

National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

1. Call to order – 1:00 PM March 11, 2020 by Chairman of the Board Tim Ford
2. Invocation – Dan Mooney, North Central AVP
3. Pledge of Allegiance – Led by New York AVP Jim Warden
4. Roll call – Mulidore - All Board members present
5. Welcome – Wagner, Butts, Mulidore

Brian: President Wagner welcomed Executive Board and thanked them for their commitment and dedication to represent the NAPS organization not just at Board meetings, but throughout their NAPS term. Also, Brian welcomed Lisa Douglas, interim New England Area Vice President. Congratulated Executive VP, Ivan Butts, and his Legislative Team, including our NAPS staff for another successful LTS. Brian also thanked Ivan, Chuck, NAPS staff, Sheri Davies, and the STOLADI team for all their efforts to make the Vince Palladino Building Dedication successful and memorable. This entire dedication planning was definitely a TEAM effort. During the Board Meeting, we will hear from the PMG. We have a very tight agenda to include 2020-2021 budget and declaration for office for board members and selection of Board seating at the Convention. As President Wagner has said in past board meetings, the goal of the Executive Board is to promote the welfare of NAPS and our members by being productive and respectful of each other's opinions and with the final decisions made during the Board Meeting. President Wagner asked the Board to stay focused on the agenda items and continue to improve our NAPS organization with positive actions, that will make our member's future even better.

Ivan: Welcome to the Spring Board meeting, and thank you for your thoughts and prayers on the passing of my cousin. Thank you for your support of the 2020 LTS program. Hard work ahead for the passing of HR 6085 not only on the Hill, but at the local level as well.

Chuck: Welcome back to Alexandria for the Spring 2020 Executive Board meeting. We have been using the word "historic" to describe our last several meetings, and I believe it applies to these times as well. Our organization is moving forward on a number of fronts to improve the well-being and work lives of our members, from the ongoing lawsuit with the Postal Service to the now introduced HR 6085 that would change how our pay consultations are conducted with the USPS. There is much work to do, and I know we are all up to it.



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

6. Adoption of Agenda and Program: Recommendation by Elizondo, 2nd by Quinlan, passed on voice vote to adopt the agenda and program.
7. Minutes of Previous Board Meeting – Mulidore – Motion by Elizondo to suspend reading of the Fall 2019 Board meeting minutes as previously distributed, 2nd by Shri Green. Passed on voice vote.

Motion by Elizondo to accept the minutes of the Fall 2019 meeting as previously submitted to the Board, 2nd by Richard Green. Passed on voice vote.

8. Chairman's Report – Executive Board Chairman Ford welcomed the board back to Alexandria for the Spring 2020 Board meeting. Over the past months, I have dealt with another ethics issue that has been resolved. I have attended all NAPS-USPS consultative meetings via teleconference. Chairman Ford also set the rules that the Board will follow during the Board meeting.
9. Secretary/Treasurer's Report – Mulidore

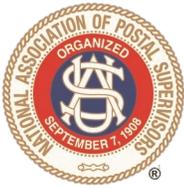
A. NAPS Investments, Assets & Balance Sheet

As of March 1, 2020, NAPS investments totaled \$11,775,832.12. On June 1, 2019 NAPS investments totaled \$12,175,732.70 This is a 2020 fiscal year-to-date decrease of \$399,900.58 or (3.28%).

As of March 1, 2020, the NAPS General Fund Signature FCU Checking account balance was \$257,327.63 and the Signature FCU Money Market account was \$119,888.08 for a total of \$377,215.71.

B. NAPS Property Inc.

As of March 1, 2020, the NAPS building is 91% leased by number of units (10 of 11) and 80% leased by square footage. On March 31, 2018 AACP vacated the 2nd floor, and that remains vacant. NAPS did not receive regular Owner Distributions through FY 2018, FY 2019 and is continuing that process through FY 2020 due to projected maintenance, tenant improvements, commissions, and potential lost revenue through unrenewed leases. NAPS Property Inc (NPI) currently has \$251,000 set aside to cover these costs. \$110,000 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), meaning there is \$141,000 in available cash. Assuming LRB continues to make on-time payments according to our settlement agreement, there will be sufficient cash flow to cover NPI operating expenses through the end of the fiscal year.



