



National Association of Postal Supervisors

2015 Spring Executive Board Meeting

March 11-14, 2015

Official Minutes

The 2015 Spring Executive Board meeting was called to order by President, Louis M. Atkins, at 8:26 a.m. on Wednesday, March 11, 2015. 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.

Welcoming remarks were made by the three resident officers. President Atkins thanked Ivan and Brian for an excellent LTS and Secretary/Treasurer training during LTS. He stated the NAPS Executive Board will hear from our new PMG, Megan Brennan, and USPS Chief Operating Officer (COO) Dave Williams. Atkins commented that the pay system is broken but NAPS will work on getting it fixed. Service is not good, but the USPS has six billion dollars in the bank. Atkins finished by stating it is an honor being a member of NAPS.

Executive Vice President, Ivan Butts, thought LTS was successful and stated it takes a group effort to get LTS accomplished. There are many activities that go on behind the scenes to make LTS a success. Ivan commented that NAPS will review the LTS surveys and work to improve next year's LTS. He thanked Louis and Brian for their support and thanked the board for their upcoming support for the wreath laying ceremony of the Tomb of the Unknown. Ivan said our upcoming focus is to get our members with an interim pay package. He also stated there is a need to focus on keeping and recruiting EAS including providing them with job opportunities.

Secretary/Treasurer, Brian Wagner, reviewed various housekeeping issues, stated NAPS' past fiscal year was tough, but NAPS finances are trending positively at this time as the board



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will review the 2015-2016 budget. Membership is also trending positively and the board will see an updated member/non-member percentage report in their folders. There is a staffing change at NAPS HQ. NAPS hired Patricia Charity full-time as Assistant to the Secretary/Treasurer, to replace Bailey Anderson, who took a career position with another company last October.

Larry Ewing, Chairman of the Board, reported that his goal is to keep board members on topic. The Chair has the discretion to allow a discussion to continue and if there are no further new comments the Chair can end discussion. To move the board meeting along, due to the heavy agenda, board member comments will be limited to two minutes. Board members may get their name back on the discussion list if they have further comments to make, unless the Chair rules discussion on the topic has ended.

Before adopting the Executive Board agenda and program, the board heard from National Auxiliary President, Sharon Mathews. Sharon stated over \$18,630 was raised for SPAC during LTS. The process for collecting SPAC funds went much smoother this year by splitting up tables for credit card and cash only. Sharon commented that the Auxiliary appreciates the support NAPS and the executive board provide. The auxiliary was proud that an auxiliary member was included in the wreath laying ceremony at the Tomb of the Unknown. Sharon thanked Luz Moreno for buying auxiliary travel blankets for the Illinois LTS first-timers and Kevin for donating a Tablet at the National Convention.

Ivan thanked Sharon and her auxiliary team for her efforts at LTS. The flurry of branch donations during the SPAC challenge at the end of Monday's LTS session is not included in the auxiliary total, which is estimated to be over four thousand dollars. Louis thanked Sharon and the auxiliary for their years of service to NAPS. Kevin thanked Sharon on behalf of the Michiana Area for her hard work as a member of Michiana.

Tim Ford moved with a second by Tommy Roma to adopt the NAPS agenda and program. Motion passed on by a unanimous voice vote. Craig Johnson with a second from Bob Quinlan approved the 2014 Fall Board Meeting minutes. The motion passed on a unanimous voice vote.

Secretary/Treasurer Wagner presented the NAPS financial report. At the start of the NAPS 2014-2015 fiscal year (June 1, 2014) the value of NAPS' total investment portfolio,



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including its PNC Money Market Sweep account, totaled \$13,637,065. As of March 1, 2015, NAPS investments totaled \$14,087,326, a fiscal year-to-date increase of \$450,261 or 3.30%.

Since June 1, 2014 the PNC Sweep Account has generated approximately \$89,570 in total monthly preferred dividends that are deposited into NAPS' PNC Bank checking account (General Fund) to cover operating expenses. Total NAPS assets at end of its 2014-2015 FY Quarter 2 (December 1, 2014) were \$18,559,449.84. NAPS' Quarter 2 revenue in excess of expenses was \$181,932.22.

As of March 1, 2015, the NAPS General Fund consisting of a Bank of America account, PNC Checking and PNC Money Market accounts was \$6,000.00, \$480,483.19 and \$51,841.39, respectively; totaling \$538,324.58. NAPS HQ will close the Bank of America account by the end of the fiscal year as the account is no longer needed and transfer the funds to its PNC checking.

As of March 1, 2015, the NAPS building is 100% leased. NAPS has been receiving regular Owner Distributions. The NAPS building will remain fully occupied between June 2015 and May 2016. However, the lease of tenant Marstel Day is set to expire on July 31, 2016 and the tenant has indicated that they may not renew their lease as they have outgrown their space. NAPS Property Inc. (NPI) has a 2015-2016 projected budget where the *Tenant Improvement* account includes expenses for new tenants. To this end, in the 2015-2016 NPI budget, Stoladi will hold back of \$125 thousand in NPI cash and adjust downward the projected monthly Owner Distributions to NAPS for projected tenant improvements and lease commissions that will be incurred in the early 2016-2017 NPI fiscal year if Marstel Day vacates.

The NAPS building will have four HVAC units replaced in June 2015 at an approximate cost of \$12,000. The installation of the HVAC will be performed in house by Stoladi's engineers resulting in an approximate savings of \$3,000 per unit.

The board discussed whether or not NAPS was going to seek competitive bids from property management companies this year as the Stoladi contract expires in February 2016. NAPS will seek bids. It currently has a list of three companies, including Stoladi, to seek competitive bids. Tommy Roma motioned and it was seconded by Cornel Rowel to accept the Secretary/Treasurer's Report. Motion passed on an unanimous voice vote.



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The next order of business was reviewing the 2015-2016 preliminary budget. The preliminary budget was sent to the executive board the first week of February for review and to respond back to the National Secretary/Treasurer with questions and/or concerns. After the board received the advance budget in February, a final proposed budget was also given to them at the board meeting to review. Tim Ford motioned and Hans Aglidian second to dispense with the reading of the preliminary budget as the board had over a month to review. There were no objections or questions regarding the preliminary budget. The motion passed on a unanimous voice vote.

Charlie Scialla, Scialla Associates, and Executive VP, Ivan Butts, reported on the NAPS Disciplinary Defense Fund (DDF). Charlie stated since the 2014 fall board meeting, 22 cases were settled, three won and one lost. There has been an increase in debt collection versus adverse action cases.

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. If a member is a veteran and does not have one-year of continuous service in a job they cannot go to MSPB. There are situations where branch presidents are telling members they can go to MSPB, when in reality they do not have jurisdiction. Charlie said the rule is very simple: Can a non-Vet Pref. member: hire, fire, promote, and give pay raises? If the answers are no, then you can't go to MSPB. Also, if or when a RIF occurs, a member cannot appeal to MSPB unless they are Vet Pref. The only exception is if a Vet Pref., during a RIF, goes from a plant to a customer services supervisor position, without the one-year in the job, the member has no MSPB rights. They must meet criteria regarding supervising employees and one-year continuous service in a position.

