

# NAPSHQZU

DELIVERING NAPS HEADQUARTERS TO YOUR INBOX

ASSOCIATION OF POSTAL SUPERVISORS  
ORGANIZED

October 6, 2017

## National Association of Postal Supervisors

### MEMBERSHIP BY THE NUMBERS

Total Members as  
of  
August 2017 DCO:

Active  
25,748

Associate  
1,316

Grand Total  
27,064

SPLY DCO Aug 2016

### Brian's Blog

No September Mourn Here!

September brought fall, but I can tell you my NAPS activities did not fall off. Therefore, I "aut-umn" get started with my report. Here's the scoop!



Brian Wagner

First, on behalf of the entire NAPS organization, I want to send our continued thoughts and prayers to all our NAPS and postal family members personally impacted by the devastating hurricanes of Harvey, Irma and Maria. From Texas, Louisiana, Florida, Puerto Rico, and Virgin Islands up the eastern coast our hearts go out to those who are rebuilding their homes and lives. We all know thoughts and prayers provide comfort to those in need. However, a donation to the Postal Employees Relief Fund (PERF) is much appreciated and will send material needs to comfort those left homeless and many cases left with very little after the wrath of these hurricanes.

I started September with a two-day site visit to New Orleans to tour four hotels for consideration as a possible location for our 2022 NAPS National Convention. New Orleans Branch 73 threw its hat in the ring for consideration to be the 2022 national convention site. Per our national constitution, a site

Total Members: 26,528

**Current  
Non-Members  
9,675**



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**SPAC funds as of  
9/30/17**

**\$ 198,142.83**

**SPAC Totals for 2017**

**SPAC Per Capita  
per member**

**\$ 7.64**

visit is required to ensure the potential host city can accommodate our large NAPS delegation. During our 2018 National Convention in Mohegan Sun, delegates will vote for our 2022 convention city. If or when NAPS headquarters receives other official branch host requests, we will keep you updated on which cities are in the running to host our 2022 National Convention.

Speaking of running, this past month I was scheduled to attend a total of six NAPS events from meetings, retirement recognition dinners and NAPS Area training. Unfortunately, due to Hurricane Irma one event was canceled. Who can blame them? However, I did attend the other events that were very well attended. These NAPS meetings were marvelous, the food fantastic and NAPS fellowship fabulous. As for the NAPS Area training, there were terrific topics, professional presenters and delightful discussion.

In mid-September, I visited a Maryland post office in the very early morning with representatives from USPS HQ and UPMA to review Function 4 (F4) operations of a level 20 post office. This was part of a USPS Kaizen Project that is reviewing Function 2 (F2) and F4 operations related to evaluating the workload and office efficiency in Level 20/21 post offices to ensure budget work hours match workload. The results of this Kaizen Report have yet to be finalized. However, NAPS is interested in hearing the results and how it may impact EAS and the operations they supervise.

On September 21, NAPS received the Postal Service's EAS pay and benefits proposal for Fiscal Years 2016-2019, kicking off the "pay talk" consultation process between the Postal Service and NAPS. The pay and benefits consultation process is governed by federal law under Title 39 U.S.C. §1004. The law permits NAPS to provide responses and proposals to the Postal Service for consideration in the USPS arriving at a final EAS compensation package by December 20. NAPS HQ and our Pay Talk Team will closely evaluate the FY2016-2019 EAS Pay Package proposal and provide a full response. Our intent is to push for a set of fair and

### Region Aggregate\*

|           |           |
|-----------|-----------|
| Southern  | \$ 61,785 |
| Western   | \$ 40,867 |
| Eastern   | \$ 33,007 |
| Central   | \$ 32,721 |
| Northeast | \$ 29,738 |

\* Rounded

### Region Per Capita

|           |          |
|-----------|----------|
| Southern  | \$ 10.75 |
| Western   | \$ 7.55  |
| Central   | \$ 7.44  |
| Eastern   | \$ 6.16  |
| Northeast | \$ 5.94  |

