



NAPS Fall Executive Board Meeting

October 18-22, 2015

Official Minutes

The 2015 Fall Executive Board meeting was called to order by Board Chairman, MINK Area VP Larry Ewing at 1:01 p.m. on Sunday, October 18, 2015. Richard Green, Capitol-Atlantic Area 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 commented on Senate Bill -- S 2051 regarding the need for MSPB rights for all EAS and clarifying Title 39. He stated that Medicare integration mandate has some heartburn, but is not a deal breaker. Overall S 2051 will be difficult to pass. Atkins commented that a date for EAS pay talks have not been sent since there is no APWU contract decision yet and it has not been determined by the USPS which is the larger union, NALC or APWU. It could be another year before NAPS goes to pay talks.

Treatment of EAS is a primary issue for President Atkins. NAPS wants EAS, who are eligible for additional pay to be paid for working those extra hours. USPS is making money on EAS from those members who are not putting in their time to be paid. NAPS is going to be relentless and continue to fight and keep issues in the forefront. Louis congratulated Chuck Mulidore to promotion to his MOPS position.

Executive Vice President, Ivan Butts, welcomed the board and stated that there are a lot of issues with legislation, including pay talks and Title 39. NAPS is looking for executive board input on the direction to take as it moves its legislative efforts forward. Ivan has been on the Hill a lot with Senator Carper and his staff regarding S. 2051. The USPS is not in favor of S. 2051.



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NAPS needs a plan and narrative if postal reform does not go through. Legislative committee did meet to discuss the options NAPS can take on legislation.

Secretary/Treasurer, Brian Wagner, reviewed various housekeeping issues, stated that last fiscal year for NAPS was tough and investments were currently down due to the stock market adjustments. The board will also see a tentative 2016 National Convention budget to review. Also, membership is holding steady and the board will see a revised member/non-member percentage report. Wagner is looking forward to a very productive board meeting.

Kevin Trayer moved and it was second by John Aceves to adopt the NAPS agenda and program. Motion passed. Craig Johnson moved and it was second by Bob Quinlan to approve the 2015 Spring Board minutes. Motion passed.

Larry Ewing, Board Chairman, reminded the board of the 2-minute clock for making remarks and it is responsibility that the voice of the minority is also heard. Larry stated he wanted board members to stay on point and try not to repeat what another board member has already said to so the meeting can progress smoothly.

Secretary/Treasurer Wagner presented the financial report. At the start of NAPS' new fiscal year, June 1, 2015, the value of NAPS' investment portfolio, including the PNC Sweep Account was \$14,098,557. On October 1, 2015 NAPS investments totaled \$13,195,506. NAPS investments have decreased by \$903,051 in value since June 1, 2015.

In August 2015, NAPS closed its PNC Sweep Account and transferred the funds into its main investment portfolio. After discussing NAPS' investment options with Phil Brown of PNC Investments, it was decided that NAPS will withdraw \$45,000 on a quarterly basis from the cash portion of its investment portfolio and transfer the funds to NAPS' general fund (PNC checking account). This investment strategy will continue NAPS' cash flow requirements that it was previously receiving from the PNC Sweep Account. By consolidating the investments into one account, NAPS anticipates higher returns on the entire portfolio than if it had left the Sweep Account open.

At the end of NAPS' 4th Quarter of FY 2014-2015 ending on May 31, 2015, NAPS total assets were \$18,739,101.42. Revenue in excess of expenses was negative \$252,072.60. As of Quarter 1 of NAPS new FY ending August 31, 2015, NAPS total assets were \$18,055,598.14.



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Revenue in excess of expenses was a negative \$549,782.00. As of October 15, 2015, the NAPS General Fund consisting of the PNC Checking and PNC Money Market accounts was \$501,746.44 and \$48,187.51, respectively; totaling \$549,933.95.

NAPS FY 2015 national budget was approved to transfer from investments into the general fund \$310,817. Of this investment total \$93,500 was used to cover reduced registrations for the 2014 National Convention and \$217,317 was used to balance the remainder of the budget. NPI revenue was \$184,084 less than projected. In addition, NAPS incurred additional expenses with secretary/treasurer training at the 2015 LTS.

NAPS actual income for FY 2015 (June 1, 2014 to May 31, 2015) was \$2,752,955, which did not include funds from NAPS investment portfolio. Total NAPS expenses were \$3,019,643. Due to savings in various expense line items, such as *The Postal Supervisor* magazine, DDF, IT support, and fewer funds required for the 2014 National Convention, NAPS HQ transferred \$266,688 from investments, \$44,129 less than projected.

