

NAPSHQ2U

DELIVERING NAPS HEADQUARTERS TO YOUR INBOX

ASSOCIATION OF POSTAL SUPERVISORS
ORGANIZED

November 3, 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 Supervisor* magazine. 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
Sept 2017 DCO:

Active

25,758

Associate

1,318

Brian's Blog

October is Over - Let's Have A November to Remember!

October is over and it was not as so scary as it could have been. I considered October less "Trick" and more "Treat" in NAPS HQ activities. Here's the scoop!



Brian Wagner

In the first week of October, the resident officers attended a King Street Metro Owners Place Association (KSMPOA) meeting to approve new association bylaws. Our NAPS building is registered under NAPS Property Inc. (NPI). NPI is part of the KSMPOA along with the other two property owners that are connected to our building. The resident officers are elected officers of KSMPOA.

Grand Total

27,076

SPLY DCO Sept 2016

Total Members: 26,546

Current

Non-Members

9,715



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

10/31/17

\$ 220,099.08

During the same week, I attended the annual NALC Heroes Luncheon. It was a very nice event with representatives from the postal unions, USPS HQ, postal management associations, PRC and some congressional leaders. NAPS was recognized for being in attendance and thanked for supporting this worthwhile event.

NAPS continues to receive updates on those areas recovering from the devastating hurricanes that wreaked havoc throughout the south and east coast earlier this year. We also received updates on the fires plaguing California. Please keep our postal family and NAPS members in your thoughts prayers as they continue to rebuild their homes and lives. We know thoughts and prayers provide great comfort to those impacted. A donation to the Postal Employees Relief Fund (PERF) will also be much appreciated and will provide material and comfort to those in need.

NAPS had its initial Pay Talk consultation meeting with the Postal Service on October 19. We had a productive discussion where we provided the USPS with an overview of what NAPS' pay and benefit expectations are for our members. We have another pay talk meeting scheduled for November 6. Again, NAPS' intent is to seek a fair and reasonable EAS compensation package by the December 20 deadline. Pay talk details continue to remain confidential.

From October 22-26, the NAPS Executive Board met for its annual fall board meeting to conduct business of the association. NAPS received updates from and we expressed our concerns to USPS HQ leadership that included the PMG, COO, CHRO, VP Labor Relations and Sr. VP of Sales and Customer Relations. The executive board meeting was very productive. The board selected a new Disciplinary Defense Fund (DDF) Provider, who will take effect on January 1, 2018 after the retirement of our current provider, Charlie Scialla. The announcement of our new NAPS DDF Provider will be forthcoming after we finalize the contract.

The NAPS PFP Advisory Committee met during the board

SPAC Totals for 2017

SPAC Per Capita
per member

\$ 8.49

Region Aggregate*

Southern	\$ 65,359
Western	\$ 43,852
Northeast	\$ 38,080
Eastern	\$ 37,436
Central	\$ 35,347

* Rounded

Region Per Capita

Southern	\$ 11.37
Western	\$ 8.10
Central	\$ 8.03
Northeast	\$ 7.61
Eastern	\$ 6.99

Area Aggregate*

Southeast	\$ 40,244
Pacific	\$ 23,305
Capitol Atlantic	\$ 19,599
New York	\$ 19,156
Mideast	\$ 15,104
New England	\$ 14,290
Texas	\$ 13,392
Michiana	\$ 10,626
Illini	\$ 10,339
Rocky Mountain	\$ 10,290
Northwest	\$ 10,257
MINK	\$ 7,636
Pioneer	\$ 7,367
North Central	\$ 6,747

meeting. They finalized NAPS' FY2018 NPA recommendations to the USPS. NAPS resident officers went to USPS HQ on October 26 to consult on our recommendations. After the USPS gives our recommendations full and fair consideration, they will provide NAPS with a decision on the final FY2018 NPA thresholds, targets, weights and scorecards.

On October 31, I attended a Combined Federal Campaign (CFC) communications meeting. The Fall 2017 CFC season started on October 2, 2017 and runs through January 12, 2018. OPM awarded the Giveback Foundation, a third party vendor, to process all CFC pledges. CFC pledge information can be found online at www.opm.gov/ShowSomeLoveCFC. The CFC season is an excellent time to make your donations to PERF.

