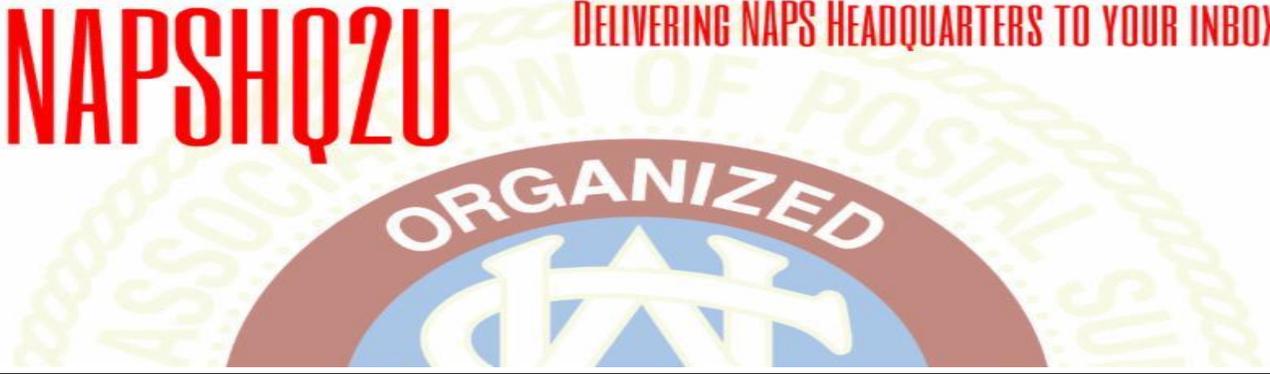


NAPSHQ2U

DELIVERING NAPS HEADQUARTERS TO YOUR INBOX



December 8, 2017

Say Adieu to *NAPSHQ2U* ! (Farewell)

NAPSHQ2U started in September 2010. However, our reach has hit a plateau of membership interest. Much of the information we share in the monthly *NAPSHQ2U* newsletter is also available on our NAPS website and in *The Postal Supervisormagazine*. Therefore, to reduce redundancy of information, but also guide and encourage members to visit our newly designed NAPS website. NAPS HQ elected to retire *NAPSHQ2U* after our December 2017 issue.

NAPS HQ thanks you for being a part of this very unique and fun online newsletter. It has been a great seven year run. Please visit the newly designed www.naps.org.

National Association of Postal Supervisors

MEMBERSHIP BY THE NUMBERS

Total Members as
of
Oct 2017 DCO:

Active
25,700

Associate

Brian's Blog

A *NAPSHQ2U*, November and December to Remember!

November was busy, but December started off just as busy. But before we get lost in the hustle and bustle of the USPS Peak Season, I send best wishes to you and yours for a Happy Holiday Season and New Year! As this will be the last *NAPSHQ2U* issue, be advised that NAPS will be messaging to you in other various ways. Here's the scoop.



Brian Wagner

NAPS has a newly designed user-friendly, non-login required website that we encourage members to visit regularly. NAPS is working on giving our Facebook page a facelift and getting more active with Twitter and other social media outlets. Now, I would like to message to you

1,317

Grand Total

27,017

SPLY DCO Oct 2016

Total Members: 26,467

Current

Non-Members

9,875



Click [here](#) to donate to SPAC right now!

Click [here](#) to start receiving Bruce Moyer's Legislative Updates!

Want to take action on issues facing NAPS and the Postal Service? Click [here](#)



SPAC funds as of

11/30/17

\$ 237,427.96

my recent and upcoming NAPS activities.

During the first part of November, I, along with Katie Maddocks, attended a congressional meet and greet with my own Congressman, Darin LaHood (IL-18). There were over 20 groups vying for the Congressman's attention. Fortunately, being a constituent of the Congressman, I received more attention to openly discuss at the table, postal issues and the need for postal reform. I also had some additional one-on-one time with him. It is very important to remember when visiting your Congressional leader, as a constituent, they listen more because you vote for them.

NAPS had two November pay talk meetings with the Postal Service. Pay talk consultation continues with back and forth discussion for a fair and reasonable EAS pay agreement. Additional meetings are scheduled in December. However, according to Title 39, a final USPS pay proposal is due to NAPS by December 21.