NAPS annual FY audit was completed in August 2015. No deficiencies in internal controls or material weaknesses were identified. Auditors recommended that a copy of the DDF form be sent to NAPS HQ to cross-reference with invoices received from NAPS' DDF provider, Scialla Associates. In addition, the auditors informed NAPS that any sponsor of new members, who receives over \$600 in \$25 sponsor awards in a calendar year, must receive a 1099-MISC form. A copy of each 1099-MISC form received by a member is also sent to the Internal Revenue Service (IRS). Auditors also recommended the Executive Vice President review the canceled SPAC check images that are available online. This review should include a review of payee, amount and signature on the checks.

As of October 1, 2015, the NAPS building is 100% leased. A roof study was completed and NAPS will need to replace the building's original roof. NPI's estimated association share of a new roof is \$185,000. NAPS received \$295,916 in Landlord Distributions during its fiscal year ending on May, 31, 2015 and is receiving regular monthly distributions this current FY. The property management contract with Stoladi Property Group expires February 29, 2016. NAPS has initiated a Request-For-Proposal (RFP) to solicit bids from property management companies in the area, including Stoladi. NAPS is currently reviewing the proposals and will make a final



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decision before December 31, 2015. Luz Moreno moved and it was second by Cornel Rowel to accept the Secretary/Treasurer Financial Report. Motion passed.

Charlie Scialla, Scialla Associates, and Executive Vice President, Ivan Butts, reported on the NAPS Disciplinary Defense Fund (DDF). Charlie stated that there are new Debt Collection Act Rules. Specifically, the administrative law judge will decide if an oral hearing is required. It was a law change to ELM 450. The only change is that the petition requests an oral hearing the judge will decide if an oral hearing will be granted. Otherwise, the judge will ask for a brief and make a decision on the merits of the brief. At this time, no one has been denied a hearing.

Charlie reminded the board that there are no upfront payments for DDF; no one has ever paid additional costs. Also, with settlement agreements, some clients don't want anyone to know the settlement. The member has a right to have their settlement kept private. It is an invasion of privacy issue to disclose information without client's permission.

NAPS HQ and the board has not authorized Scialla Associates to handle mixed cases. NAPS agreed a year ago not to do approve mixed cases, which is both an EEO & MSPB case combined. Whenever there is a mixed case, the EEO must be handled first.

NAPS does not handle EEO appeals and Scialla does not recommend board members or even branch officers handle EEO cases. In some instances a branch presidents have been informing members not to let Scialla know they filed an EEO. All that does is delay the member's case and once Scialla is told by MSPB that an EEO has been filed in conjunction with the MSPB case, Scialla cannot take the case because NAPS does not authorize DDF for mixed cases.

Scialla again stated that the case files he is receiving are terrible. There are no decision letters, proposals, documentation, phone number, etc. He is also receiving blank 185 forms. Scialla needs the information for the MSPB case. Without the proper documentation and forms, the case can be delayed.

The board addressed arbitration settlements requiring EAS to make public apologies to the union on the workroom floor. In Scialla's opinion, based on MSPB Law, an arbitrator can't force anyone to apologize or say "I am sorry" unless that person had a right to defend themselves. There is a court ruling and a board decision that a person has a right to defend him or herself.



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The board also discussed with Scialla NAPS' issue of members being denied due process to face their accusers and the Joint Statement on Violence and Behavior. Particularly, a case where there was an USPS settlement that would not allow to a manager to manage craft employees for six months and not be allowed for one year to manage in a specific post office.

It was stated that NAPS members need to use the Joint Statement to protect themselves from being bullied by the union and higher level managers. NAPS members need to start making charges against violators of the Joint Statement. One board member referenced that members read Publication 552 regarding Zero Tolerance.

Secretary/Treasurer Wagner reported on NAPS membership, website and social media. As of the August 2015 DCO NAPS had 25,792 members (24,432 active and 1,360 associate, 94.7% and 5.3%, respectively). Total membership from a year ago was 25,551 (24,174 active and 1,377 associate); an overall SPLY increase of 241 members. As of the September 2015 DCO, membership dropped to a total of 25,749 (24,382 active and 1,367 associates).