Charlie explained that RIF avoidance is not a RIF. Unless you lose money or grade, then you can't go to MSPB. He did state a confidential secretary does have MSPB rights, due to handling confidential material, but the USPS fights NAPS on jurisdiction all the time. Charlie further explained that even if an EAS non-supervisory position is given supervisor duties, TACs responsibility and issues discipline or is on detail as an OIC they still do not meet the jurisdiction to go to MSPB. A person's Form 50 job function determines jurisdiction. Also, MSPB hearings are not more costly than a 650 hearing.



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There was much discussion on an arbitration case where Arbitrator Snow ruled a supervisor could not supervise carriers anymore. Charlie stated an arbitrator cannot deny a person a right to earn a living without allowing them to appeal. Charlie commented that the Joint Statement MOU is not contractual. NALC uses it against our members. The only way to get out of the Joint Statement is to let the USPS know NAPS wants out.

The board commented that the USPS is leaning on the Snow Award as a binding agreement. USPS calls it a contractual agreement. Charlie said it is an agreement and you would abide by; however, NAPS can get out of it anytime. Board members concurred with Charlie that the unions are using the Joint Statement to get NAPS members out of offices where they supervise. NAPS needs to consider getting out of the Joint Statement due to the fact that the unions are using it and the Snow Award against our members and the USPS is supporting the unions. The Joint Statement is not being used as it was intended. It is used as retaliatory action by the unions.

A question was raised why the USPS won't try to vacate the Snow Award. Charlie stated it will cause a problem with the NALC. The board stated that if the USPS won't act to correct the abuse and misuse of the Joint Statement against our membership then NAPS needs to make a decision.

In final discussions with Charlie Scialla, he mentioned an MSPB decision on "Double Punishment". A MSPB judge ruled that you can't use the same charge twice. When a member received an emergency placement without pay and the USPS came back with more discipline on the same charge, a proposed removal, such action was ruled by MSPB as double punishment. The agency can rescind the first charge and make the employee whole and then reissue the charge. In this case there is no double punishment. NAPS's is to go to MSPB and look for a settlement.

Secretary/Treasurer Wagner reported on NAPS membership, website and social media. As of the January 2015 DCO NAPS had 25,599 members (24,210 active and 1,389 associate, 94.57% and 5.43%, respectively). Total membership from a year ago was 25,986 (24,634 active and 1,352 associate); an overall SPLY decline of 387 members or 1.512%. As of the September 2014 to January 2015, active membership has been trending positively, increasing by 164



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members. Associate membership has been stable for the same September to January period, increasing by only one member.

As of January 2015 DCO, the total number of active EAS non-members were 8712. This number is based on the USPS payroll files of EAS non-members, who are coded as non-postmasters. Approximately, 26.46% of eligible non-postmaster EAS are non-members. This percentage is calculated from the number of active NAPS members, including those who are titled postmasters. NAPS HQ will continue to provide, on a quarterly basis, a non-member percentage report to be printed in *The Postal Supervisor* magazine.

NAPS encourages membership growth through its incentive of providing every sponsor of a new member with a \$25 NAPS check. NAPS HQ is currently in the process of doing a mass mailing to all NAPS members, who are postmasters, encouraging them to recruit a postmaster who is not a NAPS member.

Regularly, NAPS HQ is contacted directly by retired members requesting associate membership. NAPS processes such requests and begins deducting associate member per capita from the respective branch. NAPS has been contacted by some branches stating they were unaware of the new associate member until they saw them on the DCO report and have been unable to collect the associate dues from the member. Therefore, NAPS HQ has modified the Associate Membership Form 1187-A to include a branch officer confirmation signature accepting the new associate member into the branch.

Effective immediately, before NAPS HQ enters any new associate membership request into its membership program –MemberMax, NAPS will first confirm with the respective branch that they have received the associate's dues or the branch has accepted the retiree as an associate member. NAPS HQ will only accept written requests for associate membership via letter, email or 1187-A, from the respective branch or the retiree. If a branch submits the requests, associate membership will be processed immediately. If the retiree submits the request, branch confirmation must first be received before associate membership is processed. The use of Associate Membership Form 1187-A is optional, but recommended.

Local and state branches continue to receive their NAPS non-member and Change Summary Report on a monthly basis along with their DCO. The board asked how many members will be impacted by the Phase II of the plant consolidations/closings. According to the



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2014 Fall Board Meeting minutes, COO Brennan, stated there would be about 279 fewer EAS positions. Craig Johnson moved and it was seconded by Shri Green to approve the membership report. Motion passed on unanimous voice vote.

As of March 1, 2015, 3,758 NAPS members have registered on our www.naps.org website. As of January 1, 2015, *NAPSHQ2U* changed to a monthly online issue, but will provide special issues when necessary. NAPS Facebook page is being regularly updated and “tweets” made on NAPS’ *Twitter* account. As of March 1, 2015, NAPS HQ Social Media results are as follows. *NAPSHQ2U* has 7,359 members receiving the online newsletter with an average “open rate” of 32%, where the national average is 25%. NAPS *Facebook* “Likes” are 872 and NAPS has 323 *Twitter* followers.

The Forum section of the NAPS website has a set of Forum Rules for members to follow. NAPS HQ monitors the forum for violations, but has no established process or a set of consequences to follow for when members violate the Forum Rules. The Forum Rules should be updated to reflect a process for deleting posts that are in violation of the rules and the action/consequences NAPS HQ will take when a member regularly violates the established Forum Rules.

The board strongly recommend harsh penalties for those who violate the Forum Rules. Some board members were not sure what the intent of the Forum was and why NAPS has it. It was stated the Forum is intended to help members with issues related to their jobs. It was suggested that NAPS review the reason for having a website Forum. A board member stated it is to help one another. Tim Needham motioned with a second from John Aceves to accept the Social Media Report. Motioned passed on an unanimous voice vote.

During the SPAC Report & LTS review Executive VP, Ivan Butts; Bruce Moyer, NAPS Legislative Counsel; Elliot Friedman, NAPS PAC Manager & Legislative Assistant, and Seth Lennon, Communications Manager, provided an overview of NAPS’ legislative activities, which included the 2015 LTS. Ivan discussed the work on LTS and the Hill. NAPS met with Senators about postal reform. Elliot is dealing with SPAC initiatives and appointments to ensure NAPS is seen on the Hill and in the home districts.

Bruce remarked that it has been a privilege working for NAPS over the past 17 years and that our team at the local, state and national levels in NAPS has been great. The caliber of



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feedback has been outstanding. It is a product of relationship building. At the national level, the professionalism, energy, and creativity that Elliot and Seth bring has been unprecedented. The leadership of Ivan, Louis and Brian has expanded our influence on the Hill and the use of social and electronic media compared to other organizations has been great and working well. Bruce stated that NAPS has focused its current legislative program on increasing SPAC as there is no current postal legislation at this time. It will take some time to get the new Congress moving forward.

Where postal fits in with the new Congress remains to be seen. NAPS has been talking about prefunding for years. USPS stated that the prefunding can be eliminated by the Medicare integration with FEHBP. However, the MSPB bill has real potential. Feedback from Republican's is good. Bruce stated that we need to get more co-sponsorship on MSPB and this bill does not need to be tacked on to a postal reform bill.

