Before play, golfers can warm up on the spacious, all-



grass, lighted practice range or hone their chipping, pitching and sand play directly onto the large practice and putting green. All fairways have bermudagrass; greens are covered with TifEagle, a very fine-textured dwarf bermudagrass.

The NAPS tournament will tee off at 9 a.m. on Sunday, Aug. 7. The fee is \$110 before the registration deadline of July 15; non-

golfer fee is \$39.95. The fee includes breakfast, lunch, snacks, drinks and transportation. From July 16 to Aug. 1, the fee is \$130.

For more information, contact Golf Tournament Committee Co-Chairs Bertha Brumfield (504) 388-5462 or Michael Mayes (504) 915-3470.

NAPS National Convention Golf Tournament Registration

- Tournament fee postmarked by July 15 is \$110; after July 15, fee is \$130
- Non-golfer fee is \$39.95 (food only)

Name Phone # (include area code)

Mailing Address

City State ZIP

Branch # Non-postal email Golf handicap

Club rentals are available for \$40 on-site.

Make checks payable to NAPS Golf Tournament and mail, with registration form(s), to NAPS Branch 73, PO Box 50432, New Orleans, LA 70150-0432.

NAPS Golf Tournament site: Timberlane Golf & Recreation, 1 Timberlane Drive, Gretna, LA 70056.

2022 NAPS Convention Scooter Rental

Total Access Mobility Services will provide mobility scooter and wheelchair rentals for the NAPS 68th National Convention. Early-bird, specially-discounted rates are **available now through June 1:**

- One-day rentals for scooters are \$45 for weight capacities under 300 lbs.; \$55 for heavy-duty scooters (over 300 lbs.)
- Two-day rentals for all scooters are \$90
- Three-day rentals for all scooters are \$130
- Four- to seven-day rentals

for all scooters are \$165

- Daily rentals for standard wheelchairs are \$20 for all weight capacities

Total Access Mobility Services will waive delivery fees for all convention attendees. To reserve a scooter or wheelchair, call Total Access Mobility Services at (504) 534-3366 or go to www.totalaccessmobility.com; use code "NAPS22" when reserving to apply an additional 10% discount to early booking rates.

Legislative Update

Continued from page 32

sion could have been very different.

For example, the court's refutation of the Postal Service's novel position relating the term "policy" was instructive. In law, Congress declared that it is the Postal Service's "policy" to provide pay differentials and comparable compensation to supervisory and other managerial personnel. The Postal Service disingenuously suggested that the policy legislated by Congress merely was "advisory," which cannot be enforced.

Obviously, the court was not persuaded by the Postal Service's flawed interpretation and relied on what Congress actually mandated. The court ruled that a policy is a policy.

Second, the court's ruling adds considerable evidence to the fact that NAPS' legislative activities to promote and help craft legislation matter. Legislative engagement and advocacy reap real-life rewards. Consequently, NAPS is not resting on its laurels and basking in the glow of the court ruling. Rather, we are striving to prevent future costly and protracted confrontations with the Postal Service.

NAPS continues to push for passage of H.R. 3077, the "Postal Service Improvement Act." This legislation includes text of H.R. 1623, the "Postal Managers and Supervisors Fairness Act," and H.R. 1624, the "Postal Employee Appeal Rights Amendments Act." That will be our focus at the 2022 Legislative Training Seminar and our focus until year's end.

naps.rl@naps.org

We're Social Connect With Us!

NAPS is pleased to announce we have a mailbox for members to submit photos for our social media outlets. We want to hear from you! Members can send photos of NAPS activities directly to NAPS Headquarters at socialmedia@naps.org. We will review the submissions before posting on our social media outlets.

We encourage members to submit photos of branch meetings, social outings, meetings with postal leaders, meetings with congressional leaders in their districts, attendance at career awareness conferences and more.

When submitting a photo, please tell us about the event, the names of the members in the photo and when the event occurred. Also, please send hi-resolution photos; we want everyone to look good.

