



NAPS Fall Executive Board Meeting

October 19-23, 2014

Official Minutes

The 2014 Fall Executive Board meeting was called to order by President, Louis M. Atkins, at 9:00 a.m. on Sunday, October 19, 2014. Ivan Butts, Executive Vice President, gave the invocation.

Brian Wagner, Secretary/Treasurer, conducted the Roll Call of Officers; Louis Atkins, President; Ivan Butts, Executive Vice President; Brian Wagner, Secretary/Treasurer; Tommy Roma, Northeast Region VP; Chuck Mulidore, Eastern Region VP; Craig Johnson, Central Region VP; Tim Ford, Southern Region VP; Marilyn Walton, Western Region VP; Jim Warden, New York Area VP; Hans Aglidian, Mideast Area VP; Cy Dumas, New England Area VP; Tim Needham, Pioneer Area VP; Richard Green, Capitol-Atlantic Area VP; Luz Moreno, Illini Area VP; Kevin Trayer, Michiana Area VP; Dan Mooney, North Central Area VP; Larry Ewing, MINK Area VP; Bob Quinlan, Southeast Area VP; Cornel Rowel, Central Gulf Area VP; Shri Green, Cotton Belt Area VP; Bob “Texasbob” Bradford, Texas Area VP; Cindy McCracken, Northwest Area VP; John Aceves, Rocky Mountain Area VP and Hayes Cherry, Pacific Area VP were all present.

The first order of board business was to elect a new Board Chairperson for the 2014-2016 term. John Aceves and Larry Ewing were candidates for chairmanship. Louis appointed a ballot committee consisting of James Warden, New York Area VP, as chairman, Pioneer Area VP Tim Needham, and Central Gulf Area VP Cornel Rowel. Larry Ewing was re-elected board chairman.

Welcoming remarks were made by the three resident officers. President Atkins, on behalf of Executive Vice President, Ivan Butts, and Brian Wagner, Secretary/Treasurer welcomed and thanked the executive board members for everything they do for the NAPS organization. Louis looks forward to a fruitful and productive two years.

President Atkins specifically welcomed the new board members, North Central Area VP, Dan Mooney; Pioneer Area VP, Tim Needham; Southeast Area VP, Bob Quinlan; Central Gulf Area VP, Cornel Rowel; and returning former board member, Texas Area VP, Bob “Texasbob” Bradford.



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Louis stated to the executive board that NAPS had a tremendous national convention in San Diego and now it is time to roll up our sleeves and get to work. He continued to say that over the course of the next few days, the board will be hearing from executives and representatives of the United States Postal Service and from the vendors who serve our great organization. President Atkins urged the board to lead wisely and to deliberate constructively on behalf of all NAPS members.

President Atkins expressed the challenges ahead for NAPS, including the aggressive schedule the USPS has for plant consolidations and closures. NAPS has drawn a line in the sand urging the Postal Service to halt these closures. NAPS is also dealing with an atmosphere on Capitol Hill that is at best, apathetic to the troubles facing the Postal Service. In a matter of days, Americans will be heading to the ballot box. Their choices will very much impact the future of the Postal Service. We, the national executive board, are responsible for responding to these challenges in a way that will best serve our members.

President Atkins stated that when the board departs later this week that it can do so knowing that accomplished something good that will positively impact the NAPS membership. He looks forward to working with each and every board member and is absolutely excited about what the board and NAPS can achieve by working together.

Executive VP, Ivan Butts, stated it is a privilege and honor to serve with Louis and Brian. He recognized that NAPS and the USPS have some troubling times coming. Ivan is looking forward to the good work the board can do in providing leadership to its members. Ivan is excited to be at NAPS HQ serving the membership.

Secretary/Treasurer, Brian Wagner, reviewed various housekeeping issues, stated that last fiscal year for NAPS was tough, but NAPS finances are trending positively at this time. Membership is holding steady and the board will see a revised member/non-member percentage report. There is a staffing change at NAPS HQ. Bailey Anderson, Office Manager and Assistant to the Secretary/Treasurer, left NAPS for a new career opportunity. NAPS wishes Bailey the best and is looking to fill the vacancy left by Bailey. Currently, Patricia Charity from a temp agency is covering the vacancy.



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Each new board member, Bradford, Quinlan, Needham, Rowel, and Mooney were given an opportunity introduce themselves to the executive board. In summary, they all have NAPS experience as a local or state officer, three are retired and two are USPS active. They all expressed their desire to serve NAPS and its members. They look to bringing good ideas back to their respective areas and do great things for NAPS.