### Area Aggregate\*

|                  |           |
|------------------|-----------|
| Southeast        | \$ 38,495 |
| Pacific          | \$ 21,926 |
| Capitol Atlantic | \$ 17,392 |
| New York         | \$ 14,547 |
| Mideast          | \$ 13,012 |
| Texas            | \$ 12,656 |
| New England      | \$ 11,015 |
| Michiana         | \$ 10,055 |
| Rocky Mountain   | \$ 9,565  |
| Illini           | \$ 9,512  |
| Northwest        | \$ 9,376  |
| MINK             | \$ 6,927  |
| Pioneer          | \$ 6,779  |
| North Central    | \$ 6,228  |
| Central Gulf     | \$ 5,775  |
| Cotton Belt      | \$ 4,859  |

\* Rounded

### Area Per Capita

reasonable improvements in EAS compensation by the December 20 deadline. Details of the pay proposal remain confidential during the course of the consultation process until NAPS receives a final USPS EAS pay package.

However, the NAPS Pay Talk Team did briefly teleconference on September 22 to discuss the initial USPS pay proposal and our next course of action.

On September 26, I was on a conference call with PMG Megan Brennan along with other postal leadership and representatives from UPMA. The call focused on the financial state of the USPS. The USPS stated it is not in a position to make full or even partial payments related to RHB, CSRS and FERS as it needs to conserve cash. USPS revenues are down as is mail volume, except for packages. USPS currently has 38 days of cash on hand to handle current operating expenses. The USPS is informing all stakeholders, including congressional leaders, about its current financial condition and the non-payment action they are taking.

At the end of September, we held a teleconference with the NAPS PFP Advisory Committee, made up of five NAPS Executive Board members, to review the USPS FY2018 NPA Corporate and Unit Indicators, targets, thresholds and definitions. The objective of our committee is to thoroughly review the FY2018 NPA goals to make sure they are fair, equitable and achievable for our members. After our review, in accordance with Title 39, NAPS may provide recommendations to the USPS for changes to the FY2018 NPA, just like we did for the FY2017. The USPS is required to give our recommendations full and fair consideration, just like they did with our FY2017 recommendations. That does not mean the USPS must implement our recommendations, only give them the required consideration.

I hope you will "fall" for and give full and fair consideration to my ice cream flavor of the week recommendation - *Carmel Apple Crunch!*

|                  |          |
|------------------|----------|
| Southeast        | \$ 16.62 |
| Michiana         | \$ 9.49  |
| Northwest        | \$ 9.09  |
| Pacific          | \$ 7.64  |
| Central Gulf     | \$ 7.50  |
| Illini           | \$ 7.45  |
| Texas            | \$ 7.18  |
| North Central    | \$ 7.04  |
| Capitol Atlantic | \$ 6.69  |
| New England      | \$ 6.49  |
| Rocky Mountain   | \$ 6.33  |
| New York         | \$ 5.96  |
| MINK             | \$ 5.88  |
| Mideast          | \$ 5.80  |
| Cotton Belt      | \$ 5.42  |
| Pioneer          | \$ 4.91  |



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

**2017 NAPSHQ2U  
Publication Schedule**

October: 10/6/17

November: 11/3/17

December: 12/8/17

**The new NAPS Affinity  
Credit Card is now  
Available**

**Ivan's Den**  
**A September of Engagement**

This month has started our very interesting for me. I have received a few calls pertaining to my September 2017 *Postal Supervisor* article titled, "Engagement - Has the Salt Lost its Savor?"

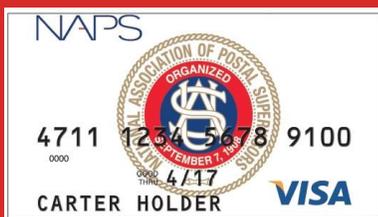


Ivan Butts

I have heard from both sides of my article, however only one comment was to the belief that front line EAS can make positive gains in employee engagement with their employees, despite being subjected to the negative actions by some Senior leaders.

I also had an excellent and encouraging conversation with Dave Williams, COO on Thursday 9/7/2017 which only affirmed my expression in my article. Our Leadership at USPS HQ is 100% committed to this process of changing the culture of our agency and is not blind to the challenge that it must face in making that change. What we must continue to do as EAS is exactly what we have done for throughout our long history, serve the people of the United States of America everyday despite the obstacles that we are facing. Mr. Williams asked that I share with you his gratitude for the hard work that you do as the USPS Leaders who direct the employees in continuing to bind America through mail.