In November, I attended Albuquerque NAPS Branch 295's holiday meeting which had great member turnout along with Q&A. Later in the month, Heart of IL Branch 255 invited me to their meeting, held in Bloomington, IL where they nominated a new slate of officers. On December 2, I attended Phoenix, AZ Branch 246's annual Holiday meeting. I then caught a flight to attend Milwaukee Branch 72's holiday meeting on Monday, December 4. The NAPS fellowship and hospitality at these events are always fantastic and much appreciated.

It seems my travel would not be complete without attending some type of NAPS training. It was an honor to attend the biennial NAPS Central Region Training Symposium (CRTS) in Burr Ridge, IL where over 150 were in attendance. The training was excellent with diverse workshop topics, a motivational speaker and SPAC fundraising. Thanks to the attendees, they exceeded the amount of SPAC funds collected during the last Symposium. Many thanks to NAPS Central Region VP,

SPAC Totals for 2017

**SPAC Per Capita
per member**

\$ 9.16

Region Aggregate*

Southern	\$ 67,879
Western	\$ 43,370
Central	\$ 43,911
Northeast	\$ 39,867
Eastern	\$ 39,378

* Rounded

Region Per Capita

Southern	\$ 11.11
Central	\$ 9.88
Western	\$ 8.57
Northeast	\$ 7.97
Eastern	\$ 7.35

Area Aggregate*

Southeast	\$ 41,143
Pacific	\$ 24,362
Capitol Atlantic	\$ 20,385
New York	\$ 19,920
Mideast	\$ 16,116
New England	\$ 14,986
Texas	\$ 14,017
Illini	\$ 13,311
Michiana	\$ 12,859
Northwest	\$ 11,018
Rocky Mountain	\$ 10,990
MINK	\$ 9,158
North Central	\$ 8,584
Pioneer	\$ 7,837
Central Gulf	\$ 6,625
Cotton Belt	\$ 6,094

* Rounded

Craig Johnson; Illini Area VP Luz Moreno; Michiana Area VP, Kevin Trayer; Bart Green, MINK Area VP; and Dan Mooney, North Central Area VP, for hosting another outstanding training event. Great job!

I also traveled to Louisville, KY to represent NAPS at the USPS Safety Symposium hosted by COO Dave Williams. NAPS supports USPS initiatives meant to keep employees safe, because we want our members and their families to have many more happy holidays together, without having to worry about workplace safety.

I also attended a meeting at USPS HQ on Employee Engagement where the latest Postal Pulse results were presented. According to the USPS, when employees are more engaged, they have less accidents and work more safely. I would also say, when employees are treated with dignity and respect they are more productive. Therefore, if USPS employees are treated with dignity and respect at all times, not only will they be more productive, but will feel more valued. This should also result in employees being more engaged and who will also work safer. The first step is valuing employees.

Throughout November and December, I attended meetings representing our interest associated with our NAPS building. The resident officers also met with our new Disciplinary Defense Fund (DDF) Provider, Al Lum. Mr. Lum will take over the administration of the NAPS DDF on January 1, 2018 after the retirement of long-time DDF Provider Charlie Scialla. NAPS wishes Charlie all the best in his new retirement.

For the rest of December, I have an event with PMG Megan Brennan and a scheduled meeting with COO Dave Williams. My final NAPS activity will occur on Friday, December 29 when I attend the Holiday & New Year Meeting of Waco, TX NAPS Branch 203. What a great way to end the 2017 and start 2018.

Though this will be my final *NAPSHQ2U* ice cream flavor

Area Per Capita

Southeast	\$ 17.76
Michiana	\$ 12.13
Northwest	\$ 10.68
Illini	\$ 10.42
North Central	\$ 9.70
New England	\$ 8.83
Central Gulf	\$ 8.60
Pacific	\$ 8.49
New York	\$ 8.16
Texas	\$ 7.95
Capitol Atlantic	\$ 7.84
MINK	\$ 7.77
Rocky Mountain	\$ 7.28
Mideast	\$ 7.19
Cotton Belt	\$ 6.79
Pioneer	\$ 5.67