Southern Region VP, Tim Ford, moved and it was second by Craig Johnson, Central Region VP, to adopt the NAPS agenda and program. Motion passed. Tommy Roma, Northeast Region VP, moved and it was second by Bob Quinlan, Southeast Area VP, to approve the 2014 Spring Board minutes. Motion passed.

Secretary/Treasurer Wagner presented the financial report. At the start of NAPS' new fiscal year (June 1, 2014) the value of NAPS' total investment portfolio, including its PNC Money Market Sweep account totaled \$13,637,064.91. As of October 1, 2014, NAPS investments totaled \$13,648,958.37 an increase of \$11,893.46. The NAPS PNC Sweep Account has generated approximately \$44,779 in total monthly preferred dividends that are deposited into NAPS' general PNC Bank checking account (General Fund) to cover operating expenses. At the end of Quarter 1 (August 31, 2014), NAPS total assets were \$18,959,197.44. Revenue in excess of expenses was \$17,464.88.

As of October 1, 2014, the NAPS General Fund totaled \$333,315.67. NAPS has been transferring funds from its PNC Money Market account into its PNC checking account over the past six months to cover NAPS HQ operating and national convention expenses. To cover expenses, including the reduced convention registration fee, related to the National Convention NAPS HQ initiated a cash call from its PNC investment portfolio's cash account in the amount of \$150,000.

Total NAPS income for FY 2014 (June 1, 2013 to May 31, 2014) was \$2,499,870, which was \$421,595 less than budget projections. Total FY 2014 NAPS HQ expenses were \$2,892,370, which were under the approved budget by \$28,583. Due to NAPS total income being substantially less than projected, NAPS experienced a net loss for FY 2014 of \$392,500.



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As of October 1, 2014, the NAPS building is 100% leased. The next lease expires in July 2016. In calendar year 2013, NAPS Property Inc. (NPI) total rent and other income was \$1,003,263 and total expenses of \$994,733 for a net income of \$8,530. When factoring in “below the line” expenses that are the direct responsibility of NPI and cannot be passed through to NPI tenants, NPI experienced an overall net loss of \$445,473. Below-the-line expenses totaled \$454,003 that included Tenant Improvements of \$267,147 from new leases, Lease Commissions of \$145,856 and a parking expansion project of \$41,000. Due to the excessive “below the line” expenses NAPS received no Landlord Distributions during its fiscal year ending on May, 31, 2014.

The executive board discussed the need to put together a 3-5 year business plan to address NAPS’ financial future. In addition, there was discussion on whether it is beneficial for NAPS to continue owning a building or move to renting office space. A cost/benefit analysis needs to be done to determine the many “what ifs”. What are the income tax consequences? If NAPS sold the building, how would NAPS invest the proceeds to protect against inflation and fluctuations in the financial markets? It was suggested that NAPS have a finance committee to review its short-term and long-term financial needs.

Charlie Scialla, Scialla Associates, and Executive VP, Ivan Butts, reported on the NAPS Disciplinary Defense Fund (DDF). Charlie stated that for the last two months MSPB cases have fallen by 35-40%. Charlie stated that he only has 19 cases waiting a decision and 16 cases waiting to be scheduled.

Charlie reminded the executive board that any acceptance or rejection of a settlement is the member’s decision. There was discussion on the MSPB jurisdiction as it relates to the one-year rule. A person who supervises or is vet preference eligible must be in the same or similar functional area for 1-year to qualify for MSPB rights. For example, if a member has been a customer service supervisor (CSC) longer than a year and receives a promotion to a manager or postmaster position in customer services, they do not need to be in the promoted position for another year to qualify for MSPB. The positions are the same or similar.



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It is the same for supervisors in a plant (SDOs), who become a manager distribution operations (MDO) or a manager in maintenance, the 1-year rule does not apply. It is only when a supervisor in Customer Services (SCS) becomes an SDO or vice versa or an MDO becomes a manager in customer services, does the 1-year rule apply. Customer service to customer service and plant to plant no 1-year rule will apply, but it will if you cross functional areas. Initially, those who are veteran preference must first qualify under the 1-year rule to receive MSPB. However, if they are promoted within the same functional areas, the 1-year rule is not applicable. Even a VMF manager to a postmaster would be required to be in the postmaster position for 1-year to be eligible for MSPB rights.

