

# National Association of Postal Supervisors

2021 Spring Executive Board Meeting

March 21-24, 2021 via ZOOM

1. Call to order – 1:05 PM March 21, 2021 by Chairman of the Board Tim Ford
2. Invocation – Ivan Butts, NAPS Executive VP
3. Pledge of Allegiance – Led by Central Gulf AVP Roy Beaudoin
4. Roll call – Mulidore - All Board members present
5. Welcome – Wagner, Butts, Mulidore

**Brian:** President Brian Wagner welcomed the Executive Board and thanked them for their continued commitment and dedication to represent the NAPS organization not only throughout their NAPS term, but especially this past year as all were challenged by the COVID pandemic. President Wagner was optimistic that this should be NAPS's last official executive board Zoom meeting and looked forward to meeting in person this August at the National Convention and beyond with future board meetings.

Though this is a Zoom meeting, President Wagner asked the board to stay focused on the agenda and continue to improve our NAPS organization with positive actions that will make our member's future even better. As always, he stated the goal of the Executive Board is to promote the welfare of NAPS and its members.

President Wagner informed the board that we would hear from Karen Young, NAPS Postal Supervisor Editor, DDF Provider Al Lum, Bruce Moyer our trusted legal counsel, USPS leadership, including Postmaster General Louis DeJoy. Wagner recognized our NAPS HQ Zoom guru and his executive Assistant, Mrs. Rebekah Rose-Leo.

President Wagner informed the board that the PMG is scheduled to announce the USPS 10-Year plan on Tuesday, March 23. In addition, NAPS was asked to join a USPS Service Improvement Taskforce that includes UPMA and the four postal unions. President Wagner said that NAPS' participation on this taskforce is in NAPS' best interest to ensure we know what is occurring with service in the USPS and how to improve it. We need to be part of the solution. President Wagner again thanked the Executive Board for all they do on behalf of NAPS and its members.

**Ivan:** Welcome to all our NAPS Executive Board members, joining us on Zoom once again. As always, there is much business to take care of at this meeting, there will be budget discussions for the Board and more. We will discuss SPAC, the DDF, and our upcoming virtual LTS in April. I am looking forward to this important Board meeting.



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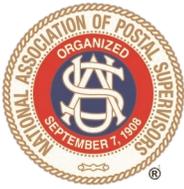
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**Chuck:** Welcome as well to all our Board members to another important Executive Board meeting. I am glad you are all well, staying safe, and hoping for continued progress against this devastating pandemic. Many NAPS members have been lost over the last year to COVID, and so many families have been impacted. We pray for them, and look forward to brighter days ahead. Our work at NAPS remains pressing, and we have much work to do.

Chairman's Report – Executive Board Chairman Ford welcomed the Board members and our guests. Welcome to the 2021 Spring Executive Board meeting. I am glad to see all the smiling faces and I hope that all of you are healthy. The past six months have been difficult for many of you personally and some have seen friends and family embark on a different path. I would like to take a moment of silence to wish all of them peace and tranquility on their journey. The challenges for both the Postal Service and our members have been historic. We faced natural disasters, power outages, a global pandemic, political upheaval and internal changes to the structure of the Postal Service to name a few. In the face of all these challenges somehow our members have continued to process and deliver mail to our customers. And through your input NAPS has been able to address many of these challenges and present solutions in an effort to improve things for our members and our customers.

Since the Fall Executive Board meeting, I have assisted in the review and presentation of agenda items in all of the monthly Headquarters consultative meetings via ZOOM and consulted with all three Resident Officers regarding multiple issues ranging from COVID related problems to administrative actions. I have attended regular ZOOM meetings with Area and District staffs and was happy to take part in a Southeast Area Training via ZOOM conducted by SE Area V/P Bob Quinlan. During this time, I have also responded to questions and concerns from you and members on a variety of issues.

We are now headed into uncharted territory. A Legislative effort via ZOOM. State Conventions being cancelled. A National Convention with social distancing fast approaching. And more structural changes to the Postal Service. For the record I am not saying disaster – exactly the opposite. I am saying strength through opportunity. This is NAPS opportunity to work together, recognize where these challenges are and help provide solutions while protecting our members rights. And during the next four days all of us will demonstrate our commitment to facing these challenges and providing solutions. Thank you all for the support you have given to NAPS and your members as part of this Executive Board.