As of August 30, 2015, the total number of active EAS non-members was 8,902. This number is based on the USPS payroll files of EAS non-members, who are coded as non-postmaster. Approximately, 26.71% of eligible non-postmaster EAS are non-members. NAPS HQ is publishing quarterly in *The Postal Supervisor* magazine a Member vs. Non-Member Percentage Report.

Currently, NAPS has 2,909 active members with the title of Postmaster. In September 2015, NAPS did a Membership Drive with a direct mailing to all EAS non-members, who are coded as non-postmaster. Response to the membership mailing has been positive. NAPS continues to provide a \$25 NAPS check to every sponsor of a new member. In FY 2015, approximately \$52,400 was paid in sponsorship checks. However, NAPS is not paying \$25 sponsor awards for those 1187's returned during the current 2015 Membership Drive. Branches continue to receive their NAPS non-member and Change Summary Report on a monthly basis along with their DCO.

Board members commented that NAPS needs to address membership shortfall and long-term viability of finances, including advocating for postmasters to join NAPS. NAPS does not encourage EAS to get out of any organization, but join NAPS. The last non-member mailing paid for itself in a month. NAPS has good talking points about being a member that includes the



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DDF. Board members can write an article for *The Postal Supervisor* magazine on the reasons to stay in NAPS when a member is promoted to postmaster. There are many EAS that are dual members.

It is about how you approach a person to join an organization and not talk negative about the other associations. It was suggested that NAPS print a quarter of a page in *The Postal Supervisor* to promote NAPS benefits. Another benefit is that NAPS's assets are strong as its membership numbers. It was suggested to keep the NAPS Postmaster Committee active in helping drive membership than just use their knowledge at the national convention. Luz Moreno moved and it was second by Tim Ford to accept the Membership Report. Motion passed.

As of October 1, 2015, NAPS has 3,880 members registered on our www.naps.org website. *NAPSHQ2U* continues to provide a monthly issue and special issues when necessary. NAPS Facebook page is being regularly updated and "tweets" made on NAPS' *Twitter* account. As of October 1, 2015, NAPS HQ Social Media results are as follows; *NAPSHQ2U* –7,138 member subscriptions with an average "open rate" of 33% where the national average is 15%. NAPS *Facebook* "Likes" are 938 and NAPS has 384 *Twitter* followers. Craig Johnson moved and it was second by Tim Needham to accept the Web & Social Media Report. Motion passed.

During the SPAC Report & LTS review Executive Vice President, Ivan Butts; Bruce Moyer, NAPS Legislative Counsel; and Elliot Friedman, NAPS PAC Manager & Legislative Assistant, and Seth Lennon, NAPS Communications Manager, provided an overview of NAPS' legislative activities, and the amount of SPAC funds collected and distributed during the current election cycle.

Bruce Moyer discussed the legislative landscape on Capitol Hill today. He specified that the House of Representatives will elect a new House Speaker next week, and depending on who is elected, the result can have an impact on the prospects for postal reform legislation. Bruce also highlighted different legislative proposals that are being discussed both related to the USPS specifically, and federal employee and retiree benefits generally. Bruce stated Postal Reform will be very difficult in this Congress and during a presidential election.

Elliot Friedman went in depth on the political landscape for the 2016 Senate and House elections. He focused on the most competitive seats in the senate, and emphasized the importance of waiting to get involved in specific Senate races until either postal reform



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legislation has passed the senate, or it becomes clear that such legislation will not be debated until after Election Day. Additionally, Elliot addressed several other senate races, as well as the congressional maps of Florida and Virginia which will change before the 2016 election due to a court order. Elliot also reviewed the SPAC fundraising numbers for 2015, and showed how recurring contributions through payroll deduction and OPM deduction have increased over the last year. He encouraged members too look at the SPAC scoreboard in every edition of *The Postal Supervisor*.

Seth Lennon discussed NAPS social media. He highlighted that NAPS twitter following has increased dramatically and is followed by at least 41 Congressional leaders. Seth also demonstrated how this following will help NAPS grassroots efforts as legislation comes up for a debate.

Bruce and Ivan expressed to the board that the electoral map is how NAPS spends SPAC dollars that NAPS deems has value to add to our legislative agenda. Bruce stated that notwithstanding the grim outlook for postal reform, our message remains that there is a need for postal reform, but NAPS will not just support a bad postal reform bill. NAPS needs to continue its work on postal reform at LTS. Bruce state that the absence of postal reform will result in poorer service by the USPS especially with rural delivery. The main USPS opposition to S. 2051 is the oversight the bill gives to the PRC. The board asked that NAPS send out some brief bullet-points on S. 2051 that NAPS supports to share with their congressional leaders back at the district offices.