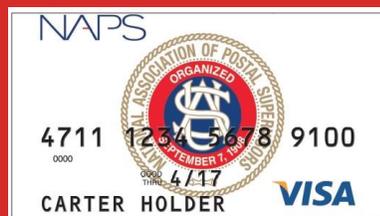
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of week recommendation, I am not retiring the flavors. Starting with the January 2018 issue, I am moving the recommendations to my *Postal Supervisor* magazine articles. As for now, my ice cream flavor of the week recommendation is **Peppermint Bark!**

Ivan's Den

Happy Holidays

The late Marvin Gaye recorded an album titled "Here, my Dear." One of the songs on the album could serve as the theme song for federal employees as we negotiate and navigate in this new Washington beltway environment. The song was titled "When did you stop loving me."



Ivan Butts

The federal workforce has already contributed \$182 billion towards deficit reduction since 2011 through a three-year pay freeze, reduced pay increases, unpaid furlough days due to sequestration, and two increases in retirement contributions for new hires, without any additional benefit.

We continue to stand at a critical time in the life of the USPS. The budgets (White House and Congressional versions) would have enacted an increase of 1 percent in retirement contributions for those in the Federal Employee Retirement System (FERS) phased over a period of several years. Replaced the current high three average salary to calculate retirement annuities with a five-year salary baseline. Also, the budgets would have eliminated the cost-of-living adjustments (COLA) to current and future FERS employees besides reducing the COLA for CSRS employees by 0.5 percent. In addition, budgets would have eliminated the FERS annuity supplement for eligible employees.

As federal employees, it appears that we have been spared the ill-effects of those proposed budgets with the passing of the Senate version of the 2018 budget that does not strip away the hard-fought benefits of the middle-class workforce that serves America. However, we still see on

Postal Employees
Relief Fund



What is PERF?

PERF is the Postal Employees' Relief Fund. It is a humanitarian effort administered jointly by the Postal Service and the postal unions and management associations. PERF is financially supported by employees, mainly through payroll deductions to the Combined Federal Campaign (CFC). PERF exists to help active and retired postal employees, both management and craft, whose homes are completely destroyed or left uninhabitable as a result of a major natural disaster or as the result of a house fire. During each Combined Federal Campaign season; PERF's CFC number is

10268. However, PERF accepts financial donations all year long by mail or credit card. To learn more about PERF visit www.postalrelief.com.

the horizon the possibility of a 2019 budget that will once again challenge our rights to work for a middle-class lifestyle that supports the nation's economy as well as our families.

Your NAPS Legislative Team will continue to be vigilant to the legislative events that impact the members of the National Association of Postal Supervisors.

Now, as we are moving from the Thanksgiving holiday season to the Christmas holiday season, I want to pause to wish you, my NAPS family a joyous and beautiful holiday season.

This time of the year, always poses challenges to us as we work to deliver the highest possible quality of service to America, while also dealing with some employees who are struggling with personal issues. These issues are magnified during the holidays. We also must deal with our own personal life issues. In addition to this, we still must be the guiding force to ensure that this Agency continues to move the mail during this critical time of year.

Your efforts bind a Nation together by connecting families across the world. You do this by managing the operations that process all the letters, cards, and packages that are received. I have seen the results of this first hand as my son received my care packages during the holidays he spent in Iraq. It was because of your dedication to providing the highest quality service to the American public that can be given, that the lives of not only my son but the lives of others in his unit were blessed.

As the Leaders on the front lines making the USPS shine, I thank you for always working to the benefit of our customers. There is a good reason why we can never give up serving. On July 20, 2017, on MSNBC Morning Joe, Senator Rand Paul told host Mike Barnacle that "The Government doesn't do a good job of distributing anything. Look at the Soviet Union distributing bread, look at the current Post Office trying to deliver letters". Really? Stay strong Brothers and Sisters.

Eastern Region Cabinet Meeting

Thursday evening -
January 11, 2018

\$225.00 each attendee -
Includes Thursday and
Friday night hospitality

Breakfast and lunch on
Friday and Saturday with
food and entertainment on
Saturday night.

Renaissance Cleveland
Hotel
24 Public Square
Cleveland, OH 44113

Room Rates: \$109.00 plus
tax (parking \$17.00 per day)

Room
Reservations **MUST** be
made directly with the hotel.
Hotel Reservations: (216)
696-5600 mention NAPS
Eastern Region Meeting.