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6. Minutes of Previous Board Meeting – Mulidore – Motion by T Roma to accept the minutes of the Fall 2020 Executive Board meeting as previously submitted to the Board, 2<sup>nd</sup> by R Beaudoin. Motion adopted.

7. Secretary/Treasurer's Report – Mulidore

**A. NAPS Investments, Assets & Balance Sheet**

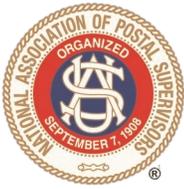
As of February 26, 2021, NAPS investments totaled \$12,885,912.

On June 1, 2020 NAPS investments totaled \$11,733,178. This is a 2021 fiscal year-to-date increase of \$1,152,734 or 9.82%.

As of March 1, 2021, the NAPS General Fund Signature FCU Checking account balance was \$530,699.40 and the Signature FCU Money Market account was \$8,092.07 for a total of \$53,8791.47.

**B. NAPS Property Inc.**

As of March 1, 2021, the NAPS building is 82% leased by number of units (9 of 11) and 71% leased by square footage (See Stacking Diagram). On March 31, 2018 AACP vacated the 2<sup>nd</sup> floor, and that remains vacant. Tower Strategy notified us that they will not be renewing when their lease expires at the end of February, 2021. Strategic Partnerships extended their lease for an additional 8-month term (2/1/21-9/30/21) with no provisions for additional rent (CAM/real estate taxes). It is unclear at this time if they will elect to renew for a longer period when this short-term renewal expires. Jim Stokes indicated that he has some new interest on the 2nd floor, but that issues surrounding the pandemic and availability of leasing space complicate the market. NAPS did not receive regular Owner Distributions through FY 2018, FY 2019, nor FY 2020 and is continuing that process through FY 2021 due to projected maintenance, tenant improvements, commissions, and potential lost revenue through unrenewed leases. As of 02/28/2021, NPI has \$109,305 in cash on the balance sheet. Of that, \$84,510 supports outstanding liabilities (security deposits, prepaid rents and accrued expenses), which means there is \$24,795 in available cash (free cash flow). The current cash projections assume continued vacancy on the 2<sup>nd</sup> floor as well as the Tower space through the end of FY2021. Stoladi is working on realistic leasing assumptions to include for FY2022, based on a market rate of \$29 psf. The overall pace of leasing activity stalled at the height of the Covid-19 pandemic, but very slowly seems to be picking up as vaccination rates improve and the warm spring weather approaches. Cash flow from the existing tenancy is sufficient through the end of the fiscal year to cover monthly building



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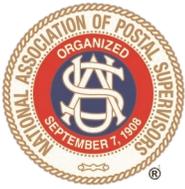
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operating expenses; however, to the extent leasing activity occurs, contributions will be requested for tenant improvements and leasing commissions.

## C. Web & Social Media Report

As of March 1, 2021, NAPS HQ Social Media results are as follows:

1. Facebook followers as of February 28 – 3,018 followers (up from 2,616 February last year – up 16%)
  - Posts continue to garner approximately ~300-1,000 views; the most engaging posts will garner ~1,000-2,000 views organically
  - A few highlights: the post with the highest reach so far in 2021 was from 3/3/21 (~3.6k+): USPS HQ Announces Division Alignment, District Restructurings and Limited Voluntary Early Retirement (VER); the next highest reach was from 3/1/21 (1.3k): On February 24, NAPS submitted testimony to the House Committee on Oversight and Reform for their hearing on the Legislative Proposal to Put the Postal Service on Sustainable Financial Footing.
  - Increasing saturation on Facebook continues; as more people join and more advertisers pay for ads, the competition for visibility becomes fiercer. This makes organic reach more and more competitive each year. You are competing with more organizations/people/pages to show up in people’s timelines when they scroll through Facebook. Boosting posts continues to be a cost-effective way to get more reach.
  - Most of your web traffic from social media continues to come from Facebook (90%+); it’s still very important to be on the other platforms for visibility (LinkedIn, Twitter and Instagram).
2. Twitter followers as of February 28 – 623
  - Typical monthly impressions range from 5k-35k depending on the type of news shared
3. Instagram followers as of February 28 – 283
4. Website Traffic
  - Web traffic for 2020 showed more users than the previous year with slightly less page views (pages views were basically flat). This tells us that more people were coming to the site, but each person, on average, was coming and clicking around