National Association of Postal Supervisors

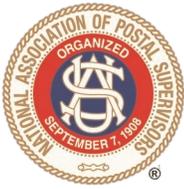
2020 Spring Executive Board Meeting

March 11-13, 2020

C. Web & Social Media Report

As of March 1, 2020, NAPS HQ Social Media results are as follows:

- 1) Facebook followers as of March 1, 2020 – 2646 followers (up from 2270 in March 2019, a 17% increase.) Since NAPS launched our social media campaign in February 2018, we have increased our Facebook followers approximately 46%. Equally important however, we have seen an exponential increase in views, comments and sharing. For example, each post on the NAPS Facebook page garners approximately 500-1000 views, and some of the more engaging posts can generate 1000-2000 views.
- 2) Twitter followers as of March 1, 2020 – 563 (up from 545 in October 2019, a 3.3% increase). Twitter impressions are averaging about 34,000 per month, most likely due to coverage of the lawsuit, NAPS v USPS.
- 3) An Instagram account was established in April, 2018, NAPS now has 185 followers up from 111 followers in March, 2019, a 66% increase.
- 4) The *Postal Supervisor* (Blog/Articles) – Last fall we started posting the articles from the magazine onto the NAPS website; the purpose is to be able to share this information to a broader audience by putting it online, sharing the links through social media and including links to some of the articles through a monthly email, now known as NAPS News. The NAPS News email that goes out bi-weekly to approximately 15,000 NAPS members.
- 5) Traffic to the NAPS webpage
Web traffic has more than doubled since January 2018, with approximately 3000-4000 visitors per month then, and between 7500-8500 per month now. The increase from January 2019 to January 2020 has been about 1500 more visitors on average.
 - i. For the year 2019 the NAPS website had 303,201-page views and people went to an average of 2.25 pages per session. For the year so far (Jan to Feb 2020) the NAPS website had 61,252-page views with an average of 2.55 pages per session.
 - ii. For the entire year of 2019, approximately 13% of NAPS website visits came from social media, so far for 2020 to date (Jan-Feb), about 10% of our website visitors have come from social media.



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

- iii. For the 2019 year, about 54% of our web traffic was direct and about 29% was from organic searches online (Google, Bing, etc.). The rest came from referrals (6% - top three are blue-search.usps.gov, fedsmith.com, and postalnews.com), email, and other. However so far for 2020 (Jan to Feb) 55% of traffic to the *naps.org* website is direct and 36% from organic searches online with 4% coming from referrals.

D. Membership

As of the January 2020 DCO (reflecting DCO membership through PP1 and PP2) NAPS had 27,601 members (26,248 active and 1,353 associates, 95% and 5%, respectively). Total membership from a year ago, (PP1 and PP2 2019) was 27,285 (25,951 active and 1334 associate); an overall total SPLY increase of 316 members or (1.16%).

As of the January 2020 DCO, the total number of active EAS non-members was 10,475. This number is based on the USPS payroll files of non-member EAS, who are coded non-postmasters. Based on current membership totals, there are approximately 28.52% non-members.

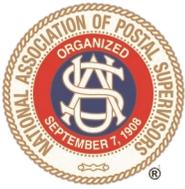
During the week of February 24, 2020 NAPS launched a membership drive targeting all EAS non-members, approximately 10,400 mailers were sent to post offices nationwide. As part of this drive, NAPS is providing a \$50 Signature FCU gift card to new members who complete the 1187 in the mailer. NAPS continues to encourage membership growth by providing sponsors of new members a \$25 NAPS check.

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Report on a monthly basis.

E. Expiring Contracts

Per Board motion, contracts expiring prior to the Fall 2020 Executive Board meeting are none. However, the contract for LLAG expires December 31, 2020.