Dinner: Banquet on
Saturday night. Get Away
Day is Sunday.

I thank you for all you are doing to keep the United States Postal SERVICE moving in the right direction as you provide the services constitutionally promised by Law to bind the people of America and pledge to support the effort to live up to the mission statement of our great association. God Bless, Merry Christmas and best holiday wishes to you and your families.

In Solidarity

Chuck's Corner

The Final NAPSHQ2U

As winter is in full force in some parts of the country, and gearing up in others, I know you are also in the midst of peak season. I am certain you give all your effort, as you do each peak season, for your customers on behalf of the US Postal Service. Hopefully you will receive a warm thank you from your boss or district leadership and maybe even the executive leadership of the US Postal Service recognizing your service and sacrifices to keep the Postal Service strong and viable. And while we certainly appreciate some recognition, even a modest raise would be most welcome at this time of the year!



Chuck Mulidore

You may not know, but this is the final issue of *NAPSHQ2U*. And while I have enjoyed writing these messages each month, NAPS now has new avenues to increase our interaction with our members, and more to come! Please check out our redesigned website at www.naps.org for updated, and late breaking news. Also, look for more relevant information to flow from our Facebook and Twitter accounts.

NAPS is moving headlong into the information age, leveraging technology to provide information, increase membership, and make our members interactions with this technology easier to manage. Just a few days ago, NAPS

opened our registration form for the 2018 Legislative Training Seminar in March 2018 on the website. This will be the only way to register for LTS, as well as the 2018 NAPS National Convention in August 2018. This process is faster and streamlined to allow for quick registration, and notification. We hope you will like these improvements, after all, NAPS is your organization, and our job as officers is to give you the tools to make your job as NAPS advocates easier.

We also encourage you to membership a priority, as we still have over 9,600 EAS non-members. These new folks need us, and NAPS needs them, so go out and make it your New Year's resolution to sign up new members, and get \$25 for each new member you sign up!

As we approach another holiday season, my wish for you is to have a Merry Christmas, a happy holiday season, and a happy New Year filled with joy, love and prosperity. Please take care of yourselves, and your families, during this very busy, and sometimes stressful, holiday time of year. There is only one of you, and you are so very important to your families, and to NAPS. God bless.

Katie's Quips

The Need for MSPB and Appeal Rights

It is the mission of the Merit System Protection Board (MSPB) to review adverse actions taken against federal and postal employees, ensuring the federal government's personnel system remains balanced, meeting the interests of its employees, the agencies and departments it serves, and the American people.



**Katie
Maddocks**

However, 7,500 non-supervisory postal management personnel and employees within the USPS Office of Inspector General are unable to appeal these adverse actions due how current law is interpreted. NAPS has long advocated for the expansion of MSPB appeal rights for all

postal employees, and it has worked with members of Congress and USPS in order to clarify this law, and the Postal Reform Act, H.R. 756, addresses this issue.

Full coverage of MSPB appeal rights is not the only uphill battle postal employees face. Currently, MSPB does not have a quorum, and therefore unable to make decisions on appeal cases or issue reports. In January, MSPB Chairwoman Susan Tsui Grundmann resigned, and with already one vacancy, leaving only Board Member Mark Robbins. Board members require a presidential appointment, and approval by the U.S. Senate; President Trump has not yet announced his nominees and it does not appear he will do so any time soon.

Because of this lack of quorum, there is now a backlog of over 650 cases. This leaves appellants in limbo, unsure of their employment and their future in the federal government. This also leaves appellants with hefty legal fees as lawyers cannot recoup these fees from the federal government until the case is resolved.

Recognizing the backlog, Congress passed a law (P.L. 115-42) back in May allowing for a non-quorum MSPB to issue a 45-day stay on personnel action if requested by the Office of Special Counsel. While this gives some breathing room to appellants, it obviously does not fix the quorum problem. In order for all federal and postal employees to receive full due process rights, at least one other board member needs to be appointed to hear and resolve cases. This provides not only peace of mind for employees, but also ensures the integrity of federal and postal personnel systems.