As for LTS, Mike Dunn, political strategist, was very well received. One-on-one with Congressman Connelly went well. The Stanley Gold Award was well received, too. It was great to give recognition to those who support NAPS' legislative agenda. Based on Mr. Dunn's presentation and remarks about the importance of SPAC participation and how it impacts NAPS' efforts on the Hill, many members became Ultimate Donors for the first time. Many CCC members also increased their donations. Mike Dunn shook the SPAC tree the best.

Elliot stated that if board members wanted to know who has given to SPAC in their respective states, let him know in advance so he can get the information before that states convention. In addition, over \$23K was raised in SPAC donations at the 2015 LTS, which was \$7K more than last LTS, plus more members signed up for the Continuous Contributors Club (CCC). Elliot stated that the payroll deduction group was amazing. He told board members it would be great if they could help a member sign up for payroll deduction at a local branch meeting, as long as it is not on USPS property.

Seth said the Congressional directories are not finalized until the last minute before our LTS. When a member's office changes or their committee, the directory becomes obsolete. The Smartphone App about Congress worked great for our LTS delegations. Seth stated that the NAPS MSPB bill news release was retweeted to almost 7 million. He asked that the board get



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pictures with congressional leaders and NAPS members showing NAPS' support of that candidate or congressional leader.

The board asked if there was additional cost if members go to MSPB rather than a USPS 650 Hearing. Bruce stated, per year, there are only 50 USPS 650 Hearing cases are heard so the cost is miniscule. Charlie stated there are costs to go to either MSPB or a 650 Hearing. Cost is a non-issue.

The Stanley Gold award was greatly appreciated and the LTS digital presentation was very well accepted. Board asked how is NAPS going to maximize our efforts at the local level. Seth stated NAPS is going to engage its state legislative chairs on a regular basis. We have an excellent group in our current elected legislative chairs. Elliot suggested that members reach out to local campaign offices of Congressional leaders and get on a list for local events.

The board thanked Ivan for his first LTS and the fact that there were many first timers. The SPAC donation challenge was also great. It was suggested that the SPAC reception recognition be made more special than just drinks and food. Maybe a dinner?

Bruce stated 4% of NAPS members donate to SPAC which means there is opportunity to get 96% of our members involved donating to SPAC. We need someone in each branch to reach out to "ask" members to donate to SPAC and the legislative process.

A question arose during Congressional visits why the retiree health care prefunding was added in 2006? If NAPS still has the prefunding issue next year can a reason be given in the talking points to help members answer the question?

Bruce was asked what would how many members should to attend a Congressional office. Bruce stated that there is no ideal number, but smaller on the House side and larger on Senate visits. However, no more than 3-4 speak at the Senate side, and fewer speak on the House side. It is best to select one person to speak and have others prepared to help a NAPS member if the message starts getting lost.

Due to a busy agenda, the NAPS Board heard from only one contract vendor, Sheri Davies, Director of Global Accounts of Conference Direct. Ms. Davies gave a presentation on the 2015 LTS and the upcoming 2016 LTS and 2020 National Convention.

As for the 2015 LTS, there continues to be delegates who elect not to stay at the LTS host hotel (Marriott Crystal Gateway). Because of this, NAPS HQ is losing money. A board member



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commented that branches that don't have a lot of money and look for other hotels not in our LTS block. Though this may be true, these delegates are negatively impacting NAPS HQ's finances since NAPS receives a monetary rebate back from the hotel for the number of rooms booked. NAPS saved on LTS printing from last year in the amount of \$1,668. NAPS was able to get concessions on the 2015 contract to keep the room cost at the 2014 rate, therefore branches and NAPS HQ saved approximately \$62K. Total LTS savings for 2015, including some other functional overages, was approximately \$73,799.

The 2016 LTS will have the same as 2015 room rate-- \$249 a night instead of the contracted \$259. Overall savings to NAPS and its members will be approximately \$12K. Ms. Davies was able to negotiate a lower Food & Beverage amount from NAPS' 2016 contract savings NAPS another \$30K.

Ms. Davies addressed cities interested in hosting the 2020 National Convention. These are tentative cities and the list is not finalized. The cities include:

- Portland, OR
- Cleveland, OH
- Greensboro, NC
- Orlando, FL

Board members were concerned that future LTS events were very early in March and not conducive to NAPS' legislative work. Ms. Davies stated the LTS Marriott contract is through 2020. She explained that without a multi-year contract, NAPS would be paying a lot more in the future. Moving to another hotel is too costly. There are other organizations wanting to be in the Marriott Crystal Gateway. If NAPS does not like the future LTS dates, Ms. Davies said she would see if later dates are available. However, if the dates could be changed members may be paying a higher room rate.

Ms. Davies explained that in 2007-2008 the hotel market was asking for business. Today, they have more demand for their hotels than supply. NAPS is in a desired area. If you don't get multi-year contracts you don't get the better rates.

Sheri stated that the Marriott Crystal Gateway will be doing a major renovation next year. She is not sure if it will be completed before our 2016 LTS, but definitely for 2017. Ms. Davies also acknowledged the issues delegates had this year with the Marriott's elevators and escalators.



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She brought these issues to the attention of the Marriott which helped in her negotiations to receive a lower food and beverage contract price at the same time reduce the 2016 room rate to the 2015 LTS price.

Board members were pleased with the caucus rooms and members raved about Monday's LTS lunch as one of, if not, the best they ever had. However, service to the tables could have been faster. Ms. Davies will take the service issue back to the Marriott. In addition, the board said Ms. Davies did a great job making the transitions from breakfast, lunch and evening events.

NAPS held its monthly NAPS/USPS Consultative meeting during the 2015 Spring Board Meeting. Minutes to the consultative are published separately from the executive board minutes. Outside the consultative meeting NAPS heard from USPS officials that included Megan Brennan, Postmaster General; Chief Operating Officer (COO), Dave Williams; Vice President Labor Relations, Doug Tulino; John Godlewski Acting VP, ERM; and Ron Worthy, Change Management Specialist Workforce Planning & Analytics Office.

PMG Megan Brennan thanked NAPS and the resident officers for being at her installation. She is honored to lead the USPS, NAPS members and all postal employees.

The PMG stated the USPS is coming off the peaking season with an 18% growth in packages and standard mail volume was 2% above SPLY. By keeping people in the mail it keeps the USPS relevant. Next fall will be very contentious, as elections represent opportunities for the USPS to capitalize on political mailings. Priority and parcel volume is growing by double digits but competition is heating up. FedEx SmartPost and UPS SurePost in some areas is redirecting volume. The cheapest package to deliver is the second one going to an address – we're already there. So, the more packages to an address, the more profitable the work.

USPS competition goes beyond the typical UPS and FedEx. Other companies, some of which many might or might not know, are doing very creative things to get in on the package business. First-Class mail is down 5.9% SPLY. It takes a lot to make up for the revenue coming from this product. Presort volume is holding steady. The USPS is moving forward with plant consolidations. To make the consolidations successful, the USPS had to first implement service standard changes. However, despite the planning effort, some in the field did not think it was going to happen and they were not prepared. This created some imbalances in staffing levels.