We look forward to increasing our presence on social media with this initiative. Like, follow, share!

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://liteblue.usps.gov> to access PostalEASE.
- 2 Under Employee App-Quick Links, choose PostalEASE.
- 3 Click on “I agree.”
- 4 Enter your employee ID number and password.
- 5 Click on “Allotments/Payroll NTB.”
- 6 Click on “Continue.”
- 7 Click on “Allotments.”
- 8 Enter Bank Routing Number (*from worksheet below*), enter account number (*see worksheet*), enter account from drop-down menu as “checking” and enter the amount of your contribution.
- 9 Click “Validate,” then “Submit.” Print a copy for your records.

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.



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): _____.



Here Are the 2022 SPAC Pins

Support SPAC to support the lawmakers who fight
for what matters most to NAPS members.



President's Ultimate

\$1,000 level includes LTS SPAC reception for donor plus one guest



VP Elite

*\$750 level includes LTS SPAC reception
for donor plus one guest*



Secretary's Roundtable

\$500 level



Chairman's Club

\$250 level



Supporter

\$100 level

Drive for 5

*Contribute to SPAC
by payroll deduction
or direct payment.*



2022 SPAC Contributors



President's Ultimate (\$1,000+)

Amash, Joseph	NY	Branch 83
Warden, James	NY	Branch 100
Butts, Ivan	PA	Branch 355
Dickey, Azilee	SC	Branch 225

February Contributors

President's Ultimate (\$1,000+)

Warden, James	NY	Branch 100
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VP Elite (\$750)

Shawn, Steve	MD	Branch 403
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Secretary's Roundtable (\$500)

Walton, Marilyn	CA	Branch 77
Austin, Jessie	TX	Branch 122
Allen, Rose	VA	Branch 526

Chairman's Club (\$250)

Salmon, James	AZ	Branch 246
Campbell, Stephnia	CA	Branch 159
Derden, Margaret	CA	Branch 39
Loera, Valarie	CA	Branch 127
Donegan, Margie	CT	Branch 5
Lynn, Patti	FL	Branch 296
Lum, Laurie	HI	Branch 214
Valuet, John	ID	Branch 915
Coleman-Scrugs, Toni	IL	Branch 493
Moreno, Luz	IL	Branch 489
Whyte, Tammy	ME	Branch 96
Weiland, Heather	ND	Branch 937
Dallojacono, Anthony	NJ	Branch 568
McKiernan, Michael	NJ	Branch 74
Grissett, Frances	TN	Branch 165
Mills, Felicia	TN	Branch 165
Elizondo Jr., Jaime	TX	Branch 122

SPAC Contribution Form

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

\$1,000—President's Ultimate

\$750—VP Elite

\$500—Secretary's Roundtable

\$250—Chairman's Club

\$100—Supporter

Current as of February 2019

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

Mail to:

SPAC
1727 KING ST STE 400
ALEXANDRIA VA 22314-2753

Contribution Amount \$ _____ Branch # _____

Name _____

Home Address/PO Box _____

City _____ State _____

ZIP+4 _____ Date _____

Employee ID Number (EIN) or
Civil Service Annuitant (CSA) Number _____



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

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

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

Card number _____

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

Card expiration date: _____ / _____

Signature (required for credit card charges) _____

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

Describe gift _____ Value _____

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

SPAC Scoreboard

(Statistics reflect monies collected Jan. 1 through Feb. 28, 2022)

National Aggregate:

\$40,869.89

National Per Capita:

\$1.60

Region Aggregate:

1. Eastern	\$13,084.00
2. Western	\$8,329.20
3. Northeast	\$7,525.30
4. Southern	\$7,102.00
5. Central	\$4,829.39

Region Per Capita:

1. Eastern	\$2.25
2. Northeast	\$1.66
3. Western	\$1.58
4. Southern	\$1.34
5. Central	\$1.13

Area Aggregate:

1. Capitol-Atlantic	\$7,835.20
2. Mideast	\$5,391.00
3. Pacific	\$4,972.20
4. New York	\$3,540.30
5. Southeast	\$2,827.00
6. New England	\$2,366.00
7. Northwest	\$2,142.00
8. Texas	\$2,105.00
9. North Central	\$1,869.39
10. Cotton	\$1,728.00
11. Pioneer	\$1,476.80
12. Michiana	\$1,429.00
13. Illini	\$1,257.00
14. Rocky Mountain	\$1,215.00
15. Central Gulf	\$ 442.00
16. MINK	\$ 274.00

Area Per Capita:

1. Mideast	\$2.50
2. Capitol-Atlantic	\$2.47
3. North Central	\$2.15
4. Northwest	\$2.05
5. Cotton Belt	\$1.78
6. Pacific	\$1.74
7. New England	\$1.63
8. New York	\$1.56
9. Southeast	\$1.41
10. Texas	\$1.29
11. Michiana	\$1.17
12. Illini	\$1.12
13. Pioneer	\$1.12
14. Rocky Mountain	\$0.88
15. Central Gulf	\$0.63
16. MINK	\$0.25

State Aggregate:

1. California	\$4,352.20
2. New York	\$3,495.30
3. Virginia	\$3,158.00
4. Pennsylvania	\$3,010.00
5. Florida	\$2,431.00

State Per Capita:

1. North Dakota	\$8.55
2. South Dakota	\$7.38
3. Maine	\$6.83
4. Idaho	\$5.10
5. Hawaii	\$4.25

Drive for 5

Members by Region:

1. Southern	46
2. Eastern	43
3. Central	40
4. Western	38
5. Northeast	31

Aggregate by Region:

1. Western	\$2,837.00
2. Eastern	\$2,640.00
3. Southern	\$2,496.00
4. Northeast	\$2,078.88
5. Central	\$1,655.00

Cox, Lloyd	VA	Branch 526
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Supporter (\$100)

Melchert, Pamela	AK	Branch 435
Brathwaite, Rafael	AL	Branch 45
Benjamin, Evelyn	CA	Branch 266
Gibson, Lelton	CA	Branch 88
Meana, Frances	CA	Branch 159
Patricio, Glen	CA	Branch 159
Pironti, Steven	CA	Branch 497
Rahming, Karyn	CA	Branch 77
Sutton, Catherine	CA	Branch 373
Trevena, April	CA	Branch 94
Pashinski, Myrna	CO	Branch 65
Austin, William	CT	Branch 47
Garland, Angela	DE	Branch 909
Olliviere, Blanche	DE	Branch 909
Bock Jr., Robert	FL	Branch 406
Brown, Wendy	FL	Branch 146
Gilbert, Belinda	FL	Branch 425
Gonzalez-Marino, Ilia	FL	Branch 146
Malcolm, Kirk	FL	Branch 321
Ruckart, Kenneth	FL	Branch 386
Strickland, Ann	FL	Branch 146
Van Horn, Gail	FL	Branch 154
Vorreyer, Leslie	FL	Branch 353
Williams, Carolyn	FL	Branch 146
Finley, Roger	GA	Branch 595
Moore, Kevin	GA	Branch 281
Lum, Chuck	HI	Branch 214
Cook, Carol	IL	Branch 14
Halim, Rashid	IL	Branch 493
Cicccone, Alexander	MA	Branch 43
Moreno, Richard	MA	Branch 498
Murphy, Gregory	MA	Branch 102
Griffin, Troy	MD	Branch 42
Jones, Wilmore	MD	Branch 42
Rosario Jr., Arnold	ME	Branch 96
Byrum, Jimmy	MI	Branch 508
Elyea, Chad	MI	Branch 142
Hurless-Byrum, Ruth	MI	Branch 508
Orloski, Rose	MI	Branch 508
Schneider, Irene	MI	Branch 508
Trayer, Kevin	MI	Branch 142
Adkinson, Kadey	MT	Branch 929
Olson, Chad	ND	Branch 937
Kofsky, Jonathan	NJ	Branch 568
Evans, Darius	NY	Branch 85
Forde, Nicholas	NY	Branch 202
Parson, Corina	NY	Branch 164

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Make Contributing to SPAC a Habit:

OPM Contributions to SPAC (for Retired EAS Employees)

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:

- 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.