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to slightly less pages. This indicates that more people probably came to read a specific article or specific piece of information. When COVID hit, we saw some drop in traffic, but it was during this timeframe where online consumption was probably more geared more towards the mass media/news/social in general. Email continues to be a large driver for readership and traffic to your website. It is worth considering the development of an ongoing content plan to have more original news articles or other types of articles/content written and shared on the website. The articles from The Postal Supervisor get a lot of traction and are great. It is worth considering the idea to create more original content and articles exclusively for the website. This could help you continue to grow web traffic.

## **D. Membership**

As of the February 2021 DCO (reflecting DCO membership through (PP1 and PP2) NAPS had 27,190 members (25,852 active and 1,338 associates, 95% and 5%, respectively). Total membership from a year ago, (PP1 and PP2 2020) was 27,601 (26,248 active and 1353 associate); an overall total SPLY decrease of 411 members or (1.48%).

As of the February 2021 DCO, the total number of active EAS non-members was 10,130. 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 29% non-members.

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 October 2021 Executive Board meeting are legal counsel Bruce Moyer.

8. 2021 NAPS Headquarters budget presented to the Board by Secretary Treasurer Mulidore.



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9. 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. Labor Relations Admin Group currently has 9 contractors working DDF cases. For NAPS FY 2020, DDF cases totaled 80, of which 83% were MSPB cases, 13% were Debt Collection Act (DCA) cases, and 4% were ELM 650 hearing. 4 cases remain pending. Most prevalent case types for FY 2020 were Performance, Attendance, and Sexual Misconduct. For NAPS FY 2021, which began June 1, 2020, 70 DDF cases with 59% of those MSPB cases, 12% Debt Collection Act cases, and 4% ELM 650 cases. 25 DDF cases were still pending.

SPAC and Legislative Report – NAPS Executive Vice President Ivan Butts and Director of Legislative and Political Affairs Bob Levi provided the Executive Board with a review of legislative, regulatory and political activities over the past six months that impact NAPS members, as well as an update relating to the virtual 2021 Legislative Training Seminar (LTS).

Bob briefed the Board on a House Oversight and Reform hearing relating to the Postal Service's finance and its 10-year strategic business plan, which took place on February 24. In addition, Bob shared information on two bills introduced by Rep. Gerry Connolly (H.R. 1623 and H.R. 1624) that addresses two long-standing NAPS legislative priorities. H.R. 1623, the Postal Supervisors and Managers Fairness Act, would re-calibrate the start of EAS pay talks to the expiration of the existing pay package, and would bind the USPS and NAPS to the findings and recommendations of a Federal Mediation and Conciliation Service fact-finding panel, should one be established. H.R. 1624, the Postal Employee Appeal Rights Amendment Act, would extend Merit System Protection Board appeal rights to the approximately 7,500 EAS level postal employees currently denied such rights. Bob discussed legislation being drafted by House Oversight and Reform Committee Chairwoman Carolyn Maloney to restore financial and operational stability to the Postal Service. The key elements of the measure were anticipated to be repeal of the USPS' requirement to prefund future retiree health benefits, integration of Medicare and the FEHBP for future postal retirees, and attention to postal performance standards. Bob introduced the Board to NAPS' new advocacy portal to enhance the ability of NAPS members to directly communicate with their members of Congress.

Bob discussed White House postal actions, including the nomination of 3 new members to the Postal Board of Governors: Ron Stroman, Amber McReynolds and Anton Hajjar. Also, Bob referenced the postal community's desire that the White House support a recalculation of the Postal Service retirement liability for health and pension benefits, and



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granting the Postal Service the authority to invest its Retiree Health Benefits Trust Funds in an index fund such as a long-term Thrift Savings Plan L-Fund.