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This winter was difficult and a challenge. The good news is that our network has been able to determine weather related impacts vs. process issues. Therefore, the USPS is coming out of Qtr. 2 into Qtr. 3 with momentum. Quarter 2 is always the biggest challenge for the USPS.

Industry groups are concerned about service. If consolidation doesn't destabilize service, they are for it. Consolidation should stabilize our operating window and staffing. The expectation is to run to capacity and not leave machines idle. April and July are the months for the consolidations to take place. There will be a change in complement with gaining and losing facilities. USPS needs to have landing spots for employees, once employee numbers are validated.

The PMG stated the USPS needs to keep moving forward. The intent is to look at consolidated facilities and whether to repurpose or sell the buildings. USPS is looking at technology that produces higher volume input and higher volume output. They will replace APBS machines. The PMG stated the USPS needs to share with NAPS its analysis of the market place. Looking at the data and information from outside consultants, the USPS can view where it is positioned currently to compete and gain market share to regain profitability.

From the financial side, the USPS is \$100 million under its revenue plan and expenses are under by \$1.3 million. In FY 2015, USPS did not consider conversion rate of where there is a \$16 differential in hourly rate. USPS is not making work hour budget because of the workload. USPS needs to make the work hour budget based on the cost of the work hour rate. USPS is encouraged about a positive operating income. USPS has to look at profit/loss and the bottom-line. The USPS is looking at a \$1.9 billion loss in its current position.

PMG stated she appreciates NAPS's help on the Hill to get postal reform. The Postal Service needs to keep bill payment in the mail. People still want to hold the bill in their hands. USPS recognizes the financial situation it is in and knows there are opportunities for growth. However, it must invest and have innovative products and services available to the customers, but at the same time, keep service at an all-time high.

The board asked PMG Brennan how much NPA cost the USPS. In the three years EAS did not get a raise, how much did the USPS save on those three years? PMG stated it was the right thing to do to give a raise this year. . It was recognized by the USPS Board of Governors (BOG) that it was the right thing to do, too.



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There was a board comment that the relationships at the area and district levels are the worst they have ever been. Local NAPS cannot get answers or cooperation from the districts and areas. NAPS appealed to the PMG to get the message out to work together. Ms. Brennan said it is not acceptable for the lack of cooperation. USPS AVPs are in agreement to meet with NAPS. She expects the USPS to cooperate and NAPS should not have to request Freedom of Information Act (FOIA) requests.

Last August, during the national convention consultative meeting, a board member withdrew an agenda item with the promise the USPS would work with NAPS to get the issue resolved at the area level. To date, the issue is still unresolved. The issue involved EAS bidding for vacations and then having approved leave cancelled by the installation head. PMG Brennan stated that the USPS will honor approved leave commitments.

The board asked where the USPS was on EAS staffing for hubs on Sunday Amazon delivery. The PMG stated that the USPS does not have a standardized matrix on Sunday hubs, but is working on the development of a staffing strategy, including looking at local technology as an element. We have to make sure this work doesn't cost more than it brings in if we want to keep and grow this business. EAS costs are a part of that consideration. USPS does not want to lose Amazon business, but needs to incorporate working Sundays into a supervisor's schedule. Ms. Brennan stated she will take that issue back for review.

The board stated that 204B's go into penalty overtime at the end of the week when they work on Sunday, so the cost is going up anyway. In addition, the Operation Window Change (OWC) has caused issues. The PMG commented that the quality of the implementation of the OWC was not done right and transportation was not properly implemented which required additional action by the USPS after the implementation.

NAPS asked about the status of the plant consolidations in April. The PMG stated they are going to happen. There will be a specific facility review of each facility. Nationally, approximately 279 EAS employees will be impacted by the plant consolidations/closures.

NAPS asked about hubs or mini-plants and who determines the maintenance staff for those facilities. Ms. Brennan stated that the role the hubs will play will determine its maintenance staffing. In some cases maintenance personnel will be under SWCs. The



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implementation of the hub status is also important to our mailers. PMG Brennan stated she will take this issue back for more answers.

NAPS asked about the VMF realignment. Doug Tulino said the final VMF restructure will add a few more EAS-25 positions. The level 25's will be a net gain and not complement neutral. NAPS stated there is a day-to-day need for constant VMF operations oversight. Therefore, having VMF report to USPS HQ may not be best, including impacting these employees' NPA. The PMG stated that the VMF was about standardizing the function.

Doug Tulino stated that VMF jobs subject to NAPS consultative representation before the change to headquarters-reporting remain subject to such consultation after the change. In the past, the USPS has worked very hard with NAPS to find impacted EAS landing spots and we will continue with that process, but the USPS must follow RIF rules and deadlines. USPS is committed to finding impacted EAS landing spots.

NAPS addressed a new street supervision initiative in the districts that is not part of a national USPS program. Level 22 and above offices are required to provide 60 hours a week of street supervision. Ms. Brennan stated that there is technology to help manage the street from the desk and we need to also be on the street. She stated if board members have not been in the local operation center, they are encouraged to visit these centers and see how the process works. USPS wants to leverage street supervision to monitor delivery for accuracy of mail and track the delivery of packages, so customers know when they are getting their package. Proper scanning is one of the most important things we can do to increase business. This is in the hands of every employee who is responsible for this critical task. Ms. Brennan stated the USPS does not have the work hours to cover all this street supervision.

The PMG stated MyUSPS.com allows customers to tell USPS where to place a package at the home for delivery. There is a lot of good work with technology for improving efficiency and marketing.

USPS did a flex on work hours on the budget to units to account for the workload. USPS is projecting 14 thousand career conversions. USPS increased the CCA cap. In addition, the USPS is working on purchasing more USPS vehicles.



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PMG Brennan thanked NAPS for our time. She will continue to communicate with the NAPS resident officers on a regular basis. The PMG wants local, district and area managers meeting with NAPS. She said the USPS and NAPS have enough outside challenges and threats, we need to work together.

Doug Tulino thanked NAPS for the invitation to address the board and informed NAPS that the USPS has started the bargaining process with the APWU.

NAPS addressed the issue of the USPS having supervisors on-call for Sunday delivery and the huge increase in discipline and bullying to make the numbers. Mr. Tulino stated that the USPS is going to figure out how it is going to staff Sundays operations, since business will increase not decrease. He said it was a work in progress. If there is a need to have supervision on Sundays, then the USPS will staff accordingly. The USPS wants to make it part of a regular supervisor's schedule. USPS goes out to get this new business and then gets behind the 8-ball in catching up with the new business.

As for the issue of discipline, in Mr. Tulino's 35 years in the USPS and as a manager, he has never given discipline to an EAS. It is managing the operation and the person's performance. If you rely on discipline to manage your EAS, then you and your unit will fail. If discipline is necessary, and can't be avoided, it should be issued. Over a period of time you hope to see a change. However, we must drive results and behavior. Human error and mistakes inhibit people to make decisions. Discipline will occur for unacceptable behavior like violence, threats, thefts, etc.

A board member commented that there was an OIG Report, now local management wants to discipline everyone EAS who may be involved in the report. Mr. Tulino stated if corrective action is deserved so be it, but discipline should not occur just because there was an OIG Report.