10. Disciplinary Defense Fund – Al Lum, Labor Relations Admin Group (LRAG), and Ivan Butts, NAPS Executive VP gave a report to the Board. Updates on wins, losses, settlements, and a review of current cases were covered. So far in NAPS FY 2020, through January, DDF cases totaled 54, of which 44 were MSPB cases, 9 were Debt Collection Act (DCA) cases, and 1 was ELM 650 hearing. Most prevalent case types for FY 2020 are Performance (44%), Finance (17%), Attendance (12%), Sexual Misconduct



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

(10%), Falsification (10%), Violence (5%) and Theft (2%). As of January 2020, 24 cases were still pending action at MSPB. In all of FY 2019, there were 114 total DDF cases, 85 were MSPB cases, 23 were DCA cases, and 6 were ELM 650 hearings.

11. Legal Review – NAPS attorney Bruce Moyer provided the Board with a confidential update on legal issues facing the organization such as the NAPS v USPS lawsuit, Title 39 reform based on HR 6085 recently introduced in the House of Representatives, and other legal matters.
12. Old business – None
13. New business – Foxwoods Hotel in Mashantucket, Ct was selected by the Board to be presented to the membership at the 2020 National Convention to host the 2024 National Convention, along with Minneapolis. These 2 sites will be presented to the membership for consideration.

Megan Brennan, USPS PMG and CEO

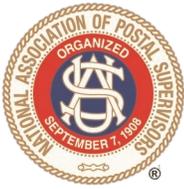
NAPS and USPS must find ways to continue to work together, we have enough detractors outside the Postal Service, we do not need more inside from our internal stakeholders.

There is increasing capacity in the network due to continued volume declines, yet this also provides opportunities to gain additional business from other companies and competitors to fill the excess capacity in the postal network.

On the legislative side, USPS appreciates the work of NAPS on the Hill to advance the legislative reforms needed by the Postal Service. Medicare integration remains a critical piece of any legislative reform effort due to the significant cost savings associated with this, although stakeholder discussion of how to achieve this are on-going.

Coronavirus has impacted international volume by 30% - 40%, which is largely from China through the JFK facility. Other factors have played a part in this decline, so it is yet to be seen how much of the international volumes returns. USPS remains concerned that will the potential economic downturns associated with the coronavirus, as well as the drop in the markets.

It is likely that USPS will see more potential employee infections simply due to the size of the workforce. USPS is implementing plans to address concerns of the employees, as



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

well as those who may become infected through the normal administrative channels and policies. The Postal Service will continually update messaging to all employees as developments warrant.

Honored to have been asked to represent the Postal Service at the dedication of the NAPS building to Vince Palladino, and in his spirit, I remain optimistic about the future of the Postal Service.

Consultative Meeting

Bruce Nicholson, Phong Quang, Henry Bear representing Postal HQ in the consultative meeting with the NAPS Executive Board. These minutes are presented separately.

Committee Updates

Ethics – Chairman Craig Johnson discussed an internal Ethics investigation that his committee conducted, with a full report given to the NAPS Chairman of the Board and to NAPS President Wagner. This matter was fully resolved.

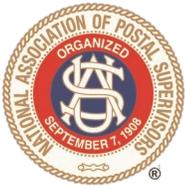
SWC – Chairman Jim Warden indicated there is no additional report on the SWC process at this time.

Duties and Responsibilities Committee – Chairwoman Shri Green indicated that her committee had no updates to the Board Duties and Responsibilities Guide, and therefore no report at this Board meeting.

Legislative Committee – Chairwoman Marilyn Walton gave the board an update on legislative efforts by the committee members:

Marilyn Walton, Western Region VP

Since October I have been working on the California Postal Coalition's 22nd annual event. This year was another success due to the commitment and participation of all Postal unions, the two management associations, NARFE and the local labor council. I want to thank NAPS President Brian Wagner for traveling to Sacramento to participate and for Bob Levi who provided a presentation via Skype. We had a full day of training, information sharing and welcome remarks from a representative of Doris Matsui's office District 6 (Sacramento) who informed us that she is a co-signer and support of Postal Legislation. We had a capacity crowd and were hosted by the Sacramento Engineers Local 3 provided the hall, coffee and video assistance. I have coordinated several state



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

NAPS rep's town hall visits to follow up in an attempt to get support from representatives to sponsor bills on the NAPS report cards. I worked with the California State delegates to LTS to coordinate the coverage of California's 52 Congressional representatives and the two Senators.