Due to the reduced workload and efforts by Scialla Associates, NAPS Disciplinary Defense Fund (DDF) was under its FY 2014 budget by \$45,800. In addition, Scialla Associates continues to experience more favorable than unfavorable decisions at MSPB for NAPS members.

Secretary/Treasurer Wagner reported on NAPS membership, website and social media. As of the September 2014 DCO, NAPS had 25,434 members (24,046 active and 1,388 associate, 94.5% and 5.5%, respectively). Total membership from a year ago was 26,344 (25,018 active and 1,326 associate), an overall one-year decline of 910 members or 3.578%. The projected future annualized net loss in per capita dues for NAPS HQ is approximately \$85,625.

As of August 30, 2014, the total number of active EAS non-members were 8,442. This number is based on the USPS payroll files of EAS non-members, who are coded as non-postmasters. Approximately, 25.88% of eligible non-postmaster EAS are non-members. NAPS continues to encourage membership growth through its incentive of a sponsor of a new member to a \$25 NAPS check. NAPS eliminated the \$25 NAPS Gift Card program as the administrative cost for each PNC gift card was \$2.95. The cost to issue a check is less than 50-cents each. Branches continue to receive their NAPS non-member and Change Summary Report on a monthly basis along with their DCO.

There was discussion for NAPS to continue its efforts to recruit EAS non-members that should also include postmasters to join NAPS. Secretary/Treasurer Wagner stated NAPS HQ



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has developed a letter to do a mass mailing to all postmaster NAPS members asking them to ask a non-member postmaster to join NAPS. Currently, NAPS has approximately 2,900 postmasters who are NAPS members. This membership initiative is slated to be mailed the first part of 2015.

As of October 1, 2014, NAPS had 3,613 members registered on our www.naps.org website. *NAPSHQ2U* continues to provide a bi-weekly issue and special issues when necessary. NAPS Facebook page is being regularly updated and “tweets” made on NAPS’ *Twitter* account. As of October 1, 2014, NAPS HQ social media results are as follows; *NAPSHQ2U* –7,387 member subscriptions with an average “open rate” of 33%

During the SPAC Report & LTS review Executive VP, Ivan Butts; Bruce Moyer, NAPS Legislative Counsel; and Elliot Friedman, NAPS PAC Manager & Legislative Assistant, provided an overview of NAPS’ legislative activities, which included the upcoming mid-term elections, the amount of SPAC funds collected and distributed during the current election cycle.

Ivan stated that Bruce, Elliot and he have been meeting with congressional leaders and aids to get the moratorium passed prohibiting the USPS from closing 82 plants to give Congress more time to pass postal reform legislation. It was stated that the USPS is not being straightforward with the decline in service standards or the true actual savings that is expected from the 82 closures.

The NAPS legislative team also issued an updated *Issues Brief* for members to use when talking with their congressional leaders back home in their districts prior to the mid-term elections. There was much discussion on the various scenarios on what the legislative landscape will look like for postal reform after the mid-term elections. If postal reform is done during the lame duck it would look different than if it is done after lame duck. However, all depends on what political party is in the majority for both the House and Senate.

NAPS is still pushing for MSPB rights for all EAS. As for six-day delivery mandate, it is still in the appropriations bill. The NALC will fight to keep it in appropriations rather than try to get into a separate bill. Ivan and Elliot continue to encourage all branches to bring up SPAC at



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all meetings and encourage members to donate at the meeting. SPAC contributions year to date for 2014 are over \$184,000 already breaking last year's record of approximately \$173,000.

Ivan and Bruce spoke about the 2015 Legislative Training Seminar (LTS) that will be held from March 8-11, 2015. This LTS is very early for our members. The resident officers, Bruce, Elliot and NAPS' conference planner, Sheri Davies, had their first LTS meeting the week of October 13. Ivan has been reviewing the LTS surveys from last year to see what worked and what didn't in order to give the members what they want. Bruce stated the mid-term elections will determine NAPS' course of action for LTS. Due to the Honor Flight Network being in town at the same time as NAPS' LTS event, the NAPS wreath laying event had to be moved to Wednesday, March 12 at 1:15 PM. NAPS will be messaging this out to its members in hopes they can make an effort to attend at the end of LTS.

The NAPS Board heard various vendor and contractor presentations. Karen Young, editor for *The Postal Supervisor (TPS)* magazine, encouraged the Executive Board to continue sending in articles for the magazine. New board photos will be used in the upcoming board directory. Brian stated that NAPS is receiving directly from its TPS printer, Quad Graphics, the invoice for printing and mailing. Brian commented that due to Karen's ability to keep the national convention issue below 100 pages, it saved NAPS thousands of dollars in printing costs. NAPS appears to be on target to be under budget for *The Postal Supervisor* magazine for the current fiscal year.