The NAPS Board heard various vendor and contractor presentations. Sheri Davies, Director of Global Accounts of Conference Direct, gave a presentation to the board on the marketing of the 2016 LTS and an update on the 2016 and 2010 National Conventions.

Ms. Davies stated the 2016 was moving forward very nicely. She is coordinating caucus and meeting rooms, entertainment, audiovisual, souvenir bags, food coordination, and a company to help develop tours. The board received a demonstration on a possible mobile App that NAPS could utilize during the 2016 convention that will keep members informed of activities, caucuses, and other activities not to mention provide immediate feedback to surveys and access to other analytical data. The mobile app is good for one event. Any future NAPS events would require a new app and costs. Ms. Davies stated that NAPS could offset costs of the national



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convention by selling advertisement on the mobile app to vendors or seeing if a vendor wants to host a breakfast or break food.

The tentative cities under consideration for the 2020 National Convention are Orlando, FL; Cleveland, OH; and Greensboro, NC. Ms. Davies and President Atkins recently visited eight hotels in Orlando, and will narrow that number down to three. Portland, OR was interested but did not meet hotel and distance accommodations.

The board discussed the national convention mobile app as a way to save on the printing cost at the national convention. There was concern that attendees at the convention will be focused more on the app than what is happening at the podium. Many board members like the idea of using the app as NAPS is now in the 21st century, but phase it in overtime with both the app and print as not to leave some members out. NAPS has been moving gradually towards more technology at LTS. NAPS should look at getting sponsorship to help pay for the national convention mobile app. The suggestion was to print 80% of the convention material to go along with the app. There is a cost to develop and the use of the mobile app that will be discussed by the board at the spring board meeting.

NAPS PNC Investment Advisor, Phil Brown, informed the Board that NAPS' investment allocation percentages were 54%, 41% and 5% for stocks, bonds and cash, respectively. These percentages are within NAPS' written investment strategy profile. Phil stated that the investment portfolio was down due to market corrections; in the last 19-days the portfolio has gained 4 percent.

PNC recommended NAPS close out its preferred stock account due to a projected increase in interest rates. Preferred stock is like a bond, so when interest rate goes up, bond prices go down. PNC expect in 6-9 months interest rates will be going up. Phil Brown stated that PNC projects the stock market to be up 5-6% by Dec 31. Phil Brown stated PNC Projections are as follows:

- 5-6% in domestic stock market for 2015
- Bonds are uncertain due to Fed's decision on interest rates
- Employment reports expected to be down
- Fed could raise rates in December but with two bad job reports in Sept and October the Fed could pass on raising rates in December. Interest rate increase could be December 2015, March or June 2016.



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NAPS heard from representatives from Signature Credit Union to promote a NAPS affinity credit card where NAPS would receive a certain royalty percentage from purchases made with Signature credit card. The benefits of having the Signature credit card were as follows:

- There is an option to receive a \$10 monthly reimbursement of ATM fees.
- Signature is a stand-alone Credit Union
- Signature does payroll deposit a day early.
- Signature has a co-op 30,000 ATMs and over 5,000 share branches to do business.
- Family members can join
- Provide promotions to members who sign up

Signature Credit Union's Executive Board meets monthly either via teleconference or face-to-face. Signature is interested in attending various NAPS regional, area or state events. Besides the credit card, Signature provides a variety of loans from mortgages, car, student or personal loans. Provides checking, saving and money market accounts, and IRAs. Signature has a new user friendly website.

Signature representatives stated it could take up to three years to build a base of NAPS members to use the card for NAPS HQ to start receiving significant royalties. The Signature credit card is no fee. Only \$5.00 is required to open an account to receive the credit card. Credit card has a low interest rate, earns points to purchase merchandise or airline tickets, credit card would have the NAPS logo.

After Signature's presentation the board discussed whether or not Signature's affinity card program may not provide the results with a one year contract. The board wanted to discuss with its legal counsel to review the Signature contract and have a teleconference in two weeks to discuss the contract. Some board members have other Postal Credit Unions supporting NAPS and don't want to get into an exclusive contract with Signature.