I always appreciate hearing from the Brother and Sisters of NAPS, regardless of what side of my article someone may be on. However, I believe it is more important for our members to tell the USPS your feelings of engagement. The Engagement Team has been asking to hear from you, so give them a ring or send them an email. The contact information is below. Maybe, though their interaction with you, the Team can make real the efforts of USPS HQ to flow downhill real positive engagement that all can benefit from.



[Click here to apply](#)



## 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

In Solidarity

**REACH OUT TO US!**  
[Engagement@usps.gov](mailto:Engagement@usps.gov) LiteBlue  
844-303-6424



## Chuck's Corner

Change: Good for NAPS

I hope the approaching holiday season finds you well and ready for peak season at the Post Office. Peak is always a challenging time for EAS, as weather and parcel volumes, plus competing and unreasonable demands further complicate the jobs of all EAS. But as always, we weather the storms, deliver the mail, and cut through the clutter to deliver for the American public. That's what we do as EAS in the US Postal Service, and the USPS could not do all this without you. While that is a worthy topic of discussion, I wanted to share this time with you to discuss some important changes that were made at NAPS HQ that will impact not necessarily your job as an EAS, but the organization that you belong to, the National Association of Postal Supervisors.



**Chuck Mulidore**

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](http://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

Contact Info:  
Craig Johnson  
NAPS Central Region VP

First, I hope you have had an opportunity to view the new NAPS website at [naps.org](http://naps.org) ... this redesigned website is more functional, user friendly, and capable than our former website. Our goal is to drive traffic to our new website, and make accessing information much easier. The website is mobile friendly as well, obviously key in today's world, where we all use our cell phones to access various types of news and information. For NAPS advocates, the information flow is neater, and more organized. For those seeking how to join NAPS or information about NAPS, the information is easy to access, without having to go through multiple screens to find what you are looking for.

One other major change is we have at NAPS HQ, is we changed banks. We terminated our previous banking relationship and have now signed on with Signature Federal Credit Union. This allows the NAPS organization to save a significant amount of money in fees, plus the ability to earn interest that we were not capturing previously. Signature has partnered with us to help us grow your membership dollars, while saving NAPS member's money in the process, a win-win for sure. This allows our organization to get financially stronger, and keep us viable as the premier management organization representing you with Postal HQ. This banking change will not affect our investment portfolio, as that is strong and currently well managed.

I think this is important that NAPS HQ share with you how we are spending and investing your hard-earned membership dollars. My pledge as the guardian of those funds is NAPS will always operate with one vision in mind - that this grand organization belongs to you, and we must always keep you at the forefront of all we do.

## Katie's Quips

Help Others Through the CFC

[Craigj23@sbcglobal.net](mailto:Craigj23@sbcglobal.net)  
Phone: (816) 914-6061

The 2017 Combined Federal Campaign (CFC) season officially kicked off on Monday, October 2. In a memo from Office of Personnel Management Acting Director Kathleen McGettigan, federal and postal employees and retirees will have greater abilities to give through the end of the season, January 12, 2018. CFC contributors will be able to give through a new electronic pledging system, allowing employees to give through payroll deduction, credit and debit cards, and eChecks. Retirees will also now be able to give through their annuities. During the 2016 CFC season, donors gave over \$167 million to local, national, and global causes.



**Katie  
Maddocks**

The National Association of Postal Supervisors encourages its members to give to the Postal Employees' Relief Fund (PERF) this CFC season. PERF provides emergency financial assistance to postal employees and retirees affected by natural disasters. For postal employees, both craft and management, who find themselves and their family displaced from their homes, either permanently or for an extended time, can apply for a small relief grant, either to help pay for a new place of residence or for basic necessities to help families recover. NAPS members can give to PERF during the CFC with the designate number 10268. For more information on PERF, please go to [www.postalrelief.com](http://www.postalrelief.com).

Many Americans, including members of the postal community, are still recovering from Hurricanes Harvey, Irma, and Maria. The National Oceanic and Atmospheric Administration has not yet released its official estimates of cost for these hurricanes, but most likely the combined cost of all three will be about \$200 billion. As affected people are still trying to comprehend the damages they face, NAPS HQ encourages its members to help out anyway they can through PERF, and would like to thank the NAPS Branches and members that have given so generously in the past.