NAPS PNC Investment Advisor, Phil Brown, informed the Board that NAPS' investment allocation was 55% stocks, 45% bonds and the remaining 5% in cash, which is within NAPS' written investment strategy profile. Phil stated that the investment portfolio's return in the last 12 months was 9.76%. The annual 1-year return of the NAPS sweep account, where NAPS receives a monthly dividend, returned 13.38% due to lower interest rates that resulted in increased bond prices.

Overall, the dividend yield on the sweep account is 6%. Phil further stated there was a much needed market correction, but it is not the start of a bear market. The Federal Reserve is seeing the US economy growing, while Europe is not. Phil recommended that in June of 2015



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NAPS consider rebalancing its portfolio due to expected increases in interest rates. It was asked if the Ebola scare will affect the stock market. Phil Brown stated that because steps are being taken in to combat this medical issue, PNC analysts do not see Ebola negatively impacting the stock market. PNC is more concerned about the European economy at this time.

Sheri Davies, Director of Global Accounts of Conference Direct, gave a presentation to the Board on the marketing of the 2015 LTS that will be held at the Crystal Gateway Marriott. Ms. Davies provided examples of various 2015 LTS messaging ideas for the board to review and select. Sheri also briefed the Executive Board its housing during the board meetings at the Residence Inn in Old Town. It is estimated that NAPS will save approximately \$126,000 over the next seven years based on projected future hotel rates in the area. NAPS locked in a low hotel rate with no increase in pricing through 2020. The average daily room rate will be above \$300 and NAPS has guaranteed pricing at \$185 a night.

CEO Jim Stokes, Director of Property Management Ray George, and NPI Property Manager, Linda Taggart, from Stoladi Property Group addressed the board regarding NAPS' building activities. Jim stated the NAPS building is 100% leased. This is good news since the current vacancy rate in the Alexandria/Old Town area is 20%. This is a solid ownership with onsite building management. Stoladi is glad to be a client of NAPS for over 18 years. Stoladi takes care of the Building Association aspect of NAPS and the other association's condominium owners. Stoladi engineering staff is first rate. NPI is changing accounting systems to allow NPI's budget to be on the same fiscal year as the NAPS organization.

In 2014, Stoladi completed the following maintenance issues; a new fire panel, upgraded restrooms, painted the stairwells, upgraded HVAC's. Rather than contract the work out, Stoladi's engineers were able to install four HVACs for the price of three. NAPS roof is original. Stoladi is seeking a roof consultant to review the remaining life of the building's roof. Since the NAPS building is connected to two other buildings the roof expense is pro-rated.

In addition, a garage structural survey will be done to determine what major repairs may need to be completed. There are some leaks in the garage the survey is intended to avoid any massive repairs. Furthermore, Virginia state law requires building owners set aside money in an



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escrow account each year to make sure building repairs are done. NAPS is part of a building association and must contribute to this interest bearing escrow account.

The NAPS Board also heard from M3 Technologies who is contracted with NAPS to provide members with an option to purchase Life Insurance, Long Term Care, Critical Care, and Terminal Illness Benefits policies. NAPS receives an annual royalty from M3 Technologies from any member who purchases one or more of the offered policies. M3 requested to amend its contract with NAPS to expand the number of services it offers NAPS members. M3 requested they be approved to offer NAPS members the following; Disability Income, Hospital Income, Accident, Pre-paid legal and Discount Homeowners and Auto insurance policies. M3 Technology guaranteed to pay NAPS an additional \$10,000 guaranteed royalty if NAPS agrees to this contract amendment. If policy premiums exceed a certain level, NAPS would receive additional royalties. The board discussed the option to amend the contract. Since the contract was to only provide additional services to NAPS members, does not extend the length of the original contract, and is not an exclusive contract, the board approved the amendment.

NAPS held its monthly NAPS/USPS Consultative meeting during the Fall Board Meeting. Minutes to the monthly consultative were published separately from the executive board minutes. Outside the consultative meeting NAPS heard from USPS officials; Doug Glair, Manager, Digital Identity and Megan Brennan, Chief Operating Officer (COO).