Cultural Competence in Leadership

Submitted by
the USPS
Employee
Assistance
Program

Cultural competence is the ability to comprehend, respect and engage with people with different backgrounds, values and beliefs. Being culturally competent means you are able to create, cultivate and maintain relationships with others who are not like you.

A culturally competent environment supports and celebrates diversity. A strong and effective leader is one who not only possesses cultural competence, but supports and encourages it in others, as well.

It is important to recognize that being culturally competent does not mean you agree with values and beliefs that differ from your own. You are not being asked to align yourself in any capacity to the thoughts, feelings and opinions of others. Acceptance of others is more palatable when you understand that accepting something does not mean that you like, want, choose or support “it.”

When you avoid acceptance, you hinder your ability to have positive and meaningful relationships with others. It is through acceptance that you allow yourself space to exhibit compassion and constructively contribute to the relationships around you. You need to have patience and an openness to connect with cultures that are different from your own.

As with any skill you have acquired, building your capacity to embrace other cultures will take time to nurture. As a leader, you already are aware of the importance of being patient while dealing with your

team’s various personalities. Remember to be patient with yourself as you learn to acknowledge the differences that exist and respect them.

A culturally competent leader is open to discovering new cultures by building relationships with individuals outside their own culture group and facilitating cross-cultural understanding. One way to implement this in an organization is by being persistently aware of opportunities for inclusion. This starts with self-awareness.

When you are self-aware, you are better equipped to understand the needs of others because you are mindful of your own biases. Thus, you improve the relationships you have through your ability to restrain yourself from forcing your social standards on others. Once you have deepened your self-awareness, you are then able to encourage social awareness in your team members and positive change in processes, policies and procedures.

Inclusion in the workplace is a necessity. It allows leaders to leverage diverse thinking to inform better practices for the organization at large.

A culturally competent leader is one who is patient, accepting and self-aware. They also should be authentic, courageous, knowledgeable and driven. These characteristics encourage openness to diversity.

An authentic leader is one who understands the purpose of leadership and chooses to lead consistently with their heart and mind. Hence, the impor-

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How Do You Rate Your Verbal Communication?

Rick Kindsvatter

In today's technological environment, there are many ways to communicate with others, but not all of them are professional in a business environment. The Postal Service is the premier entity for collecting, processing and delivering hard-copy communication. But how is your verbal communication?

I recently had the opportunity to resolve a member's concern in an office where the management staff consisted of a postmaster and one supervisor, Customer Service. The postmaster's office is 35 feet or less from the supervisor's desk. During review of the situation, it was noted these two management officials rarely communicated in person. Instead, they used text messaging and emails. Is this happening in your office?

Whatever happened to face-to-face communication? Granted, using modern technology to communicate with others is simple and fast, but are we doing justice to the message we are trying to convey? Texting has become second-nature to the generation brought up on smartphones and other electronic devices. It's worth noting that Albert Mehrabian, UCLA professor emeritus of Psychology at the University of California, Los Angeles, found that 58% of communication is through body language; 35% through vocal tone, pitch and emphasis; and a mere 7% percent through content of the message.

Good communication is one of

the cornerstones for success in any business. So, why attempt to convey a message using only 7% of your full, expressive potential? Would you apply for a position listing only 7% of your strengths, run a marathon with only 7% of your physical strength or take an important test with 7% of your intelligence? And that's a generous 7%.



Consider all the annoying slips of the fingers on those small keyboards that can interfere with clear communication. When the difference between "mad," "sad," "bad" and "glad" is a wayward thumb or an unsteady finger, it can make your message confusing and distorted, which can be a costly error.