The NAPS executive board heard from its legal counsel, Bruce Moyer, regarding EAS pay talks and the Joint Statement on Violence and Behavior.

NAPS held its monthly NAPS/USPS Consultative meeting during the Fall Board Meeting. Minutes to the monthly consultative will be published separate from the executive board minutes. Outside the consultative meeting NAPS heard from USPS officials Dave Williams, Chief Operating Officer (COO), and PMG, Megan Brennan.



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Dave Williams, USPS Chief Operation Officer (COO), thanked NAPS for the invitation to address the Board. Mr. Williams stated USPS focus is on service and investing in the USPS brand. The goal is to make sure our customers have an excellent experience.

USPS goal is to match resources to workload and minimize the use of overtime. USPS is investing in capital equipment from Small Parcel Sorters (SPS) to new vehicles.

The Postal Service is increasing its competitiveness in the package business with new technology. USPS can predict when packages will be delivered with informed visibility. Customers will receive pictures of mail on mobile phones to see what is being delivered. Technology will be a powerful investment to grow USPS revenue. USPS will continue to focus on service, the customer experience, controlling costs and investing in the future.

Mr. Williams took questions and heard from the Executive Board. The Board asked if the Involuntary Reassignment (IR) letter was a guideline and what happens when postal leadership in the field doesn't follow it? Mr. Williams stated he wants to know directly who is not using it properly. The IR letter is not to be used punitively.

EAS schedules are being changed to accommodate Sunday delivery. Mr. Williams stated the Postal Service knows Sundays come every week, and that is not an excuse to constantly change people's schedules. Mr. Williams also addressed mail processing issues related DPS, the start of the incoming process and when primary operations need to be completed each day.

There was concern that the FY 2016 NPA goals were not ready at the start of the new fiscal year. The USPS had some minor tweaks within the last two months because the NPA indicators were not in line with the business model. USPS decided it was better to get it right first than meet some timeline that may require adjustments later. Once the NPA unit indicators are finalized, it will consult with NAPS and the other management associations.

Mr. Williams addressed that total revenue and retain revenue are being measured at the corporate district levels, respectively. He confirmed that the Retail Systems Software (RSS) had a number of software issues causing a delay in processing retail transactions. RSS had been placed on hold until programmers can correct the coding issue. After peak season the USPS will finish deploying RSS throughout the country.



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Mr. Williams stated too many offices are not using mPOS because they don't like. Those who have used mPOS successfully are pleased with the results. The intent of mPOS is not to achieve a revenue amount per device but to reduce wait-time-in-line (WTIL).

It was brought to Mr. Williams's attention that the hiring process in some areas is taking too long. NAPS stated there is disconnect on the new hiring process vs. the previous process. There is frustration that offices can't get people hired in a reasonable time. Mr. Williams stated the timeline has not been changed at the HQ level, but will take that issue back to his office.

Mr. Williams stated as the USPS comes into peak season, there will be a need for EAS to work extra hours, but the USPS is posting and filling EAS positions. NAPS informed Mr. Williams that some areas are holding EAS positions for future consolidations. Mr. Williams wants to know what area or district is not posting EAS positions.

NAPS brought up the issue of having to work with two delivery systems, GEO and DOIS, causing more work for supervisors. Mr. Williams stated the systems are going to be able to interface with each other.

Board members in the Southern Area were pleased with the new nationwide Delivery 101 program. Board members are appreciative of Southern Area VP Jo Ann Feindt for doing an excellent job in getting the program implemented in her Area. NAPS wanted to know if such a program can be expanded into the plants. Dave Williams will take that idea back to USPS HQ. NAPS asked if old USPS vehicles that are being sold could instead be used instead for required street supervision. Mr. Williams will look into that option.

The Board asked the status of EAS staffing for Sunday Amazon. Mr. Williams stated Amazon started as an operational test and is now a 2-year market test. USPS is still in the testing phase. USPS is making over \$1 billion a year on Amazon. When the USPS looks at the value of Sunday delivery, as it continues to grow, the USPS is getting more efficient at it. It is a density equation where the more deliveries per mile, results in better efficiency to keep costs down. USPS is expanding Amazon sites and there is give and take on cost per hour versus a profitable product with the use of supervision at a minimum. Some units are very successful others are not. Mr. Williams stated that Amazon has to be a permanent product before making any final decision on EAS staffing.