Finally, Bob shared with the Board the basic elements of the April 18 LTS, including specific programs and speakers.

10. Legal Review – NAPS attorney Bruce Moyer provided the Board with a confidential update on legal issues facing the organization.

11. Old business – None

12. New business – None

### Consultative Meeting – March 24, 2021

The minutes of this meeting were previously distributed and published.

### Committee Updates

**Ethics** – Ethics Committee Fall Board Meeting Report:

Ethics Committee members Marilyn Walton, Tommy Roma, Shri Green, Richard Green and I sent one Ethics Complaint Final Report to President Brian Wagner since our Fall Executive Board Meeting. The Committee hasn't received any other Ethics Complaints to review.

### Recommended Actions

The Ethics Committee doesn't have any recommendations or changes to the Code of Conduct & Ethics Guidelines at this time.

**SWC** – Supervisor Workload Credit Committee 2021 Spring Board Meeting Report

The SWCs process is still under the guidelines agreed upon through the consultative process in 2012. The agreement (instructions) can be found on the NAPS website and on the USPS Blue Page.

In the January issue of the Postal Supervisor Magazine at the request of President Brian Wagner an article was published outlining the SWCs process along with instructions on how an office/station can pull and verify their SWCs.



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Over the past several months many Offices/Stations have had concerns regarding their supervisory compliment. It is strongly recommended every Office/Station review their SWCs calculations on a monthly basis. The U.S. Postal Service runs the automated SWCs for every Office/Station on a monthly basis. The results are usually posted on the Blue Page between the first to the third day of each month. Every Office/Station should review the data and if it does not coincide with the actual staffing, they have or if they are in or close to being in jeopardy of losing a supervisor, they should perform a manual SWCs.

To locate the automated SWCs data on the USPS Blue Page perform the following steps:

Under Human Resources click on Compliment Management

At the top click on Staffing Tools

In the dropdown box click on Supv Workload Credit (SWC)

At the bottom click on SWC ALL March 2021 (The date will reflect the most recent report)  
(You will also find the SWCs instructions link on this page)

When the report opens drill down to your District and the Offices/Stations can be viewed.

Inquiries have been received regarding the SWCs work study that had been conducted. The new program has been submitted to Postal Headquarters. NAPS was informed it would be taken under consideration once the new PMG had taken office. There has not been any recent update. With the new restructuring and current changes that are taking place, we are anticipating the new SWCs calculation method will be considered.

SWCs Committee

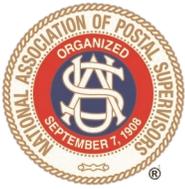
Chairman James G. Warden, Tommy Roma, Troy Griffin, Anthony Dallojacono, John Aceves

**Duties and Responsibilities Committee** – There was no committee update at this Board meeting.

**Legislative Committee** – Since the NAPS fall board meeting our team's focus has been promoting Vote by Mail in California and encouraging members/ colleagues in other states to Vote by Mail!

Participated in the USPS Voter Mailing Tracking Team on the Pacific Area.

Participated in a Zoom meeting with Congresswoman Katie Porter California District 45 representing NAPS



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Participated in five (5) California Postal Round table meetings with NALC, APWU and NAPS with the following Congressional Representatives:

Sarah Jacobs California District. 53 (San Diego) February; 1st; Mike Levin California District, 49 (San Diego area); Mark DeSaulnier, California District 11, (Oakland) February 16th; Jimmy Gomez, California District 34 (Los Angeles) February 19th; Jerry McNerny California District 9 (Stockton).

During all Congressional Zoom meetings discussed:

Impact on positive COVID viruses' cases reported and impact on Postal Workers and on time mail delivery.

The need to step up COVID vaccinations and ensuring postal workers are categorized as essential workers. Shared our concerns on filling vacancies.

Discussed USPS HQ June 2020 processing and logistic changes that resulted in impacts to on-time delivery during to Election & Peak Mailing season!

We thanked each Representative for their ongoing support on Postal Legislations and requested support for the Union and NAPS pending Legislation.

As a follow up to each meeting I forwarded data to the Congressional Reps aides, I included National, Area and local COVID-19 stats for their districts. I forwarded the Economic Impact Statements for their Districts. I attached the NAPS 2021 legislative Agenda and any other stats that highlighted information in our discussions!