As we head into November, Veterans Day is fast approaching. I thank all our veterans for their service to our country and am thankful for the freedoms we have because of them. Speaking of thanks, I wish all of you a Happy Thanksgiving. Let's be thankful for what we have and help those who have less.

I hope you will help yourself to a scoop or two, maybe three of my ice cream flavor of the week recommendation - **Pumpkin Pecan Cheesecake!**

Ivan's Den

BOG Nominees announced

On October 26, 2017, the President announced his intent to *nominate* the following individuals to be Members of the Board of Governors of the United States Postal Service:



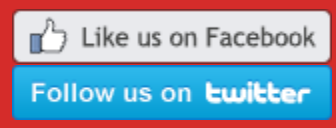
Ivan Butts

David Williams of Illinois, for the remainder of a seven-year term, expiring December 8, 2019. David C. Williams was sworn in as the second independent Inspector General (IG) for the U.S. Postal Service on August 20,

Central Gulf	\$ 6,255
Cotton Belt	\$ 5,469
* Rounded	

Area Per Capita

Southeast	\$ 17.38
Michiana	\$ 10.02
Northwest	\$ 9.94
New England	\$ 8.42
Pacific	\$ 8.12
Central Gulf	\$ 8.12
Illini	\$ 8.10
New York	\$ 7.85
North Central	\$ 7.62
Texas	\$ 7.60
Capitol Atlantic	\$ 7.54
Rocky Mountain	\$ 6.81
Mideast	\$ 6.73
MINK	\$ 6.48
Cotton Belt	\$ 6.10
Pioneer	\$ 5.33



Come visit us at our homepage: www.naps.org

Have a question or concern? [Email Us!](#)

**2017 NAPSHQ2U
Publication Schedule**

November: 11/3/17
December: 12/8/17

The new NAPS Affinity

2003. Williams was responsible for a staff of more than 1,125 employees - located in cities nationwide - that conducts independent audits and investigations for the largest civilian federal agency that has over \$65 billion in annual revenues, a workforce of 522,000 employees and 31,000 Postal Service-managed retail facilities.

Calvin R. Tucker of Pennsylvania, for the remainder of a term, expiring December 8, 2023. Mr. Calvin R. Tucker (R) is the chairman of the Philadelphia Black Republican Council. President & CEO, Eagles Capital Advisors, LLC Mr. Tucker also owned and managed several family businesses, such as International Mailing Technologies, Inc and C. R. Tucker Associates.

Robert M. Duncan of Kentucky, for the remainder of a seven-year term, expiring December 8, 2018, and an additional term expiring December 8, 2025. Mike Duncan is the 17th chairman of the President's Commission on White House Fellowships. Appointed by President Donald J. Trump in 2017, Mr. Duncan leads one of America's most prestigious programs for leadership and public service. Robert M. "Mike" Duncan was the chairman of the Republican National Committee. He was elected in January 2007 and served until January 30, 2009.

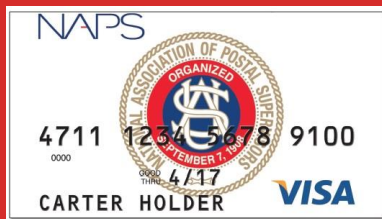
The USPS Board of Governors requires nine (9) members approved by the full Senate. The three nominees leave six (6) more needed to the USPS Board of Governors.

NAPS has worked with Mr. Williams in the past in addressing issues with the USPS. NAPS congratulates and looks forward to the opportunity to engage Mr. Williams in his new role of Governor of the USPS. We are continuing to review the other two nominees.

In Solidarity

Chuck's Corner
November

Credit Card is now Available



[Click here to apply](#)

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

Fall has arrived, and with the onset of Fall comes peak season for postal employees. A time of joy in our hearts for the approach of Thanksgiving, but also a time of long hours, no days off, unrealistic expectations and finally exhaustion. November has two postal holidays, and by the time we recover from Veterans Day we are heading into Thanksgiving, with volumes growing daily. It is even more complicated by the fact that we have been hearing now for some time a litany of bad news:



Chuck Mulidore

1. Mail volume for the Postal Service is down significantly, consequently revenue is down.
2. Employee schedules in the plants often do not match mail arrival or workload.
3. There seems to be no legislative relief from Congress on the horizon.
4. The vehicle fleet is outdated.
5. Too many employees are "disengaged."
6. Too many employees are not working safely.