Face-to-face verbal communication still is the preferred channel in a business environment if clarity of the message is a primary factor. Communication in person allows you to interact with the listener in a back-and-forth discussion that can eliminate any misunderstanding either party might have.

Face-to-face communication also allows parties to use nonverbal gestures, facial expressions and personal charisma to enhance the message and/or discussion. This, in turn, will improve and build on the working rapport between the parties and set an example for others to follow.

The best supervisor, manager or postmaster doesn't merely tell their subordinates what to do and expect them to listen. Instead, they employ active listening skills to understand employee needs and perspectives, en-

gage in verbal negotiation to address and defuse issues and capitalize on opportunities to praise individual and team achievement.

Open and constant lines of communication are vital to a team's success, particularly when completing quality and deadline-critical projects, of which there are many. One of the most important team-building skills is strong verbal communication that helps ensure issues are spotted and resolved in formative stages, averting potential costly escalation.

By improving the following verbal communication skills, you can quickly connect and build rapport, earn respect, gain influence and become more of a leader. Ten verbal communication skills to master:

- Be professional—Use words and terms that reflect professionalism.
- Think before you speak—Once words are spoken, it's too late and has the potential of reflecting poorly on you.
- Be clear—People who are indirect in their verbal communication and hint at their subject matter leave room for misinterpretation.
- Don't talk too much—Leave time for questions. Haven't you wondered during a stand-up or discussion when they were going to get to the subject matter and felt they were wasting your time?
- Be your authentic self—Don't be someone you aren't. Individuals respect someone who speaks from the heart and is genuine, transparent and real.
- Practice humility—People who speak with humility and are genuine

gain respect from others and almost always are held in the highest regard.

- Speak with confidence—Speaking with confidence includes the words you choose, the tone of your voice, your eye contact and body language.

- Focus on your body language—It puts real meaning behind your words.

- Be concise—Ask yourself, “How can I say what needs to be said using

the fewest number of words possible while still being respectful and get my message delivered?”

- Learn the art of listening—You must show a sincere interest in what is being said, ask good questions, listen for the message within the message and avoid interrupting.

Modern technology is here to stay and, no doubt, will intensify in the future. In this fluid environment, there

always are changes to be delivered, but, remember, great face-to-face verbal communication is a major key for success. So, don’t give up or give in: Be a great verbal communicator.

mtnaps929@outlook.com

Rick Kindsvatter is president of Montana State Branch 929. He retired as manager, Post Office Operations, in the former Big Sky Customer Service District.

2022 SPAC Contributors

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Simpson, Pamela	OR	Branch 66
Yut, Lynn	OR	Branch 66
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Benford, Debra	PA	Branch 50
Timothy, Pat	PA	Branch 941
Ayoodugbesan, Felix	SD	Branch 946
Erickson, David	SD	Branch 946
Weier, Craig	SD	Branch 946

Brooks, Lamarcus	TN	Branch 41
Green, Shri	TN	Branch 41
Shoemaker, Justin	TN	Branch 165
Coleman, Thomasine	TX	Branch 122
Foster, Debra	TX	Branch 9
Peters, Diana	TX	Branch 122
Trevino, Barbara	TX	Branch 124
Trevino, Manuel	TX	Branch 124
Fratto, Jeff	UT	Branch 139
Butler, Phillip	VA	Branch 98
Gibbs, Luti	WA	Branch 60
Taylor, Georgia	WA	Branch 31

Auxiliary Luncheon Registration Form

Noon, Friday, Aug. 12, Empire Ballroom

Name (Please PRINT) _____ Auxiliary #/Branch # _____

Street Address/PO Box _____

City _____ State _____ ZIP _____

Check one:

Auxiliary Member Auxiliary State President

NAPS Member Visitor

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

The total is \$ _____

Advance ticket orders MUST be received on or before July 31, 2022.

Group name: _____
Last Name/Auxiliary Name/Branch Name

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

There will be no ticket sales at the convention. Advance tickets will be available for pickup Sunday, Aug. 7, through Tuesday, Aug 10.