The California Postal Legislative Coalition project was "Get Out the Vote. We vigorously promoted Vote by Mail. The Unions focus was on promoting Vote by Mail in Arizona and Nevada!

Our 2021 project is to push for nationwide Vote by Mail and national motor voter automatic Voter Registration! The Coalition sent a congratulatory letter to Alex Padilla our newly appointed Senator who was formally California Secretary of State and was in charge of the No excuse Vote by mail in California we ask him to push for this same program nationwide.

The coalition also sent a congratulatory letter to newly elected Vice President Kamala Harris! Our additional concern is opposing California State SB 324 that wants to reduce Bulk Business Mail, this bill is sponsored by an environmental proponent. We are lobbying state and congressional Reps that we are against this bill. We are educating our legislators that USPS has an award winning recycle nationwide program! There is no need to reduce Postal Advertisement mail!

Marilyn Walton, NAPS Legislative Chairperson



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## Northeast Area Legislative Report

Northeast Regional VP Tommy Roma, Mideast Area VP Tony Dallojacono, New England Area VP Lisa Douglas and I attended numerous zoom meetings with Congressional leaders throughout the Northeast Area advocating for bills in Congress that directly affect Postal supervisors. Unfortunately, in New York State, Governor Cuomo did not allow Postal employees to be in COVID vaccination phase 1B. The CDC in their recommendation placed Postal employees in the 1-B phase. Communication was sent out to the NAPS membership in New York State along with QRL codes so they could directly contact via email the Governor, both Senators and their local Representative to place Postal employees in phase 1-B. All surrounding neighboring States placed Postal employees in phase 1-B. I sent a letter to the Governor of New York asking he change his decision. Letters were also sent to the Senators and Representatives urging them to request of the Governor to change his decision and do the right things as Postal employees are Essential workers. On March 9<sup>th</sup> it was announced that effective March 17<sup>th</sup> Postal employees in the State of New York may start to receive the vaccine as they will be included in the group designated "Public-Facing". This was a great achievement for all Postal employees in the State of New York.

Jimmy Warden, New York Area Vice President

## Michiana Legislative Report

The Michiana Area has been very active in legislative activism before and after the Presidential election. I personally was asked to do a congressional visit back in October 2020 with Congressmen Fred Upton of Michigan's 6th District.

As a result of that in person visit at Representative Upton request to the largest office in his Congressional area, he crossed party lines and voted for funding that the Postal Service greatly needed. He even mentioned me to the Postal Leadership present he and I have known each other for about 25 years now.

Michigan plays a huge part in the political world now involving the USPS. We have Senator Gary Peters, and Representatives Fred Upton and Debby Dingell of the problem solvers caucus. Not to forget Rep. Brenda Lawrence the former Postmaster of Southfield Mi.

The Indiana group is very active as well with the congressional contacts keeping the Postal Service needs and concerns.

Grass roots legislative efforts have been key in the current Presidential and congressional election results.



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I attend several branch zoom meetings and preach the importance of them keeping contact with their members of congress.

I'm going to be writing a letter for newly elected Peter Meijer congratulating him on win in Michigan's 3rd District of the house of representatives.

I also plan on writing letter to Representative Fred Upton, thanking him for his support of the USPS and his votes to uphold the constitution of the United States.

Respectfully Submitted By:

Kevin L. Trayer, NAPS Michiana Area VP  
Legislative committee member

## **Texas Legislative Report – 2021 Spring EB meeting**

I had the following SPAC activities for Texas since the 2020 Fall Board meeting.

I continued with activities that were limited to ZOOM branch meetings. I continued to encourage them to become politically involved. I continued working with several candidates to gain House seats. I was involved with the following candidates:

Lizzie Fletcher – TX-07. Incumbent. Republicans trying to regain this seat. **WON** Sri Kulkarni – TX-22. Growing county in Houston area. LOST

Candance Valenzuela – TX-24. Dallas/Ft Worth. LOST

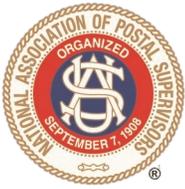
Sylvia Garcia – TX-29. Incumbent. **WON**.