Doug Glair, Manager, Digital Identity Services, gave a presentation and spoke to the executive board about the USPS Innovation Platforms specifically the USPS initiatives in the digital world. The USPS is moving towards the use of security technology, known as an Electronic Postmark. USPS is a trusted agency and is also working on a Federal Cloud identity system to allow all credentials to connect through one connector and sender.

USPS recognizes the entire world is moving to a “Health IT” system due to the growing digital world, where 65% of consumers own Smartphones. Mr. Glair stated the USPS has a role to play in enhancing the security and privacy of digital communications.

Mr. Glair commented that USPS values the health and wellness of its employees and wants them to live healthier lives. Therefore, the USPS is initiating a digital concept to allow



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employees to access and control of their health and wellness information via the USPS proposed Health Connect system. The Postal Service wants to offer employees, at no cost, to have their medical records stored and protected digitally by one trusted source, the USPS Health Connect system. Participation is voluntary for employees. The Postal Service would not have access to the medical data stored in the USPS Health Connect system, but employees will have access to their own information to share with medical providers of their choice. A contracted third party would be in charge of providing this digital security.

The idea is for employees to have access to their medical records in one place and have them available to those medical professionals they authorize to have access. Today, a person's medical records are in different places. By having a secure digital system for health records, employees don't have to worry about a lapse in medical treatment. Through the employee's approval, health care providers have immediate access to the employee's records rather than having other medical professionals having to fax or scan records over to one another.

The USPS wants to provide this voluntary service to employees for free. However, the Postal Service sees potential to market this Health IT digital concept to other federal agencies and the general public with the intent to increase revenue.

Megan Brennan, USPS COO, spoke to the executive board and thanked NAPS and its members for their hard work. Ms. Brennan discussed USPS service performance, visibility, fall mailing and peak season, financial outlook, Phase 2 of network rationalization, growth opportunities, and complement and future initiatives.

Key comments from Ms. Brennan included that FY 2014 has seen positive trends. Specifically, employee engagement revenue through Business Connect, Customer Connect, Rural Reach, Submit A Lead and Clerks Care helped generate \$473 million in new revenue. Also, 10 of 16 NPA Corporate Indicators saw improvement. Ms. Brennan reviewed the current FY 2014 composite service scores for Priority Mail, Standard, First-Class. She also shared the FY 2015 service targets for FY 2015 Corporate Indicators that included the new Customer Insight (CI) indicator.



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Ms. Brennan stated the USPS wants 100% visibility. A challenge is reducing the “Failed First Attempt” percentage. On average 2.5 million packages a day fail to be delivered on the first attempt. There are daily diagnostic reports that the USPS uses to monitor scanning performance. The Mobile Delivery Device (MDD) is an excellent scanner for data collection. The has 95% of package volume covered with scans.

Megan Brennan talked about the USPS’ FY 2015 fall mailing and peak season and how the USPS is prepared to service the customers this year. She stated the USPS is setting the stage to instill service confidence now in order to ensure future growth with USPS business partners. Ms. Brennan referenced that excellence in Peak Performance will provide the impetus for growth in January around dimensional weight and heavy weight packages. Total shipping and packages services is expected to increase by 15% during peak season.

To ensure the USPS has a successful peak mailing season employees must focus on 100% visibility in scanning, on-time delivery, timely responses and resolutions to customer inquiries and consistent communication about potential national and local network issues. Ms. Brennan stated that having an excellent performance in peak season will lead to future package growth for the USPS. Having an average performance in peak season could result in lost opportunities.

Ms. Brennan briefly discussed the preliminary financial figures for end of year FY 2014 and upcoming FY 2015. Much of Ms. Brennan’s discussion focused on FY 2015 projected mail volume, controlling expenses, and risks and uncertainties as it relates to legislation, inflation, change in the economy, increase in the rate of electronic diversion and expiring labor contracts.

Network Rationalization Phase 2 was another topic of discussion. Ms. Brennan discussed benefits to the USPS by consolidating 82 mailing processing facilities, the concept of 24-hour plant operations, the timeline of the Phase 2 consolidations, and number of EAS employees that will be initially impacted in January 2015 when the first 13 facilities begin Phase 2 of Network Rationalization. Ms. Brennan stated that as of September there were approximately 4143 EAS nationwide vacancies. Of the 13 facilities targeted for consolidation in January 2015, there is a



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total of approximately 878 EAS vacancies within 50 miles of those 13 impacted facilities. About 44% of the EAS vacancies are level 17's.