NAPS addressed there is no sharing of information of the current consolidations. Nothing has been addressed in the USPS 408 about maintenance staffing in some of the hubs. NAPS asked that if there is a process at USPS HQ, and if so, why is it not being used?

Mr. Tulino stated there has been a lot of planning missteps due to Congress stopping USPS HQ or the field by not allowing the Postal Service to go through with consolidations. Now, the USPS is playing catch-up.



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NAPS asked about EAS returning to craft and the various union MOUs related to that issue. Plus, because of the union contracts it is difficult to fill jobs due to getting 204B's experience so they are ready for EAS promotions. Doug Tulino stated the last union agreements were much give-and-take to help the USPS financially. It is on the table to address the 204B usage restrictions in the next union negotiations. USPS needs a better process in place to better prepare future supervisors with practical hands-on experience.

NAPS asked Mr. Tulino if he can officially confirm April and July plant consolidations and closures will happen. Mr. Tulino said they would, unless there is Congressional intervention or an internal USPS issue that may change things. NAPS asked when will impacted EAS be notified. Mr. Tulino stated impacted EAS will be informed no less than required by the RIF law. Many things may affect impacted EAS, such as someone who isn't impacted retires, then that may un-impact another EAS employee. Many times the Postal Service does not know who is impacted until it gets closer to the required notification period.

NAPS's concern is that if an employee is on the list as an impacted EAS, the person needs to know they must find a landing spot by voluntarily applying for another EAS position, or they risk their fate through the RIF process. USPS stated that when craft employees are moved due to an impacted facility it does not mean the EAS supervisor will move at the same time. It is not lock-step. EAS will be properly notified within the RIF rules.

NAPS commented that executive board members hear from USPS HQ officials that they do not promote the concept of managing by discipline, but often time when it filters down to the field it is interpreted that is how USPS HQ actually wants it done.

Mr. Tulino remarked that you treat people with dignity and respect to drive performance. You use proper management treatment, not a stick in your hand, to drive performance. Discipline should be used properly to correct behavior.

NAPS stated that the Amazon package business is growing and that is a good thing. Can the USPS consider using postmasters impacted by POSTPlan to provide relief to cover Sunday delivery of Amazon? Mr. Tulino stated that was a good idea and that the USPS will take that suggestion back for consideration.



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NAPS informed Mr. Tulino that some districts are getting creative in issuing EAS discipline for wait-time-in-line (WTIL) failures. Mr. Tulino asked that NAPS bring these issues up to USPS HQ if going through the proper process and channels does not resolve the issue.

Emergency Placement in a non-pay issue is also increasing for minor issues. Mr. Tulino said the field should be following his memo. NAPS needs to move the issue up so Mr. Tulino can find out where it is happening. Emergency Placement is not appropriate discipline for a minor first offense.

NAPS contends that unions believe a lead clerk is viewed to take the place of a supervisor and many local managers use the same thought process. Mr. Tulino stated that the intent of the lead clerk position was never intended to eliminate supervisor hours. Lead clerks are not to take the place of an authorized SWCs supervisor positions. If it is happening Mr. Tulino wants to know. He stated there is a formula to have a lead clerk position.

NAPS asked Mr. Tulino how is the Violence in the Workplace Joint Statement classified by the USPS. Is it a contractual agreement? Mr. Tulino remarked that national Arbitrator Carlton Snow found that the Joint Statement is a contract. USPS challenged the finding that a supervisor who violates the joint statement's principles may be removed from supervising. The Postal Service lost that challenge. The important thing is to not violate the joint statement's principles. This is the best way to prevent decisions NAPS is concerned about.

NAPS asked what the agency is doing to recruit new supervisors to take front-line EAS-17 positions. Mr. Tulino stated that the USPS in the past as treated training as an expense rather than an investment. We are going to take it out of the line item budgets and place in a separate training fund. There is a paradigm shift on the philosophy to view training as an investment rather than an expense because offices can't afford to let people go.

NAPS reviewed a PowerPoint presentation from John Godlewski Acting VP, ERM and Ron Worthy, Change Management Specialist Workforce Planning & Analytics Office regarding the new USPS VOE Survey called *The Postal Pulse*. The Postal Pulse is intended to get employee responses up and provide more USPS follow up. Gallup will administer the survey.



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The previous VOE survey was eliminated due to:

- Heavy on the administrative process rather than the results.
- Design of the survey
- Content of the survey – could not define Senior Management
- Focused on workplace hygiene but not employee engagement

From 2011-2014, VOE results were flat or no change and USPS saw a steady decline in participation. Also, the VOE results were not generating action to change issues. The cost of the new *The Postal Pulse* survey ranges between \$800K to \$1 million per year, which is less than the previous contractor. There is no PFP scorecard on the new survey. The scores will develop a baseline for the first year.

Board commented that previous VOE survey results were used against NAPS members and was part of the PFP. VOE could not be trusted. NAPS asked if the unions will receive the same presentation and do the unions buy-in to the new VOE survey? USPS stated they have not bought-in and the unions appear to have a high degree of skepticism, too.

The Postal Pulse is based on 12 questions and an overall question about my job satisfaction. NAPS asked how the anonymous results are handled since only a few people in a unit gets reported as an aggregate. USPS stated Gallup will receive the results not USPS. What does the USPS have in place to ensure managers are trained to address the results? USPS will provide EAS with answers to potential questions on what the new survey means.

NAPS was informed the EAS will take the survey electronically. Why? USPS stated that this will reduce the amount of paper and make it quicker and easier to complete. NAPS is concerned that when there are negative results a team is developed by the district to force better results.

Dave Williams, the new USPS Chief Operating Officer (COO), thanked NAPS for invitation. It was his first time being at NAPS HQ. He thanked NAPS for their leadership by leading our leaders and said it was a big responsibility. Mr. Williams likes getting and reading our NAPS magazine.



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Mr. Williams gave a brief bio to the board where he joined the USPS in 1987 and held various technical and supervisory positions in the USPS. He spent most of his career in the plant and worked in various USPS Areas offices before going to USPS HQ. He has a strong plant background, but is not as strong in customer services, but is learning.

Mr. Williams said the USPS is focusing on packages and competing for customers including giving the customer the best experience. It is all about how we treat customers. We need to have efficiencies in service to reduce expenses. On the people side, we are about treating our customers right and treating our employees with dignity and respect, too. USPS needs to turn its leaders into engagement leadership and how we treat our customers.

NAPS addressed with Mr. Williams “mystery shop” discipline. NAPS contends units have all the windows covered, but customers are lined out the door, and a mystery shop is done and the EAS gets discipline. There is a process problem. Why does NAPS have to defend members when management knows the unit is short staffed? NAPS contends units don’t have the staff to handle retail and distribution at the same time. As for mystery shop, you can do everything right but there are instances where you can’t get the 5 minutes every time. NAPS needs the discipline piece reviewed.

Mr. Williams remarked that the USPS is looking at the retail strategy. There seems to be a conflict in the overlap in window and processing needs. USPS is looking at leveraging the mPOS device to get customers through the line.

NAPS wanted to know Mr. Williams position on the 22:1 and 25:1 plant staffing ratios. NAPS stated that plant ratio is 22 years old. Can it be looked at for review? NAPS said there are many EAS vacancies and asked what steps the USPS is taking to fill them.