Joaquin Castro – TX-20. Incumbent since 2013. **WON**

Gina Ortiz Jones – TX-23. Tried to win a seat held by a retiring Republican. LOST

Colin Allred – TX-32. Involved with him last election. **WON**

Since the election, I continued to inform our Congressional partners about NAPS needs and the continuing support of bills that will help our members and the USPS. I check voting records before each meeting to thank them for their support if they are listed as co-sponsors or firmly ask for it if they have not.



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I am currently working with our Legislative Director Bob Levi to set up a meeting with Congressman Pete Sessions. Sessions has long been indifferent towards NAPS but recently contacted Bob requesting a meeting. We will seize the opportunity.

I continued to donate my fair share to NAPS SPAC and continued to encourage Texas members to do the same. I reached the Vice-President Elite level for 2020.

Respectfully submitted,

Jaime Elizondo Jr., NAPS TX Area VP

## **Southeast Area Report:**

Florida is working hard to promote SPAC by continuous fundraising. I recently hosted a training Zoom meeting and appreciated the assistance of New York Area VP Jimmy Warden who presented important information on SWCS. Since the COVID impacts we have had little opportunity to meet with our congressional representatives. We are looking forward to scheduling zoom meetings with our representatives during LTS week. I appreciated all of the Legislative information from our committee members and NAPS resident officers.

Bob Quinlan,

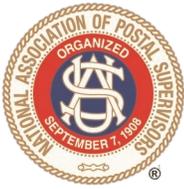
NAPS Southeast Area VP

## **PFP Advisory Committee –**

NAPS received the FY21 NPA proposal from USPS HQ in Feb. There was no explanations given with the proposal. The resident officers along with the PFP committee co-chairs Dan Mooney and Jimmy Warden reviewed the proposal and had many questions. These were assembled and submitted to USPS HQ for explanations in February, 2021. As of the spring board meeting, NAPS HQ had not yet gotten a response to those questions. At this time, we are awaiting response from USPS HQ for explanations before the PFP committee meets with the resident officers and determines NAPS response/position on FY21 NPA.

Dan Mooney PFP Co-chair

**Postmaster** – Update on the committee efforts to increase postmaster membership in NAPS. I really don't have much to report on since the USPS have opposed this issue in court and we are seeking legal remedies through the court system. This should not stop us from bringing



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concerns on behalf of the Postmasters at the area, state and local levels, and when speaking to our members of Congress.

**Training and Advocacy** – Committee chairperson Myrna Pashinski. The committee is continuing to work on updating the current information on ELM mediation, as well as updating the debt collection section of the Officers Training Manual prior to the October 2021 Executive Board meeting.

**Membership** – All Executive Board members are responsible to increase membership. The board did receive an update from NAPS Membership Coordinator Emily on getting updated branch officer profiles, as well as a discussion of new finance numbers from USPS causing some issues with NAPS membership program.

**Plant Committee** – Chairman Chuck Lum, Shri Green, and Luz Moreno:

Committee Meeting – March 22, 2021

New structure for Logistics and Processing announced 1<sup>st</sup> week in March, creating 2 Processing, 4 Logistics Regions and 13 Divisions. Logistics has transitioned to a unique finance number separating from Processing operations, includes Ramp Clerks and General Expeditors.

New EAS complement for Logistics were announced:

- Increase to authorized Supervisor, Transportation Operation based on the 25:1 ratio with the additional clerks to Logistics.
- Operations Support Specialist
- Operations Industrial Engineer (Plants with two authorized OIE positions)

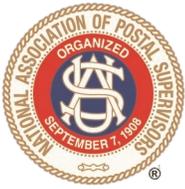
Due to the transition period of Logistics and Processing, the committee has agreed to table all Actionable Items until the USPS has fully established the planned structure changes.

**Unfinished Business –**

- Re-evaluation of Plants and re-structuring status?
- Awaiting announcement of Plant consolidation plans.

What are the additional supervisory tasks?

- Training program for Logistics staff will be forthcoming.



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

Ensure hubs and annexes are included with plant initiatives (Needham).

Survey members within their area of all plant concerns.

