

**Subject: Announcement of Candidacy for NAPS National President**

Dear Executive Board Members,

The recent retirement announcement of our current President has set in motion speculation and concerns from NAPS members around the country about their need for a candidate for President who is ready to lead this organization in the upcoming pay consultations and to address and resolve the terrible working conditions of our active membership. I have been in contact with both our current Executive Vice President and Secretary/Treasurer to advise them of my intention to serve this organization at what is perhaps the most important time in our history. This letter formally announces my candidacy for NAPS National President.

When I left Washington two years ago I had a sense of satisfaction knowing that I had passionately put my heart and soul into working for our members for sixteen years as a board member and as a resident officer for eight of those years. In the time that has passed since San Diego, I have continued to be active at the local level, attending branch meetings throughout New England. I have witnessed the further deterioration in the morale of our membership and have watched as we continue to lose more ground in our relationship with the Postal Service in Washington, D.C.

When times are not going well, like they are today, the first thing some might do is to place blame on others. This is not what my candidacy is about. Instead, my candidacy is about restoring strength and vision at NAPS Headquarters. My candidacy is about transforming our relationship with the Postal Service so NAPS can participate in implementing changes to end the needless stress members are enduring today.

The next NAPS President and the resident officers must come up with proposals to change the current compensation system once and for all and put an end to PFP as the basis for EAS compensation. Under my leadership NAPS members will again believe that their work is valued by the Postal Service. This is the entire purpose of my candidacy and I know that these ideals can be accomplished together as an executive board.

As many of you know, I first joined the NAPS executive board in 1998, serving eight years as the New England Area Vice President and four more years as Secretary/Treasurer. I then ran unopposed for another four years as your Executive Vice President. I learned a lot about leadership from my predecessors. As a resident officer I continuously went far beyond whatever job description I had to serve our leadership and the members of NAPS.

In my eight years as a resident officer I played key roles in implementing changes that

improved NAPS internally for the benefit of members. Some of these actions included; changing the management of our financial investments to significantly reduce unnecessary costs, ending our disastrous contract with the Omni-Shoreham for the LTS and moving our organization to the services of Conference Direct. An overwhelming majority of board members supported each of these actions.

I collaborated with the executive board on changes in the planning and management of our LTS and National Conventions and the replacement of our magazine production team from our lengthy relationships with Martin Communications. I also was responsible for terminating the contract we had with the controversial AFLAC program that brought no income to NAPS over the two years of our relationship.

Certainly, some of these actions were controversial, and I admit I ruffled some feathers; but the bottom line was then, and remains today - that's what leaders are supposed to do, and that's what our members want us to do - get results. When leaders see a problem, they shouldn't just sit on the sidelines. Instead they should rush towards the problem, develop a solution, bring consensus and get results! I will be a president that gets results!

I have also served our members in the field well, leading work teams implementing two successful SWC packages. As Secretary/Treasurer I took on the challenges of a failed PFP system and presented NAPS' 2009 PFP case to the Office of the Inspector General. I worked tirelessly during the major restructurings of the past several years to develop alternatives to RIF problems so all NAPS members had a job to go to. As the leader of a NAPS Maintenance work team, we stopped the Postal Service from implementing a major restructuring plan by proving their plans were faulty.

Legislatively, I wrote the bill that was first introduced to gain MSPB rights for all EAS employees that is currently pending in Congress, and started payroll deductions for SPAC contributions. I worked with Senator Bernie Sanders and lobbied Congress to stop the Postal Service from implementing five day delivery.

One of the key strategies of my 2014 campaign platform was initiating the committee structure that the board currently has formed to work on structural changes for our organization. I thought this was a good idea at the time and this work needs to continue in earnest for the betterment of NAPS.

I am ready to return to lead our organization through our executive board as an agent of change at a time where our members want change. To fight where there is a need to fight and to lead NAPS in developing and proposing alternatives to plans implemented by the Postal Service that do not benefit EAS employees.

Having served as a board members and resident officer with the last three Presidents over a sixteen year period I have seen many changes since our beloved Vince Palladino passed on and how our members have suffered without strong and effective leadership. The past several years have brought even more job dissatisfaction, a further lowering of morale. In some places there is a sense of sheer hopelessness in our membership. This has to change and my leadership will be the impetus for that change.

I knew two years ago that we needed to take this organization in a new direction. That's why I did not take what many would view as the easy path of certain job security by "waiting my turn" and remaining as your Executive Vice President. I knew that NAPS couldn't wait for new direction and now the members know it too. With the passing of another two years the need for change is even more evident. We need a President who can get results starting on day one and I can make that happen.

It is well known that the Postal Service no longer respects our organization. The Postal Service doesn't adequately recognize the efforts of our members. The Postal Service even makes operational decisions without notifying NAPS. Many of you get your information on operational changes second-hand. Problems like these will become things of the past under my inclusionary leadership style. I am the only candidate for President with a proven record of accomplishments. A record of success that can re-establish our rights under Title 39 and restore the respect NAPS must have in Washington and around the country.

I am battle tested, a fighter for members' rights, and I am not afraid to take on anyone in the Postal Service who is wronging one of our members; be they a board member or the newest supervisor in training. We have a lot to do to restore our members' trust for this organization and the first step is to elect a President who will address the problems that are plaguing our membership. This will be accomplished by developing proposals and then getting these proposals implemented by the Postal Service.

We have a strong and diverse executive board that needs a leader who has already gone toe to toe with postal leadership and prevailed for our members. A leader who is well versed in Customer Services, Mail Processing and administrative positions and has already developed and presented solutions for complex problems and achieved positive results for NAPS members.

We need to put the best NAPS team on the field of battle with a strong and experienced President, representing our members in the upcoming pay talks and resolving the poor working conditions our members are currently suffering under. We need to eliminate every reason why it no longer is desirable to be a supervisor in the United States Postal

Service. Being a supervisor should be a prized and enviable position and I will make that a reality again.

In the coming weeks I will be outlining strategies to the executive board and the membership that will turn the tide for our organization. Every member of NAPS will have the opportunity to evaluate the candidates for President, measure their experience and plans for NAPS' future and then determine whose vision best meets their own objectives. Which candidate will best represent our members' interests in pay consultations? I have the most experience dealing with postal leadership and I am ready to put that experience into practice representing our members at L'Enfant Plaza.

Please join with me in uniting the leadership of this organization to best serve our members who need effective leadership now more than ever. I ask for your support and your vote to be your next President at the 2016 national convention.

Sincerely yours,

Jay Killackey  
Candidate for NAPS National President