Mr. Williams stated the OIG looked at it and the latest round of plant rankings. I will go back and look at it. As for vacancies we are trying to get positions filled and those newly promoted into the NSP. I am working with the HR vice president and we meet once a week. Filling EAS vacancies is a priority and including those who are promoted receive the necessary training.



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NAPS asked Mr. Williams what was his plan to address the issue of package capacity and Sunday EAS staffing. What about getting training for the new productivity tools? Mr. Williams said packages grew 18% last week. We are gaining package share from our competitors. USPS is getting small package sorters to help and is prioritizing the facilities based volume.

USPS needs more sortation bins. Long-term, USPS needs to replace older parcel sorters with newer technology to sort higher volume for higher output. USPS is in the early stages of EAS staffing. The whole demand for Sunday delivery is increasing. Local operations center on the dynamic routing process.

Mr. Williams stated the winner in the package delivery business will be the provider who has the greater delivery density. USPS needs Amazon in its camp and it has them due to pricing. If the USPS overloads the price structure on Sunday, we have to increase our costs, too. We need to keep the package density on our side. USPS has to be a good price point with Amazon, but that does not mean we need to provide that to other customers who want our Sunday delivery business.

USPS game plan is how does it staff with EAS for Sundays? USPS is pushing out new technology without a lot of support, especially with the new Delivery Management System (DMS). How do we leverage technology with Tablets? USPS needs to make sure supervisors get training. We are working with the AVPs on this.

NAPS asked Mr. Williams since he is the key person for implementing Network Optimization; how do we fix transportation and service due to the OWC? Mr. Williams said the USPS needs to have an efficient network that supports our volume and must adjust accordingly. The key is optimizing the network. Arguably it is the biggest culture change in the USPS to have our blue box mail go from overnight to two-day. Every plant was impacted including employees. A huge operating change occurred in January 2015.

On the network standpoint, it is the CET model that must now arrive at 8 AM. FedEx has a minimum number of planes and cannot service all our USPS needs. USPS is negotiating with a 3rd major air cargo company besides UPS and FedEx. USPS is not following its operating disciplines that it has in place. USPS said 40% of the FedEx network is made up of 1st class SPRs. The FedEx network is for Priority Mail, but many of our offices are not separating the



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SPRs from the Priority Mail. This results in the mail going on the FedEx network that should be going on commercial airlines.

USPS has more machines being turned than needed; creating more trays of less mail which takes up capacity on the plane. In Memphis, the weather shutdown FedEx twice and UPS was shut down that week, too. Despite the weather, our service rebounded greatly. Our 3-5 day mail is not fast enough. USPS needs to make sure it has the appropriate lift in place and operating managers need to keep the practice of keeping first class mail separate from Priority.

NAPS commented that there is concern this July that the consolidations of large plants going into large plants that the gaining plant can't handle the new volume. Dave Williams stated having a plan in place in critical. From January 2015 to October 2015, the USPS was able to program out the mail moves. There are no breaks on the car; as the USPS is still moving forward with the consolidations and closings.

NAPS asked what is the plan for operating windows for DPS and Flats. Dave Williams stated DPS starts at noon and is to be completed by 4 a.m. the next morning. In the summer, DPS should finish far earlier than 4 a.m. At noon, all mail should be finished by the incoming process.

USPS HQ does not establish a threshold on how much mail is to be on hand. That is established at the USPS Area. We want our plants operating at capacity. USPS is changing the time it counts mail in the plant. By noon time, primary should be finished. DPS starts at noon. Cancellation time should be the same because it has to be cleared. When sending outgoing mail from Plant A to Plant B, transportation will be adjusted, but plants still have to clear the mail. Overnight service standard mail did not go away, but it is limited to pre-sort commercial mail that must be dropped by 8 a.m. The blue collection box mail does not have an overnight standard and standard mail service did not change.

NAPS has an issue with retail as the mPOS had a terrible deployment. Now, mPOS takes a person away from the counter and mPOS is not integrated into POS for units to earn work hour credits. Dave Williams stated the USPS needs to get that fixed. USPS should not have a system that does not provide accurate data as it relates to monitoring workload. Mr. Williams does not find fault with mPOS, as concept to employment was just a few months. Mr. Williams again thanked NAPS for the opportunity to address the executive board.



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During Old Business, the board wanted to know where NAPS HQ was on getting regional plaques for honoring past national officers. NAPS needs to research that information, but also needs to look at pricing. A comment was made to possibly ask a former national officer who already has done some historical work for NAPS to help with the research.

Under New Business the following topics, recommendations, motions and committee reports were discussed. President Atkins appointed Executive Board Committees at the 2014 Fall Board meeting to address various NAPS issues and promote the welfare of the membership. The follow committees were formed and presented their respective reports.

SWCs Committee: Warden-Chair, Ewing, Aglidian, Needham, Resident Officer as counsel. The committee met with USPS HQ on March 10, 2015 while at LTS. The USPS stated SWCs is fine. USPS is asking NAPS for data for changes, but NAPS does not have the data because it has to get the data from the Postal Service. Plants open for dock transfer are under a different finance number and considered under that office's SWCs calculation. NAPS had seven issues to address, the key one was that SWCs does not staff for 6-day delivery. USPS says SWCs covers 6-days, not 5-days, but NAPS also has an issue with the 7th day--Sunday. SWCs is based solely on complement, not hours or window of operation for an office. With increases in deliveries and package volume, the window of operation has increased. USPS did state they would review this issue.

NAPS is reviewing that EAS supervisors are only being budgeted for 38 hours a week in an operation. Based on a 6-day delivery budget, this does not add up. NAPS is trying to find a supervisor survey done between 1995-2000 showing a supervisor's workload is more than eight hours a day. The committee is working on getting a full point for maintenance employees. RCAs are not considered because USPS views routes not people for the rural SWCs calculation. The SWCs committee is proceeding cautiously on various functional areas. Canton OH plant is getting credit for the dock transfer in SWCs. Premier Post Office under Mystery Shop program should have a supervisor. USPS stated the Districts should push for that additional supervision. Questions the committee is going to work on include: How can we get the RCAs covered under SWCs? However, only RCAs on Aux routes are counted in the SWCs.



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Training & Advocacy Committee: Ford-Chair, Aceves, Aglidian, Rowel. The committee did not want to reinvent the wheel and went through various training presentations that could be streamlined. Committee will review the ELM 650, LOWs, Debt Collection, DDF eligibility, etc. The goal is to cover every topic related to discipline and representation. The committee was asked if it is possible to make it a toolkit on the website. Committee responded it could, but it would be in various formats.

Constitution & Bylaws Committee: Mulidore-Chair, Quinlan, Mooney, Cherry, Dumas, Wagner. The committee reported that the NAPS constitution and bylaws need to be tightened up for clarification regarding exception requests to include an appeal process. There is ambiguity as it relates to local and state branches, including how charters are granted. The committee is looking at branch affiliation and what is defined as “vicinity”. The committee looked at the role of the Immediate Past President, defining branch duties and responsibilities and possible changes in DDF language. The committee was asked to remember that NAPS is a work related organization and exceptions should be based on where you work, not where you want to go or where you live.