Attain list of daily supervisor tasks.

Attain current plant structuring within their area

The Plant Staffing Committee will continue to monitor transition on Logistics and Processing operations to establish plans to improve EAS staffing and work conditions.

## Postmaster General Louis DeJoy Remarks to NAPS Executive Board

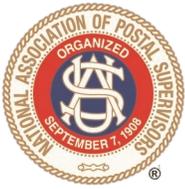
Welcome by President Brian Wagner ... PMG spoke to the Board on the day of the introduction of the 10-year plan. Per Mr. DeJoy, the political landscape has been difficult to affect changes, however the focus is to maintain 6-to-7-day delivery, and to become self-sustaining. Preserve the focus and mission of the organization, on sustainable footing for the long term. The plan is about growth. The pandemic showed that the American people use the Postal Service for packages. Package business grew during the pandemic, so USPS must use its delivery system to get mail and packages to delivery units timely. PMG DeJoy thinks that the American people want the Postal Service to be the provider of choice for parcels. The 10-year plan will move some mail to a 4-to-5-day window, and to take some volume off air and move it cheaper on trucks. The plan has \$25 billion in growth built in. Getting the right profile for volume. Next generation delivery trucks are larger than the current vehicles to accommodate the future growth in parcels.

Need to improve the turnover of non-career employees, as well as the training of supervisors.

Organizational change has created more clear lines of authority throughout the Postal Service. We currently have poor transportation management software, poor visibility, need better package sorting machines, and add cubic footage to add space as necessary.

By doing nothing USPS would lose \$160 billion over the next 10 years. USPS also needs legislation to address congressional requirements. The PMG remains optimistic.

The Postal Service needs pricing flexibility and availability to improve revenue. Also cost reductions are necessary, much can be accomplished by doing things better and more efficiently.



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Service declined largely due to massive parcel volume increases, outdated processing capability, and poor air network service. The 10-year plan is designed to provide 95% service to the public in total.

Must improve the Postal Service for service to the American people, for long term stability and viability for our employees.

## Chief Human Resources Officer Doug Tulino

Doug was welcomed by the Board in his new role as Chief Human Resources Officer. Mr. Tulino indicated the USPS now has a vision for revenue growth, not focusing on just cost cutting and initiating reductions. The USPS wants to invest in our front-line supervisors, improve the infrastructure, keep employees at top of mind in all the upcoming changes. The USPS has a real chance to get its financial situation resolved through congressional momentum, some USPS self-help initiatives, and growing the business long term.

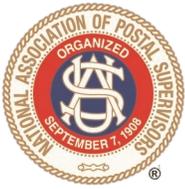
Board members expressed ongoing concerns about supervisors being transferred involuntarily in spite of guidance having been issued on this by the USPS. Tulino pledged to correct these issues as NAPS sends this information forward.

Concerns were also expressed about the training of supervisors, Tulino pledged to invest in the training and retraining of supervisors to advance the success of the organization.

The SWC model that NAPS-USPS developed has provided a good framework for resolving issues with the current model and moving forward with a new or revised model. Work on this should continue as the organization moves through numerous upcoming changes.

Tulino believes that employees want to do the right things and be successful, the organization needs to not use strong tactics to move forward. The company will be changing this approach moving forward, as the operational organizational leadership changes take hold on the USPS at the highest levels.

The 2<sup>nd</sup> VER offering will be helpful for those who wish to see how the new structure looks prior to making early retirement decisions. The goal is for 10% administrative reductions though the VER or RIF process.



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Exceptions to the hiring freeze have been approved by the CHRO on an as needed basis.

## Kate Attridge, USPS VP Labor Relations

Congratulations by the board for Ms. Attridge in her new role a Vice President of Labor Relations. Each board member was introduced to Ms. Attridge as well. Discussed the new NALC union 44-month agreement, and how this would impact the beginning of pay consultations with NAPS, as well as highlights of the agreement. Bargaining with the Rural Letters Association has begun, and soon bargaining will begin with the APWU. The 10 Year Plan has been introduced, to be discussed at length by PMG DeJoy to the NAPS Executive Board.