We know the Postal Service has problems, most of which were made for the Post Office, but many of which were made by the Post Office. But the bottom line is we just need the truth if we are to become truly engaged as employees, and keep the Postal Service the integral part of the American fabric of life that it is today.

Of course, we cannot talk about November without remembering our veterans. On November 11, we honor the lives of so many veterans who have sacrificed so much for this great and wonderful country. Many of those veterans are buried on distant shores, and many are interred for eternity here in Arlington Cemetery in Virginia, or in the millions of cemeteries across this country. We honor their sacrifice, and the sacrifice across the generations of their families. Where would this country be today without our veterans? Let's honor them at gravesites across America on November 11. Also, don't forget to honor these brave young

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.

Central Region Training Symposium

November 10-11, 2017

Chicago Marriott
Southwest at Burr Ridge
1200 Burr Ridge Parkway
Burr Ridge, IL 60527
Special group rate for
NAPS at \$139.00 USD per
night

Hotel Reservations: (630)
986-4100 or
Online Reservations: [Book
your group rate for NAPS
Central Training
Training Registration
Fee: Pending](#)

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men and woman serving today as we see them in grocery stores, on the train, at birthday parties, coffee shops or just walking down the street. We owe them a debt of thanks, and gratitude.

And finally, Thanksgiving is early this year, on November 23. This is a time to give thanks, and to offer your gift of time, food, or help in any way to those who are not as fortunate as we are. Even in the midst of difficult days at the Postal Service, we are truly blessed to have a job that allows us to support our families, educate and clothe our children, and offer us the opportunity for a secure retirement. Please never forget those who struggle with addiction, disease or poverty. We are truly blessed to work for the US Postal Service, and we must continue to do all we can to keep the organization strong and viable for the future.

My hope for you is to have a safe and blessed November, and to be healthy and strong for the challenges ahead. May God bless you, and keep you in his heart at this time of year. Thank you for caring, and thank you for listening.

Katie's Quips

NAPS: Keeping Your Retirement Benefits Safe

Members of the federal workforce took a sigh of relief last month when Congress agreed to a budget resolution that did not use federal retirement benefits as a means to reduce government spending. NAPS, along with other federal and postal groups, worked with members of Congress, expressing concerns on the potential negative effects of increasing employee retirement contributions, such as: using a high-three instead of a high-five; eliminating the FERS annuity supplement; and, reducing or eliminating COLAs. While the House initially proposed \$32 billion in retirement cuts, the Senate did not take up the provision, and benefits



**Katie
Maddocks**

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: Sunday

remained intact.

What is concerning is that this was not the first time federal retirement benefits were targeted as a means for saving or to pay for legislation. In 2015, both the House and Senate called for changes to the TSP on separate occasions. In March, the House's FY16 budget resolution called to base the TSP's G Fund on a three-month average instead of its four-year average, which House Budget Committee members estimated would save \$32 billion over 10 years. However, the Federal Retirement Thrift Investment Board (FRTIB) issued concern this change would drastically reduce the rate of return on the G Fund from 2.25 percent a year to 0.02 percent, making it essentially worthless. Though the House did not adopt this measure, the Senate brought it up again in July 2015 in its highway authorization bill. Senators called for the same changes to the G Fund the House recommended a few months earlier. Again, the FRTIB voiced its opposition, commenting that if the G Fund is worthless, participants would withdraw, making any possible savings nonexistent. Through NAPS' advocacy efforts, federal retirement was not used as a means to pay for this Senate bill.

Though we have managed to avoid changes to federal retirement and employees' financial futures time after time, it is important to remain vigilant of any attempt to use benefits as a means to offset spending. As tax reform legislation and sequester caps are forthcoming, we could see these threats again. NAPS Headquarters will continue to work against attacks on its members' earned benefits, ensuring your fiscal well being.