Jimmy Warden New York Area VP

I've worked with Joe Amash, the New York State Legislative Chair, supplying him the contact information for the branch presidents as well as the branch legislative chairs so he can prepare for the upcoming LTS. I explained to him the procedure where each branch contacts their respective Congressional representatives and should inform him of the time of those meetings. I also informed Joe Amash that he should contact both New York senators to arrange for a meeting. I also broke down each Congressional District for him aligning the Congressional District with the respect branch(s) within that District. Mr. Amash has arranged for the meetings with both New York senators and that has been sharing information with the local NAPS branches, thus ensuring a positive and successful LTS.

Kevin Trayer, Michiana Area VP

I've started discussion with Congressman Fred Upton's office, he represents the 6th congressional district of Michigan where a recent fatality of rural carrier took place. I'm asking for legislation that would impose penalties of fines and jail time as justice for carriers killed in the line duty by so called distracted drivers. The Michiana Area and its legislative chairs are pushing the SPAC fundraising message to all branches in an effort to increase NAPS' legislative efforts on the Hill.

Bob Quinlan, Southeast Area VP

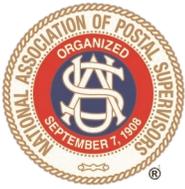
I had great news from my congressmen office back home when they have informed that Congressman Webster opened an office in my town of Leesburg FL. Persistence pays off as HR2382 was the first bill that he has cosponsored for the Postal Service.

Unfortunately, when I checked he did not vote when it came to the House. I have set up our meeting with the congressmen for 3/10/20 at 15:15. In D.C. to discuss this issue.

There is very strong support from South Florida legislatively and we also have Bobby Bock on the advisory committee for Congresswomen Murphy. The Florida contingency is stronger than ever.

Jaimie Elizondo, Texas Area VP

I did the following activities in support of SPAC and the NAPS legislative agenda since the 2019 Fall Board meeting: While attending a December meeting for Branch 103 in San



National Association of Postal Supervisors

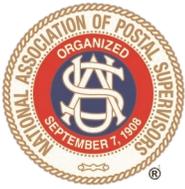
2020 Spring Executive Board Meeting

March 11-13, 2020

Antonio, I met with a candidate for Texas House District 23, Gina Ortiz-Jones. I contacted our Executive VP Ivan Butts and Legislative Director Bob Levi regarding her request for SPAC support. They provided a questionnaire for her to complete detailing her stance on postal issues. I again met with her and her chief of staff to further identify her needs and express our political goals for the NAPS organization. District 23 is currently held by Congressman Will Hurd-R who has not been supportive of postal issues during his years in Congress. He is retiring and thus this is a great opportunity to pick up a seat in the House and have that person be supportive of NAPS and postal issues. Ms. Ortiz-Jones handily won her party (Democrat) nomination during the Super Tuesday election with almost 50,000 votes. She is a strong candidate for November. I attended several branch meetings since the Fall Board meeting and stressed the importance of continuing to support SPAC. I also emphasized the need to send members to the 2020 LTS. I continued to donate my share to NAPS SPAC and once again reached the (\$1000) President's Ultimate pin level.

PFP Advisory Committee – Chairman Dan Mooney explained that NAPS has not been involved in the development of any portion of the FY20 NPA. The major changes between the FY19 and FY20 programs, i.e.: percentage/weight changes, new indicators, dropped indicators etc. were explained. Dan also passed out NPA spreadsheets for the end of year FY19 (that data wasn't available at the fall board meeting) and through January FY20 (the latest data available). Spreadsheets showed by Area and District how many EAS were in blocks 1-15. There was discussion and some comparisons were made. Per Dan, it is important to understand that how the numbers look at the end of January does not give us much insight into how they will look at the EOY. As Dan pointed out, there will be flex's to workhours and budgets made before the end of the FY20. There will be jockeying, banks of workhours and monies from Areas and Districts that are spread in quarter four. Bottom line, the NPA program, as the fact-finding panel found, is not fair or valid and needs to be jointly reviewed by NAPS and the Postal Service.