Currently waiting for OPM guidance on the implementation of the Emergency Federal Employee Leave program as outlined in the American Recovery Plan.

Attridge believes all EAS employees should want to come to work and not feel disrespected or uncomfortable in terms of their treatment by senior level managers.

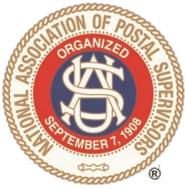
Attridge expressed concerns about CCA retention and the impact on USPS service. Board members expressed concerns about EAS retention, particularly the fact that many newly appointed EAS have had a relatively brief career prior to their promotion, and often are facing corrective action in a short time. Ms. Attridge indicated this is a focus of the organization moving forward, and target improvement so that mentorship leads to a successful EAS career.

## Karen Young, Editor, The Postal Supervisor

The magazine is going well, we developed a new formal rate sheet to give to potential advertising customers, which has led to a significant increase in magazine advertising, which helps defray the cost of the publication. The NAPS resident officers and board thanked Karen for the outstanding job she does in publishing The Postal Supervisor magazine.

## Jack Wallace, NAPS Accountant

Jack addressed the employee retention credit NAPS received for 2020, 7 pieces of legislation have passed since the pandemic began in March 2020. NAPS is non-profit, so originally it did



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not qualify for PPP in 2020 but did qualify for the employee retention credit, as NAPS HQ kept staff on payroll during the pandemic. For 2021 the American Rescue Plan affects NAPS, as NAPS now qualifies for PPP. It is technically a loan but if it is used for payroll and associated expenses it will not have to be paid back.

Sheri Davies, Conference Direct

Sheri Davies provided the Board an update on continued planning for the 2021 NAPS National Convention in Grapevine, Tx

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. 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.

Stoladi NPI

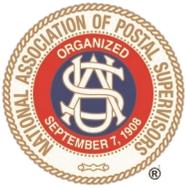
Jim Stokes and the Stoladi team provided the board an update on leasing the vacant office space in the Vincent A Palladino NAPS HQ building, as well as an overview of various issues that arise in the normal day to day operations of the onsite Stoladi building management team at the NAPS HQ building.

Motions and Recommendations

Motion #1 – Submitted by Trayer 2<sup>nd</sup> by Roma

That the NAPS Executive Board pass the FY 2022 budget as presented by Secretary Treasurer Chuck Mulidore.

(Motion Passed 3/24 /2021 – 22 yes, 1 No Richard Green (1 abstain Tim Ford)



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Motion #2 – Submitted by Quinlan, 2<sup>nd</sup> by Griffin.

That NAPS extend the contract of Bruce Moyer as NAPS legal counsel for a period not to exceed 2 years at a rate to be negotiated by the NAPS Resident Officers.

(Motion Passed 3/24/2021) Unanimous

Recommendation #1 – Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to Organization in Article 4 Section 2 of the NAPS C&B to the national convention for consideration.

(Recommendation Passed)

Recommendation #2 - Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to Executive Board in Article 8 Section 4 of the NAPS C&B to the national convention for consideration.

(Recommendation Passed)

Recommendation #3 – Present the recommendation of the Executive Board Constitution and Bylaws Committee relative to Membership in Article 3 Section 8 of the NAPS C&B to the national convention for consideration.

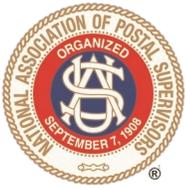
(Recommendation Passed)

13. August and Fall EB Meeting Dates – 67<sup>th</sup> National Convention Board Meetings August 28th and September 4th, 2021.

14. Good of the Association – None

15. Declaration of Office: Executive Board members announced their intentions to run for office at the 67<sup>th</sup> National Convention in Grapevine, Texas:

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



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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 EB positions.

16. Final Remarks – President Wagner thanked the Board for the great work during the Zoom Bd meeting. NAPS has much work to do, wishing all the candidates best of luck for office. Be safe and healthy.

17. Closing prayer – Led by New England Area VP Lisa Douglas

18. Adjournment – Motion to adjourn by Craig Johnson, 2<sup>nd</sup> by Kevin Trayer.

Motion adopted.

Respectfully Submitted,

Chuck Mulidore

NAPS Secretary Treasurer