Ms. Brennan spoke about USPS FY 2015 growth opportunities, too. Her comments included the USPS using mobile technology and innovations to be the premier direct mailer for customers and creating products and tools that better serve USPS customers. As for shipping strategies, the USPS wants to be the dominate business in the last mile of package delivery, lead the market in return solutions, provide options to customers in controlling the delivery of their packages and improve shipper and receiver perception of USPS products and services. The USPS sees growth opportunities in Sunday delivery, Parcel Select Next-Day, MetroPost-same day, pilot mailboxes and parcel lockers of the future, Concierge for Small Business and Warehousing of packages for shippers.

Amazon Sunday Delivery is expanding to 59 Districts, 1,611 hubs and 10,183 ZIP codes by the end of November 2014. Amazon Fresh and Amazon Parcel Lockers began in August 2014. Amazon Fresh is expecting volume and delivery growth in the future. The Amazon Parcel Lockers are in the carrier's normal line of travel. In addition, the parcels have a unique identifier making them easily recognizable, yet parcels do not need any special codes.

Ms. Brennan stated that going forward the USPS must optimize the value of its infrastructure, innovate to grow revenue and retain customers, deliver the value proposition and have a positive belief in the future.

Megan Brennan took questions from the executive board. First, NAPS Southern Region board members stated some comments made at the NAPS National Convention in San Diego about the USPS Southern Area were a mix of accurate and inaccurate information. With NAPS and the Postal Service working together, these issues were investigated and addressed. NAPS Southern Region gave special thanks to the efforts of USPS Area Vice-President JoAnn Feindt for her commitment to continue working with NAPS to take a hard look at problems and resolve them together. NAPS will emphasize to its membership the need to clearly identify issues and verify the accuracy of the issue before advancing them at any level.



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The board asked whether there would be PFP mitigating factors for FY 2014 due to the severe winter weather last year. Ms. Brennan stated no national mitigation is going to occur at this time. The board and Ms. Brennan discussed issues of exempt EAS working weekends, including Sundays without being compensated or given another day off during the week. Ms. Brennan stated EAS vacancies need to be filled to address this issue.

It was asked if the Sunday Amazon packages were priced properly. Megan stated Amazon Sunday delivery is priced competitively to get the business and was not priced as a premium service for Sunday delivery. As the USPS introduces more products into the system it goes against USPS costs. Amazon is the first business for Sunday delivery but USPS expects more businesses to participate in the future.

Ms. Brennan was asked what her philosophy about delivery was. She said “deliver the letter the sooner the better including packages.” Ms. Brennan was also asked if there is a mandate to leave city routes open and leave CCAs home or should we drive down OT? Ms. Brennan commented that the USPS bottom line is save the dollar. There is no mandate nationally to leave CCA’s home and routes open. The USPS looks at metrics. Bottom-line, pivot and capture under time. In the peak periods it is about efficiency. USPS looks at the dollar savings and delivering products at the least cost. Basically, Ms. Brennan stated that if a unit is saving hours but not dollars, then they have it backwards.

There was no Old Business. Under New Business the following topics, recommendations and motions were discussed.

President Atkins appointed new Executive Board Committees to address various NAPS issues and promote the welfare of the membership. The follow committees were formed and the respective executive board members were appointed:

- **SWCs:** Warden-Chair, Ewing, Aglidian, Needham – Resident Officer as counsel.
- **Training & Advocacy:** Ford-Chair, Aceves, Aglidian, Rowel
- **Constitution & Bylaws:** Mulidore-Chair, Quinlan, Mooney, Cherry, Dumas, Wagner
- **Restructuring:** Johnson-Chair, R. Green, Moreno, S. Green, McCracken, Dumas, Ewing
- **Legislative:** Walton- Chair, Bradford, R. Green, Trayer, Warden
- **Ethics:** Ford-Chair, Roma, Mulidore, Johnson, Walton
- **Finance:** Moreno-Chair, Mulidore, R. Green, Ford, Moreno, McCracken, Wagner



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Each respective committee took time during the board meeting to initially meet and develop a mission statement. It was suggested that at future executive board meetings the agenda include time for the Executive Board committees be given ample time to meet and present any reports during the board meeting. As a point of personal privilege, Tommy Roma requested to be taken off the SWCs committee as all other Region VP's were assigned to chair a committee, except him.

The executive board discussed membership exceptions. In accordance with Article III, Section 6 of the NAPS national constitution, a member's request for exception to affiliate with another branch must be investigated by the respective NAPS Area VP. The Area VP then presents their findings to the executive board for concurrence.