Restructuring Committee: Johnson-Chair, R. Green, Moreno, S. Green, McCracken, Dumas, and Ewing. The question needs to be asked if there is a need for restructuring the NAPS Board and why? The committee’s objectives are as follows: 1) Restructure the Executive Board in accordance with a 2012 National Convention resolutions. 2) Determine the appropriate changes necessary to restructure the NAPS Executive Board. 3) Develop at least three convention resolutions to present before the delegates at the 2016 National Convention.

Legislative Committee: Walton-Chair, Bradford, R. Green, Trayer, Warden. The Legislative Committee focused on promoting grassroots legislation and encouraging members to visit their Congressional Districts at home. Get legislatively involved at the local level is the committee’s message. LTS was smooth and our LTS presentations are very professional. The committee would like to Skype or provide video presentations on legislation at state conventions.

Jim Warden initiated a letter campaign to his members detailing specifically what New York legislators were doing on postal issues including their voting record and sponsorship of postal legislation.



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Ivan stated the committee's idea is to do legislative advocacy on the home front. If we can do more at the grassroots level in the field, members can NAPS HQ at the national level. NAPS HQ only gets fundraising invitations to DC events not local ones. If a local event is happening, the member needs to let NAPS HQ know so NAPS can get the members a table at the fundraiser. Our efforts are to increase SPAC awareness throughout the entire country. In Florida, Bob Quinlan challenged all the Areas and States to beat FL in SPAC this year.

Ethics Committee: Ford-Chair, Roma, Mulidore, Johnson, Walton. The 2009 Ethics Guidelines have not changed. It will be updated. The Ethics Committee is talking to NAPS' attorney for guidance on how best to improve the Ethics Code of Conduct. The Committee stated Executive Board members are expected to act ethically and professionally at all times. Any in-action or inappropriate behavior by board members will be dealt with on its merits and during elections.

Finance Committee: Moreno-Chair, Mulidore, S. Green, Ford, Moreno, McCracken, Wagner. The committee's objective was to develop a mission statement, review the value and best use of the NAPS building, and focus on increasing membership.

The mission statement of the Finance Committee is: *On behalf the NAPS Executive Board, the Finance Committee shall review the finances, assets, revenues, budgets, investment and spending policies; including that of NAPS Property Inc. of the National Association of Postal Supervisors (NAPS); and develop for consideration and implementation by the Executive Board; long-term membership, business and financial strategies that meet the objective of Article II of the national constitution to promote, through appropriate and effective action, the welfare of the NAPS organization and its members.*

The committee views the NAPS building, at this time, as a viable and valuable asset of the organization. The committee is not in favor of selling the NAPS building, renting office space and investing the proceeds. The building is currently providing a positive cash flow to the organization.

Membership is critical to the financial success of the NAPS organization. Branches need to be encouraged to increase membership not only to help support the national office, but improve their own financial situations. Over the past two years, NAPS has been supporting branches with lower registration fees to LTS and national convention at the expense of the NAPS



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investment fund. Local and state branches may need to consider increasing their dues to help further fund their respective branch activities, including their participation at training and conventions.

The Constitution & Bylaws and Restructuring committees have suggestions that may impact the finance committee's objectives and suggestions. Therefore, the Finance committee will be cooperating with these other committees. The Finance Committee looked at all options as to what was best for the membership. It viewed NAPS' current finances and assets, including the NAPS building, to ensure NAPS was getting the best return on its investments.

Other *New Business* included budget training for when new executive board members are elected and come for national officer training.

The position of EAS 12 Secretary was discussed by the Board as to why EAS Level 12's are not being paid properly. It was stated that EAS-12's are being paid lower than many craft. NAPS needs to put a position paper together to address this issue and present a proposal during pay talks to get the level and pay increased. In the June 2014 NAPS/USPS consultative meeting, this issue was addressed and the USPS told NAPS that the issue would have to be part of pay talks. Many board members have encouraged EAS-12's to go out on detail to other higher level positions to gain a promotion. The experiences as an EAS-12 will help the member transition to a higher level position after being on a higher-level detail. It was stated that the board needs to message to our EAS-12's that this issue was addressed in June 2014 and that it will have be brought up during pay talks.

It was discussed that NAPS needs to look at how it handles long-term contracts to avoid not having flexibility. Shorter contracts may be better for NAPS. NAPS will look at the current LTS hotel contract. However, it was state that when some board members were planning area training in Washington DC in April, hotel rates were high. It was sticker shock for one board member who was trying to do training. The length of the contract can put NAPS at risk. When you start going past 4-5 years NAPS may have some risk. NAPS has a written contract policy that states any contract that will be longer than five years must be approved by the executive board before it can be signed. There is some protection for NAPS with this policy.

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



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Recommendations 1: Tommy Roma, on behalf of Cy Dumas, recommended: *That NAPS reimburse Branch 102 for membership dues that USPS HQ returned to a craft employee, who was erroneously coded as a member of Branch 102 without an 1187.* It was second by Bob Bradford. Discussion: The amount of dues returned to the USPS created a financial hardship for Branch 102. The branch in good faith incurred expenses due to the USPS HQ error in coding the craft employee as a NAPS member. NAPS researched its records and found no supporting documents indicating the craft employee ever joined NAPS and that it was a USPS error. The branch incurred expenses on behalf of this member and should not be further punished, financially, for an error made by the USPS. Recommendation passed.

Motion 1: Tim Ford made the motion; *In an effort to capture cost savings for NAPS and provide economies of scale for Balent-Young Publishing, that NAPS extend the contract between Balent-Young Publishing and NAPS, which expires on December 31, 2015, through December 31, 2019.* John Aceves seconds the motion. Discussion: This contract is a good way for the organization to save money. NAPS is receiving a great value and savings on the publishing of The Postal Supervisor (TPS) with its current editor, Balent-Young Publishing. The current TPS printer, Quad-Graphics, is also working with Balent-Young to keep costs down and does an excellent job in conjunction with our editor. Balent-Young has done a good job, but there was concern that a long-term contract will not provide NAPS flexibility. If the quality of the magazine deteriorates, a long term contract could be detrimental to NAPS. Voting: Yes (21) Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken. Abstain (1) Cherry; Absent (1) Dumas; Non-Voting Ewing-Chairman. Motion passed.

Motion 2: Bob Bradford made the motion; *That the Executive Board approve the final NAPS 2015-2016 operating budget as printed.* Tim Needham second the motion. Discussion: A board member was in favor of the actual budget, but not the process of accepting the budget without reading it line-by-line during the final approval. Those in favor stated the Secretary/Treasurer had given the executive board the proposed budget four weeks in advance to review and ask questions before the board meeting. During this board meeting, the board approved the preliminary budget, where there was an opportunity to ask questions. There were no changes to the budget since the preliminary budget was approved. Voting: Yes (20), Atkins,



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Butts, Wagner, Roma, Johnson, Ford, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, Bradford, McCracken, Aceves, and Cherry. Voting-No (2), Mulidore, S. Green; Absent (1) Dumas; Non-Voting Ewing-Chairman. Motion passed.