Postmaster – Update on the committee efforts to increase postmaster membership in NAPS. We still have challenges of the USPS HQ's recognizing our concerns from NAPS regarding Postmaster's issues in the field. With said, that hasn't stop us from getting answers at the Area or District Levels. One initiative we should all take up is enhancing state move over laws to include Postal vehicles. Also, President Wagner will be setting up a meeting with the Postmasters convention committee with the executive board postmaster's committee during the national convention to see we can address needs of postmaster's in the field.



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

Training and Advocacy – Committee chairperson Myrna Pashinski indicated the Officers Training Manual (OTM) has been updated and is on NAPS.org. The committee would like to update Section 10 for Debt Collection with quick steps first and detailed steps after that. Chuck Lum is finalizing his Leadership presentation with the first presentation at the California State Convention. Myrna is finalizing the ELM 650 presentation with ELM and other references. There will be a section for appeal letter writing in this presentation. Tim Ford is reviewing his *How to Stay out of Trouble* presentation with the recommendation of co-presenting with a representative from the local HR department. The committee would like to create a list of presenters and SMEs that are willing to coach and mentor new supervisors and managers. If you know anyone who is a good presenter and topics and individuals you recommend as coaches please contact one of the team members so we can compile the lists. Include contact information for referrals and topics/ areas of expertise for the mentor list. Also please consider contact information for outside trainers that branches can consider bringing into their local or state meetings/conventions. Brian Wagner is going to evaluate the Officers Duties and Nonprofit application presentations. Other areas we are looking to add to training are: Financial Training – What do the OIG look for when doing audits. Dealing with generational differences in the workplace. Committee will place an article in the Postal Supervisor advertising for trainers, speakers and SMEs.

Membership – All Executive Board members are responsible to increase membership. NAPS HQ recently sent out over 10,400 mailers to non-members in an effort to increase membership.

Plant Committee - Chairman Chuck Lum stated that Committee members started the meeting with an open discussion on the vision of the Plant Staffing Committee to benefit the members of NAPS. The committee agreed to establish key actionable items to develop strategic plans related to plant staffing. Current State: Decrease of letter and flat volumes has resulted in machine and workforce reductions. Supervisors are managing multiple operations which results in a larger area within the facility.

Questions unanswered:

Re-evaluation of Plants and re-structuring status?

What are the additional supervisory tasks?

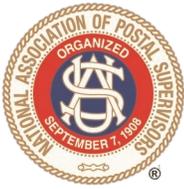
What are the changes of annex and hubs within a Plant?

Actionable Items for committee members:

Survey members within their area of all plant concerns.

Attain list of daily supervisor tasks and attain current plant structuring within their area.

Information and data gathered by committee will be used to develop strategies to drive the mission of the Plant Staffing Committee.



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

Sheri Davies, Conference Direct

An update was provided to the Board on the progress to date in planning the 2020 NAPS National Convention in Grapevine, TX, as well as an update on cities vying for the 2024 National Convention. A review of the 2020 LTS was provided to the Board, the event was successful in terms of room pick up, and the upgraded SPAC reception.

Stacey Herndon, PNC Investments

Gave the Board an update on NAPS investments. There has been volatility in the market, but NAPS has a good investment strategy that is conservative and balanced in nature, thus it is recommended that NAPS stay the course. The coronavirus has plagued the markets for the last several weeks, and the market is repricing in the absence of a lot of information. PNC at this point is not anticipating a recession, and the US has the ability to get through the issues associated with the coronavirus. Volatility in the oil market has also rattled the world economy. Not a good idea to pull out of the market at the bottom, and attempt to buy in when the market rises. 40% of NAPS portfolio has no exposure to risk, our portion in equities is currently down about 6%, while the overall market is down 15%.

Legislative and Update SPAC Update – Exec. VP Butts, Bob Levi.