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Mr. Williams heard other issues from the Executive Board. They included, SWCS, workhour adjustments for Sunday Amazon, EAS not being paid for hours worked, EAS being on-call for Sunday Amazon, request for mitigation for FY 2015 NPA, lack of due process for EAS, and Call Centers referring customers to call the local offices resulting in double the calls when you include the ECCs.

Mr. Williams stated there is no “on-call” and he wants to know who is violating this issue. As for workload adjustments, Dave Williams stated there are bottom-line adjustments, but it is not broken out by function.

Postmaster General Megan Brennan addressed the Executive Board and thanked NAPS for the invitation to speak. PMG Brennan briefed the Board on USPS tentative financials for the past fiscal year, First-Class mail volume declines, tremendous opportunity for package growth, leveraging the USPS brand, and the USPS focus on pricing, service and visibility.

PMG Brennan stated that USPS needs to grow the business and leverage its infrastructure. Though First-Class mail has declined, there is value in direct mail. With 2016 being a presidential election USPS expects increased direct mail volume. USPS sees growth with Amazon and online commerce.

PMG Brennan stated that USPS and NAPS may not agree on all legislation, but the key legislation that both do agree is the fixing of the pre-funding issue, allowing USPS more autonomy, protecting the current regulatory framework, and growing top line revenue. Absent legislative reform, if the USPS is not in better financial condition, it must look at price adjustments that may not be in its best interest.

PMG Brennan stated that collective bargaining with some of the unions are underway. Outcomes of these negotiations will be very important to the Postal Service.

The PMG responded to Board issues related to workload and revenue adjustments, the integration financial plan, variables that impact revenue, postal restructuring, projected growth, and delivery Apps. PMG Brennan closed her remarks by stating it is important that the USPS stays relevant and everyone works together to make sure the USPS, outside the four-walls, can grow the business.



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There was no Old Business. Under New Business the following committees, topics, recommendations and motions were discussed. The Executive Board Committees presented their respective reports.

The SWCs Committee consisting of Warden-Chair, Ewing, Aglidian, Needham and Resident Officers as counsel reported that they did meet with USPS HQ on March 10, 2015 during the 2015 LTS. During the March meeting NAPS addressed that SWCs is based on 5 day delivery, but USPS says it is based on 6-day operation. USPS stated that workload dictates compliment which dictates SWCs, NAPS agrees, but the workload does not include workload of EAS only craft. USPS stated RCAs are not part to the SWCs, but NAPS state RCAs are part of compliment.

There is SWCs credit for 2, 4, 6 hour RMPOs being credited to AMPOs. Also, those customer service units that took over dock operations for consolidated plant operations are receiving SWCs credit. Detached finance units could be its own SWCs, but main office could lose a supervisor. NAPS would like to form a joint SWCs committee with USPS/NAPS to resolve the problems with SWCs. NAPS wants to complete their own work-study. It may be a good idea for NAPS to hire an independent company to do the work-study for NAPS to ensure it to be unbiased. The SWCs committee is working on the need for relief supervisors. The committee also wants to incorporate the administrative work a supervisor performs as part of the SWCs calculation. There was concern that maintenance employees are not being given a full point credit on the SWCs.

The Restructuring Committee, consisting of Johnson-Chair, R. Green, Moreno, S. Green, McCracken, Dumas, Ewing, came up with five tentative proposals for the board consideration. Each committee member provide input on such proposals. The board was asked to review the five proposals then at the spring board meeting the objective will be to come up with three final proposals to submit to the national convention for consideration.

The Constitution & Bylaws Committee, consisting of Mulidore-Chair, Quinlan, Mooney, Cherry, Dumas, and Wagner presented the board with 11 proposed resolutions to tweak and not rewrite the national constitution. The resolutions ranged from clarifying the intent of a section, the exception process, branch requirements, and DDF qualifications to name a few. The committee summarized each proposed resolution. The Chairman of the Board did contact



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NAPS parliamentarian for clarification on some proposed committee resolutions. According to NAPS' Parliamentarian, NAPS can modify its constitution to reflect the needs of the organization.

The Finance Committee of Moreno-Chair, Mulidore, Shri Green, Ford, McCracken, and Wagner reported on the need for NAPS to increase membership to improve its finances. NAPS did a non-member mailing in September and is planning another mass mailing to Level 18 and above post offices. Committee thought having testimonials from its postmaster NAPS board members would be helpful. Because the recent lower of LTS and National Convention registration did not bring in more attendees than expected, the committee does not recommend a lower registration fee for the 2016 LTS or national convention. Committee is looking at giving branches a dues rebate at the end of the year.