Advance Sales:

Please mail this form, with a check or money order payable to “National Auxiliary to NAPS,” to **Bonita Atkins, National Auxiliary Secretary, PO Box 80181, Baton Rouge, LA 70898.**

Thank you.

Notes

from the National Auxiliary

We Are So Close!

Shirley Bradford

Texas Area Vice President

I was ecstatic when I learned H.R. 3076, the “Postal Service Reform Act of 2022,” passed in the House on Feb. 8. Of course, this was tempered with the realization it still had to be passed by the Senate. Regardless, it

feels like a victory after so long!

Many people and organizations have worked hard to emphasize the importance of this bill to our lawmakers. Our team included not just postal organizations, unions and employees and their families, but companies such as Hallmark, as well as many others.

As of late February, the Senate was on break for the President’s Day holiday. We need to keep pushing for passage of the bill. The legislation will offer a much brighter future for not just postal employees, but the general public, as well, that depends on the myriad services the Postal Service provides.

We have to keep up our efforts. After all, “Teamwork makes the dream work!”

andawaywego2007@hotmail.com

Submit Auxiliary Dues

National Auxiliary dues will be delinquent as of July 1, 2022. Please submit your dues as soon as possible.

Make checks or money orders payable to “National Auxiliary to NAPS” and mail to:

Bonita R. Atkins
National Auxiliary Secretary/Treasurer
PO Box 80181
Baton Rouge, LA 70898-0181

Cultural Competence in Leadership

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tance of being self-aware—to avoid leading with your biases. Separating from what may have been the norm and embracing a commitment to diversity, equity and inclusion require courage.

Leaders must have some base of knowledge of the current culture and their team members’ behaviors within their appropriate cultural contexts in order to create systemic change. Additionally, being able to remain focused on the identified goals, despite the discomfort that typically accompanies change, entails being driven and committed.

Here are some tips for improving cultural competence in the workplace:

- Value diversity—respect all cultures

- Be aware and accept differences
- Practice communication skills
- Practice good manners
- Encourage discussion
- Build teamwork
- Practice listening

John F. Kennedy is reported to have said, “Leadership and learning are indispensable to each other.” As such, it is imperative that, in your role as leader, you learn to be patient, accepting, self-aware, inclusive, authentic, courageous, knowledgeable and driven.

Your EAP can help you develop your cultural competence through coaching. The EAP always is here to support you in better serving Postal Service employees of all backgrounds. Contact us today at 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341 or online at EAP4YOU.com.

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Region vacant: Northeast

Areas vacant: New England, New York, Pioneer, Michiana, North Central, Cotton Belt, Central Gulf, Northwest, Rocky Mountain.

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*APR = Annual Percentage Rate. This promotion runs from April 1, 2022 - September 30, 2022. Applications must be received by September 30, 2022 to be eligible for the promotion. Introductory rate of 1.90% is for nine months on new home equity lines of credit only. After the introductory period, your APR will revert back to the rate you were approved for, which is between 4.00% - 18.00%. Rates are set by the Board of Directors and may change without notice. The Credit Union will pay up to \$1,000 of the closing costs which include but are not limited to, credit report, flood determination, verification of employment, settlement charges, title, appraisal fees, government charges and recording fees. This offer excludes the processing fee and any origination fees charged for investment properties. Closing costs vary based on location, type of property and the loan amount. Any closing costs over \$1,000 (generally \$0 - \$500) are paid by the member and can be added to the loan request. Paying your loan off within 3 years (36 months) from the loan origination date, will result in the reimbursement of all closing costs associated with this loan transaction paid by Signature Federal Credit Union. These costs will be added to the payoff of this loan. An employment verification fee of \$55.50 will be assessed for each working applicant and a processing fee of \$150 also applies, and is the responsibility of the member. Home equity lines of credit are available for properties nationwide, except in Alaska, Hawaii, Texas, and Puerto Rico. Property insurance is required to open a home equity line of credit. All loans are subject to credit approval.

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