The Constitution & Bylaws Committee ruled that no official process was in place for the entire executive board to concur with exceptions. Therefore, the Secretary/Treasurer will provide a list of pending exception requests, each month, to the executive board members to review for concurrence or not. The executive board did discuss the current list of exceptions provided by the Secretary/Treasurer. There was much discussion on what qualified for an exception and the NAPS constitution was very vague on this issue especially as it related to local branches.

The executive board approved all exceptions that met the criteria in accordance Article III, Section 6. However, the Constitution & Bylaws Committee stated that the exception process needs further clarification and modification to address issues related to USPS restructurings, RIFs, and consolidations. Exceptions or requests to affiliate to another branch needs to be reviewed on a case-by-case basis to ensure that the Executive Board's actions also consider Article II of the NAPS National Constitution as it pertains to promoting the welfare of its members.

The executive board discussed pending NAPS contracts that would be expiring prior to the next board meeting in March 2015. This action was in accordance to a recommendation approved at the 2014 Spring Executive Board meeting that all upcoming contract renewals be reviewed at each board meeting to determine if NAPS wants to renew,



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extend or send out a contract for competitive quotes in accordance with its NAPS HQ Contract Policy. NAPS elected to renew or renew with a modified timeframe all expiring contracts.

Executive Board members: Trayer, Moreno and McCracken attended on behalf of NAPS along with other USPS representatives a 3-day workshop in Norman, OK to review and provide feedback on the new 16-week New Supervisor Program (NSP) training material and processes. Trayer, Moreno and McCracken stated they helped develop checklists and NSP is new and updates are ongoing. They were very excited about the new 16-week program where the first four weeks of NSP the new supervisor is off the floor in training. First two weeks and classroom the next two is virtual learning on the computer, away from the workroom floor. There is NSP training customer services, plant and maintenance supervisors.

Those supervisors that were in the old 52-week NSP will now have 6-months to transition and complete the new 16-week NSP training. If a supervisor was promoted months ago and did not start the old 52-week NSP, they will be moved into the new 16-week program. It was discussed that under the 16-week NSP, new supervisors will receive three days of cross functional training in other operations. Customer Service supervisors will spend time in the plant and vice versa. However, plant and maintenance supervisors will only cross train in each other's functional areas.

There were comments that 3-days of cross functional training were not enough. The NAPS NSP team stated the cross functional training is to provide an overview to the new supervisors as to how other operations function and affect the operation they will be ultimately be running. Cross functional training is not to be in-depth training.

There was concern by board members that a manager does not have time to train their new supervisor after the first four weeks. NAPS NSP team stated that the manager who hired the new supervisor is to be the mentor and make sure their new supervisor receives their training. Districts are in charge of getting new supervisors trained. The NAPS team further stated there is follow-up and there will be a checklist to ensure the supervisor is completing their training on time. In addition, the USPS National Center for Educational Development (NCED) will be tracking the entire NSP system to make sure all new supervisors are on schedule with their training. If not, they will follow up with the manager in charge of that new supervisor to make



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sure the training gets completed on time. NCED will also work with local management to make sure if a supervisor is struggling with their training to get them the help they need. The new supervisor is an EAS employee at the time of their training. There is no returning or retreat rights back to craft.

It was noted that any EAS employee can take the NSP modules to learn. NSP LMS classes are not just limited to new supervisors. This is an opportunity of NAPS members to gain additional training to enhance their postal careers even though they are not a new supervisor, but have been a supervisor or in support for years.

The NAPS NSP team encouraged Area VP's, state and local NAPS officers reach out to each district about the training and get NAPS involved to get EAS signed up as members and get the supervisor's training started right away.

The following recommendations and motions were discussed and voted on by the executive board.

Recommendations 1: John Aceves, Rocky Mountain Area VP recommended that; *NAPS extend the 2016 and 2018 Conference Direct Contract for negotiations and on site convention planning to include the 2020 National Convention.* Recommendation was seconded by Michiana Area VP, Kevin Trayer. Recommendation passed.

Recommendations 2: Bob Bradford, Texas Area VP, recommended that; *the Resident Officers finalize treasurer training to be held on Sunday morning of the 2015 LTS. At most one officer per branch has the Saturday hotel room paid. The final plan will be decided by the three Resident Officers.* Recommendation was seconded by Tommy Roma, Northeast Region VP. Southern Region VP, Tim Ford, made an amendment to the recommendation which was second by New York Area VP, Jim Warden. The amended limited the training secretary, treasurer or secretary/treasurer. Amendment passed. The final recommendation as amended was; *The Resident Officers finalize secretary, treasurer, secretary/treasurer training to be held on Sunday morning of the 2015 LTS. That the branch secretary, treasurer, secretary/treasurer have their Saturday hotel room paid. The final plan will be decided by the three Resident Officers.* Recommendation as amended passed.