The Finance Committee reported that the NAPS building's ROI this past year was only 2.6% on its \$16 million building value. NAPS' investment portfolio over the past five years has provided an average return of 7.49%. The committee thought it was important that it bring all financial and investment options to the board, including whether it was time to sell the building with a lease back option of the 4th floor. Another option is to buy a smaller building for NAPS only and get out of the tenant business with all its related expenses and invest the building profits somewhere else to increase NAPS investment return to support the members.

Board discussion on the Finance Committee Report centered on using NAPS' investments to provide rebates, including discounting LTS and national convention registration, and not selling the building at this time since NAPS' finances are strong. The committee stated it was doing its due diligence in providing all information and options to the executive board.

Training & Advocacy Committee of Ford-Chair, Aceves, Aglidian, and Rowel provided an overview of training material they plan to share on the NAPS website and with the membership. The training material will also include a list of references material in the way of manuals and publications that members can utilize in representing members.

The Ethics Committee of Ford-Chair, Roma, Mulidore, Johnson, Walton stated that there is no termination of board members for ethical violations, but there could be sanctions, fines, etc. but formulating such sanctions would require details specifically stating what warrants sanctions and fines, appeal processes, etc. At this time the committee recommends no action to change the



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Ethics Committee Guidelines, except the date of the report to be 2015-2016. The goal is to resolve issues locally and brief the Resident Officers of actions taken. If a member does not agree with that then they can go to the Ethics Committee with their issue.

The Legislative Committee consisting of Walton- Chair, Bradford, Richard Green, Trayer, Warden discussed ways to get more members involved in the legislative process and SPAC participation. The committee recommended SPAC giveaways and a \$5 promotional theme, attending local fundraisers. Instead of doing 50/50's due to gambling concerns, do SPAC challenges. Contact congressional leaders through social media, mail and phone.

The Legislative Committee felt there is a need for members to be educated on the issues before meeting with your congressional leaders. NAPS needs to promote member visit congressional leaders back in the district offices. During the education phase members need to explain that the action of the USPS without proper legislation impacts the constituents of the congressional leader. The committee shared the best ideas and expand those ideas to the membership and support. The goal is to make sure NAPS stays away from the partisan issues but promote USPS issues. The committee's goal is to increase participation in the Continuous Contributor Club (CCC) from 333 to 1,000.

Other New Business discussion included the idea of using more NAPS members on the cover of The Postal Supervisor magazine to help personalize it. NAPS board approved to renew the contracts of M3 Technology and Stoladi Property Management Group.

The following recommendations and motions were discussed and voted on by the executive board. There were three recommendations that were proposed, but later withdrawn by the maker.

Recommendations 1: Cy Dumas recommended and second by Tommy Roma that; *The LTS 2016 registration price of \$225 be reduced to \$125 for each NAPS delegate, who is housed at the Marriott LTS Hotel. The discount will be rebated back to the branch post facto the 2016 LTS.* Discussion: NAPS has the money to give back to the membership. Branches can't afford to send members to LTS without financial assistance. The Finance Committee has pending suggestions to give back to the branches later in the year if NAPS has a strong financial year. NAPS is already paying for State Presidents and State Legislative Chairs to attend. LTS is already losing money. Recommendation failed on division. Yes-6, No-15, Abstain-2.



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Motion 1: Bob Bradford motioned and seconded by Kevin Trayer; *If a board member flies first-class NAPS will reimburse the member only for what coach would cost plus one checked bag would cost each way.*

Discussion: Members will only see the words first-class and not read the rest of the motion. This is an option for those who have medical issues. It is not costing NAPS or the membership any extra because the difference is paid personally by the board member. Voting - Yes (21) Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Warden, Aglidian, Dumas, Needham, R. Green, Moreno, Trayer, Mooney, Quinlan, Rowel, Bradford, McCracken, and Cherry. No (2) Shri Green, John Aceves. Chair not voting. Motion was passed.