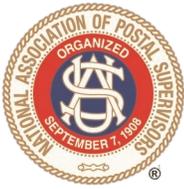
A very successful LTS, with a few changes to the program this year. Visits on Capitol Hill were successful, largely meeting with staff, with the emphasis on HR 6085. There will continue outreach to members to lobby for this legislation at the local level with their congressional and Senate leaders in their home districts, seeking co-sponsors of the bill. \$36,893 was raised at LTS for SPAC, a tremendous record setting performance.

Motions and Recommendations

Motion #1 – Submitted by B Wagner, 2nd by K Trayer

On or after June 1, 2020, NAPS headquarters purchase fifty (50) National Auxiliary Luncheon tickets, two tickets for each executive board member, to support the NAPS National Auxiliary's Friday August 21, 2020 luncheon during the 2020 NAPS National Convention at the Gaylord Texan in Grapevine, Tx.

(Motion Passed 3/11/2020 – Unanimous)



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

Motion #2 – Submitted by B Wagner, 2nd by L Moreno.

On or after June 1, 2020, NAPS headquarters donate \$10,000 to the NAPS National Auxiliary to financially support the Auxiliary in helping offset any and all expenses associated and incurred with the Auxiliary attendance and activities at the 2020 National Convention at the Gaylord Texan in Grapevine, Tx.

(Motion Passed 3/11/2020 – Unanimous)

Motion #3 – Submitted by Bart Green, 2nd by Bob Quinlan.

Approve the 3 budgets presented to the Board by Secretary Treasurer Chuck Mulidore, the NAPS HQ budget for FY 2021, the LTS budget for 2021, and the National Convention budget for 2020.

(Motion passed 3/13/2019 – Unanimous)

Motion #4 – Submitted by M Pashinski, 2nd by K Trayer

The 3 resident officers request at least 3 requests for proposals for DDF provider inclusive of Al Lum.

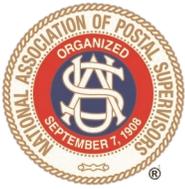
Motion failed 3/13/18 – Voting Yes (3) Trayer, Pashinski, Moreno. Voting No (20) Wagner, Butts, Mulidore, Roma, Green R., Walton, Warden, Douglas, Dallojacono, Griffin, Needham, Elizondo, McCracken, Johnson, Mooney, Green B., Rowel, Quinlan, Green S., C Lum.

Not Voting – Ford, Board Chairman.

Motion #5 – Submitted by T Roma, 2nd by C Rowel

The Resident Officers retain Labor Relations Admin Group (LRAG) as the NAPS DDF provider for 2 years from the expiration of their current contract.

(Motion passed 3/13/2019 – Unanimous)



National Association of Postal Supervisors

2020 Spring Executive Board Meeting

March 11-13, 2020

14. August 2020 National Convention Board Meeting - The 2020 National Convention Executive Board meeting will be held August 15, 2020 at the Gaylord Hotel in Grapevine, Texas, as well as follow up Board meeting of the newly elected Board on August 22, 2020.
15. Board members announced their intentions to seek/not seek re-election or seek other positions on the Board at the 2020 national convention. President Wagner indicated he was retiring at the end of his term. Vice-President Butts indicated he was seeking the position of NAPS President. Secretary Treasurer Mulidore indicated he would be seeking the position of NAPS Executive Vice-President. New York Area VP Jim Warden announced he was seeking the position of NAPS Secretary Treasurer, as was Northwest Area VP Cindy McCracken. All other Board members indicated they would be seeking re-election to their current positions.
16. Good of the Association – Many Board members congratulated Brian for his successful tenure as President, and his 10 years as a resident officer.
17. Final Remarks – President Wagner thanked the Board for their hard work during this board meeting. Brian reminisced about the first time he met Vince Palladino, and the career he has had in NAPS over the years. It is time to go home said Brian, keeping his love of NAPS in his heart, but to enjoy his life with his family.
18. Closing prayer – Led by Luz Moreno.
19. Adjournment – Motion to adjourn by Johnson, 2nd Richard Green

Motion passed on voice vote.

Respectfully Submitted,

Chuck Mulidore
NAPS Secretary Treasurer