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Motion 1: Secretary/Treasurer, Brian Wagner, made the motion; *That effective June 1, 2015 that NAPS has only one Executive Board Dinner per fiscal year. That the Executive Board dinner be held during the Spring Executive Board meeting where NAPS may continue to invite special guests, USPS officials and various NAPS vendors.* Tim Ford seconds the motion.

Discussion was that this was good for the organization to save money. Voting-Yes (23), Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, Dumas, Needham, R. Green, Moreno, Trayer, Mooney, Quinlan, Rowel, S. Green, Bradford, McCracken, Aceves, and Cherry. Chair not voting. Motion was unanimously passed.

Motion 2: Cy Dumas, New England Area VP, made the motion; *That the LTS registration fee for 2015 be the same as 2014--\$125.* Bob Bradford seconds the motion.

Discussion whether or not NAPS can afford it. Currently, there the investment portfolio is worth over \$13.5 million. This is giving back to the membership. Voting-Yes (21), Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, Dumas, Needham, R. Green, Trayer, Mooney, Ewing, Quinlan, Rowel, Beaudoin, S. Green, Bradford, McCracken, and Cherry. Voting-No (1), Aceves. Abstain (1) Moreno. Chair not voting. Motion was passed.

The 2015 Spring Board Meeting will be in conjunction with the 2015 LTS which begins on Sunday, March 8 through March 11, 2015. The board meeting will begin at 8:30 a.m. Wednesday, March 11 and end at Noon on Saturday, March 14, 2015.

For the good of the Association, Cy Dumas stated that NAPS is the premier management association and we need to promote NAPS.

Tommy Roma commented that dual membership in NAPS and the postmaster organizations seems to be growing. Chuck Mulidore stated NAPS went through business pretty good. NAPS may want to look at one less day of board meetings. He also congratulated the Resident Officers on their comradery and stated that with board members working together the future is bright for NAPS.

Secretary/Treasurer Wagner acknowledged Ivan Butts' smooth transition into the Executive VP position and has a lot of respect for the job Ivan is doing. He also thanked Louis and the entire executive board. Wagner further commented that we may not always agree, but



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we do agree to do what is best for the members. Tim Ford stated that when Ivan speaks he says “Brian, Louis and I”. He speaks as a team and Tim is looking forward to a successful NAPS.

Kevin Trayer thanked the resident officer for assigning Luz Moreno, Cindy McCracken and he to represent NAPS in Norman, OK to review the New Supervisor Program (NSP). Ivan Butts stated he was humbled by everyone’s complimentary words towards him. Ivan appreciates working at NAPS HQ with Louis and Brian. Ivan further stated it is “Me, Louis, Brian and the entire board” that is working together. Ivan commented it was a great board meeting. Cornel Rowel personally thanked Louis as his mentor. Cornel was also thankful for the new officer training and being welcomed by all the board members.

Dan Mooney thanked the board for the hospitality which made him feel at home immediately. Dan’s takeaway from the meeting is that the executive board voted to eliminate a board dinner to save money. NAPS is saving over \$126 thousand dollars in a better housing contract for executive board meetings. He stated by doing so, the executive board gave back to the membership by voting for secretary/treasurer training at LTS and reducing the LTS registration fee to save branches more money. Dan further thanked the executive board for their efforts and he looks forward to seeing a new budget at the 2015 Spring Board meeting.

Timothy Needham thanked Chuck for being his mentor. Tim appreciated the relationship building the Board did and also appreciated the passion Hayes Cherry shows for his members. Bob Quinlan thanked the board for welcoming him. The board meeting was not as bad as he heard it could be. Bob “Texasbob” Bradford is glad to be back. Larry Ewing thanked the board for the opportunity to be chairman again. Luz Moreno congratulated the new board members and is glad her and Cindy McCracken are no longer the rookies on the board.

Craig Johnson, Central Region VP, moved to adjourn the 2014 Fall Executive Board meeting, seconded by Shri Green, Cotton Belt Area VP. Motion carried and meeting adjourned at 2:41 p.m. on Wednesday, October 22, 2014.

Respectfully submitted,

Brian J. Wagner

Brian J. Wagner
NAPS National Secretary/Treasurer