Motion 2: Chuck Mulidore motioned and second by Craig Johnson; *That the NAPS Executive Board Members duties and Responsibility Guide allow for board members to accept invitations to meetings within the geographical boundaries of the officers area/region without clearance from NAPS HQ. Be it moved then that any executive board member may attend a properly nationally advertised training event without clearance from NAPS HQ.*

Discussion: The intent is that a board member should be able to attend properly advertised training. Why restrict attending training throughout the country. This is a good idea. Object to taking money away from a respective area the Area or Region VP represents. That money is designated for that area or region and should be spent in those respective areas. This motion does not protect the funds of the organization by allowing a board member to travel all over the country. Members will benefit since the board member will be receiving training to benefit their members. It is nice to get training but funds should be spent on training the members. Voting - Yes (11) Butts, Roma, Mulidore, Johnson, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, McCracken, No (12) Atkins, Wagner, Ford, Walton, Dumas, Mooney, Quinlan, Rowel, S. Green, Bradford, Aceves, Cherry. Chair not voting. Motion failed.

Motion 3 as amended: Marilyn Walton, Chair of Legislative Committee motioned and second by John Aceves; *That the legislative committee be allocated a budget of \$10,000 from the general fund to fund a SPAC national mailing and other items such as notebooks, tablets, or similar electronics to increase SPAC participation.*

Discussion included concerns that NAPS would be purchasing more pins for this initiative when there are plenty of pins. The idea is to more members active in the legislative



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process. Voting - Yes (23) Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Ford, Walton, Dumas, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken, and Cherry. Chair not voting. Motion unanimously passed.

Motion 4: Louis Atkins motioned and second by Shri Green; *That only approved NAPS vendors be permitted to purchase a booth for the LTS and the prohibition against campaigning during the LTS remain in force.*

Discussion: There was concern on who is an approved vendor. NAPS HQ decides the approved vendor. Does the prohibition include host cities for the national convention? No host cities should be allowed as a vendor. This provides revenue to NAPS to offset LTS costs.

Voting - Yes (16) Atkins, Butts, Wagner, Ford, Walton, Dumas, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken, and Cherry. No – (7) Roma, Mulidore, Johnson, Warden, Aglidian, R. Green, Needham. Chair not voting. Motion passed.

Motion 5: Chuck Mulidore motioned and seconded by Richard Green; *Registration for the 2016 Legislative Training Seminar be set at \$150.*

The board discussed that at the next Spring Executive Board meeting the board could vote to rebate. The finance committee report is considering the possibility to help branches with a rebate. In the long run, branches may receive a bigger rebate later than at LTS. NAPS needs a financial strategy for future support of branches. If the board wants to help members then help them by setting a lower LTS registration fee. It is only a \$75 reduction per LTS attendee to help the branches bottom-line. Branches have not sent more members to LTS due to lower registration fee. Give a rebate to those who participate. The Finance Committee has pending suggestions to give back to the branches later in the year if NAPS has a strong financial year. NAPS is already paying for State Presidents and State Legislative Chairs to attend.

Voting - Yes (9) Roma, Mulidore, Dumas, Warden, Aglidian, R. Green, Needham, Trayer, and Mooney. No (14) Atkins, Butts, Wagner, Johnson, Ford, Walton, Moreno, Quinlan, Rowel, S. Green, Bradford, Aceves, McCracken, and Cherry. Chair not voting. Motion was failed.



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The 2016 Spring Board Meeting will be in conjunction with the 2016 LTS which begins on Sunday, March 6 through March 9, 2016. The board meeting will begin at 8:30 a.m.

Wednesday, March 9 and end at Noon on Saturday, March 12, 2016.

For the good of the Association, Kevin Trayer thanked the resident officers, Luz Moreno and Charlie Scialla for standing behind a member who needed help. Ivan thought it was a good board meeting. NAPS needs to keep moving forward in addressing its and members' issues. Brian stated his focus on making smart business and financial decisions that is for the betterment of the NAPS organization.

In final remarks, President Atkins thanked the board for their hard work and success of the NAPS organization. He also thanked Ivan and Brian for their counsel. He encouraged the board to share the information they receive from NAPS HQ with their membership. Louis stated NAPS has a tough battle, but at least we are in the fight. We are the door of USPS HQ and they know our frustration.

John Aceves moved and it was second by Richard Green to adjourn the 2015 Fall Executive Board meeting. Motion carried and meeting adjourned at 3:50 p.m. on Wednesday, October 21, 2015.

Respectfully submitted,

Brian J. Wagner

Brian J. Wagner

NAPS National Secretary/Treasurer