Motion 3: Richard Green made the motion; *That all regional vice presidents receive \$2,500, yearly, for regional meeting funds to offset registration costs for regional training, effective 2017.* Hans Aglidian second the motion. Discussion: These regional funds will help offset training expenses for the Area VPs. It would increase momentum in training plus keep the registration fees down. This motion reallocates one account to another but does not increase the budget. The motion does not state that the funds must come from training but could come from the general fund. NAPS eliminated a board dinner last year that saved on the budget, so we can use those savings to fund this motion.

Members against the motion said monies would reduce the set-aside from LTS. Last two years NAPS funded LTS expenses from its investment fund. NAPS can't continue to operate its business from investments. There are some members who want the NAPS board restructured to eliminate the regionals, but it will not make sense to give more funds to the regions when some want them eliminated. This sends a mixed message. It was stated that the funding for this motion would have to come from NAPS investments, because to balance the 2015-2016 budget NAPS was required to take funds from investments. Voting: Yes (10), Roma, Mulidore, Johnson, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney; No (12) Atkins, Butts, Wagner, Ford, Walton, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken, and Cherry. Absent (1) Dumas; Non-Voting Ewing-Chairman. Motion failed.

Motion 4: Hans Aglidian made the motion and was second by Tim Needham; *The NALC has used the Joint Statement in the Workplace Memorandum Agreement to the detriment of the members of NAPS, by using the JWPM to prohibit EAS from holding supervisory positions arising from NALC grievances. The USPS has not seen fit to challenge the stance of the NALC on their abuse of the JWPM. NAPS supports the premise of the Joint Statement Memorandum, but due to the fact the NALC has abused the Memorandum, NAPS should withdraw from the Agreement. It is recommended that NAPS legal counsel draft a letter to the Postal Service to this effort.*



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Discussion: If NAPS does get out of the Joint Statement Memorandum it needs to issue its own statement that it is against violence, threats of violence, bullying, mistreatment in the workplace. NAPS needs to hear from its legal counsel to determine what NAPS' options are regarding the Joint Statement before dropping out. The motion addresses the abuse of the unions, but NAPS needs to address how it will handle the Snow Award. NAPS needs to be willing to go all the way, legally, if it is going to get out of the Joint Statement. There was concern that taking on the unions when NAPS is working with them to get support on postal reform and other legislative issues may be an issue. It was stated that the union used the Joint Statement against one of their members and now the person is being denied a right to make a living because arbitrator ruled in favor of the union that our member can't supervise anymore.

The Joint Statement was read out loud. The Joint Statement's original intent was to stop violence, which NAPS advocates. However, further in the Joint Statement it references stress in the workplace. The unions are using the stress angle against EAS, when a supervisor, in the performance of their job is giving instructions to a craft employee. That is not violence that is a supervisor doing their job should not be abused by the unions.

Voting: Yes (22), Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken, and Cherry. Absent (1) Dumas; Non-Voting Ewing-Chairman. Motion passed.

Motion 5: Brian Wagner made the motion and was second by Cindy McCracken; *That the NAPS Executive Board approve the following NAPS Website Form Policy & Table of Consequences, to address when members violate the established NAPS website Forum Rules, and post the policy and consequences in the Forum Section with the current Forum Rules.*

NAPS Website Forum Policy & Table of Consequences

Forum posts on the NAPS website will be monitored on a daily basis by NAPS headquarters. Whenever a member makes a Forum post that is deemed by one of the NAPS Forum moderators as a violation of one or more of the established Forum Rules, except Rule 10, NAPS HQ will take action and implement the established consequence based on whether it is the member's first or repeated offense.



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NAPS HQ will register a member's Forum Rule violations. Violations will be subject to the follow consequences as it relates to the member's access to the NAPS Forum.

- *1st violation --Notify member via Private Message (PM) on NAPS Forum of rule violation, delete post*
- *2nd violation –Notify member via PM of repeated violation, delete post, warn member of a possible 90 day ban from Forum if violations continue.*
- *3rd violation –Notify member via PM, delete post, 90 day ban from NAPS Forum*
- *4th violation –Notify member via PM, delete post, one year ban from NAPS Forum*
- *5th violation –Notify member via PM, delete post, permanent ban from NAPS Forum*

Members who violate Forum Rule 10 – Off Topic Posting will be notified by the NAPS HQ moderator of the violation via PM only once. If the member continues to violate Rule 10, NAPS HQ will delete each subsequent post without notification to the member. If a moderator believes the deletion of the member's repeated posts in violation of Forum Rule 10 is not deterring the member from violating such rule, by consensus of the Resident Officers, the member will be notified that one more violation of Rule 10 will result in the member being banned from the forum for 180 days. If after the 180 day ban the member continues to violate Rule 10 the member may be banned from the Forum for up to one year.

Forum Rules are inclusive and cumulative. During a calendar year, if a member violates Forum Rule 1, it is considered the 1st violation. If the member violates Forum Rule 4 in the same calendar year, it is considered a 2nd violation and so forth, subjecting the member to the consequences established for cumulative violations.

Members banned from the Forum may appeal their banishment to the NAPS President, who will confer with the two other Resident Officers to determine if the ban should be lifted early or remain for the established period.

Discussion: NAPS needs to create an end-user agreement informing members that by logging into the website and Forum they are agree to the NAPS website and Forum Rules. The rules need to be posted where the member has an opportunity to view the rules before logging in. Once a member logs in, they are subject to the rules and consequences of the website and Forum. There was concern if someone posted an “off-topic” message more than three times, they would be banned. It was stated that the “off-topic” post would be deleted and not subject to banning, unless the rule was being deliberately or excessively violated by the person. Some board members thought the consequences were too lenient and wondered why a person got three



National Association of Postal Supervisors

2015 Spring Executive Board Meeting

March 11-14, 2015

Official Minutes

chances. The idea is to provide members with a “3-strike” rule and not ban them immediately but give them an opportunity to stop violating the Forum Rules.

Voting: Yes (20), Atkins, Butts, Wagner, Roma, Johnson, Ford, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, Aceves, McCracken, and Cherry; No (1) Bradford; Absent (2) Dumas, Mulidore; Non-Voting Ewing-Chairman. Motion passed.

The 2015 Fall Executive Board Meeting will be October 17-22, 2015. For the good of the Association, Secretary/Treasurer Wagner will provide the board with his secretary/treasurer training material from the LTS. Kevin thanked and felt blessed for the board and members who sent him well wishes for the remembrance of his mother, who had passed since the last board meeting.

In President Atkins’ final remarks he stated that this was a very good board meeting. NAPS preaches treating each other with dignity and respect and we showed it amongst one another. He said this was a very successful board and appreciates the work the board is doing to work better with USPS HQ. Atkins asked everyone to stay positive and work together. He told the board they are not alone, that the board has 23 other national officers here to help them and all our members. He thanked the two other resident officers, who have work hard to make the NAPS organization great. President Atkins stated that NAPS has had a good slate of past boards, but the current board in his opinion is excellent.

Craig Johnson moved to adjourn the 2015 Spring Executive Board meeting, second by Tim Needham. Motion carried and meeting adjourned at 4:45 p.m. on Friday, March 13, 2015.

Respectfully submitted,

Brian J. Wagner

Brian J. Wagner
National Secretary/Treasurer