



# National Association of Postal Supervisors

2019 Spring Executive Board Meeting

March 13 -15, 2019

1. Call to order – 8:30 AM March 13, 2019 by President Wagner
2. Invocation – New England Area VP Cy Dumas
3. Pledge of Allegiance – Led by Northeast Regional VP Tom Roma
4. Roll call – Mulidore - All Board members present
5. Welcome – Wagner, Butts, Mulidore

*Brian:* 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. Brian appreciate everyone’s counsel and leadership. Thanked Ivan and Chuck for their leadership. Brian congratulated Ivan and his legislative team for another successful LTS. Members appreciated hearing from the PMG. During the Board Meeting, Executive Board will hear from our Dave Williams, COO. Please keep your questions nationally based and make sure any issue you may bring up has already been through the District and Area levels first. Please notice the NAPS State Convention Assignments. At this time, these are official. However, they are subject to change. NAPS offered and Jovan Duncan accepted a promotion to Executive Office Manager. This position is exempt and included a salary increase to accommodate her new responsibilities, which includes managing NAPS new office assistant. Effective date - 3/16/19. Our goal at these board meetings is to promote the welfare of NAPS and our members by being productive and respectful of each other’s opinions and final decisions we make as an Executive Board during this meeting. Let’s stay focused on the agenda items and continue to improve our organization with positive actions that will enhance the livelihoods of our member’s well into the future.

*Ivan:* Welcome to the Spring board meeting, and thank you for your support during the LTS, especially the contributions from board members for the Executive Board raffle. Also, thanks to Bob Levi and Bruce Moyer, and the NAPS



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office staff, for their help and assistance in making LTS so successful again this year. And a special thanks to the NAPS Auxiliary, without whom we would be hard pressed to have a great LTS. It is a team effort.

*Chuck:* Welcome back to Alexandria for the Spring 2019 Executive Board meeting. I want to offer my congratulations to the NAPS HQ legislative team, led by Ivan, for another outstanding LTS. As usual we have a full agenda for the board meeting at this exciting and consequential time for NAPS.

6. Adoption of Agenda and Program: Motion by B Green, 2<sup>nd</sup> by Rowel passed on voice vote.
7. Minutes of Previous Board Meeting – Mulidore – Motion by C Johnson to suspend reading of the Fall 2018 Board meeting minutes, 2<sup>nd</sup> by T Roma. Passed on voice vote.

Motion by Johnson to accept the minutes of the Fall 2018 meeting as previously submitted to the Board, 2<sup>nd</sup> by S Green. Passed on voice vote.

8. Chairman's Report – Executive Board Chairman Ford welcomed the board back to Alexandria, and reminded all board members that we are there to do the work of the membership, and be respectful of each other's views.
9. Secretary/Treasurer's Report – Mulidore

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

As of March 1, 2019, NAPS investments totaled \$12,589,624.22. On June 1, 2018 NAPS investments totaled \$14,157,521.51 This is a 2019 Fiscal year-to-date decrease of \$1,567,879.29 or (11%).

As of March 1, 2019, the NAPS General Fund Signature FCU Checking account balance was \$302,873.02 and the Signature FCU Money Market account was \$51,884.51 for a total of \$354,757.53.



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## **B. NAPS Logo Trademark**

NAPS filed with the U.S. Patent and Trademark Office on February 20, 2017, to trademark two NAPS logos, the most recognized red/white circle logo, as well as the less used modern looking logo. This is an effort by NAPS to have control over who or what entities utilize the logos for various purposes. This process is now complete, NAPS has finalized the new logos with trademark identifiers, and will issue policy guidance on the use of the logos no later than August 1, 2019.

## **C. NAPS Property Inc.**

As of March 1, 2019, the NAPS building is 90% leased. The 3<sup>rd</sup> floor office formerly occupied by Marstel-Day has been vacant since January 1, 2018. However, an agreement to lease this space is pending for May 2019. On March 31, 2018 AACP vacated the 2<sup>nd</sup> floor. NAPS did not receive regular Owner Distributions through FY 2018, and is continuing that process into FY 2019 due to projected maintenance, tenant improvements, commissions, and potential lost revenue through unrenewed leases. NAPS Property Inc (NPI) currently has \$403,538 set aside to cover these costs.

## **D. Web & Social Media Report**

As of March 1, 2019, NAPS HQ Social Media results are as follows:

- 1) Facebook followers as of March 1 – 2276 followers (up from 1802 in March 2018, a 26.3% increase.)
- 2) Twitter followers as of March 1 – 515 (up from 463 in March 2018, a 12% increase)
- 3) An Instagram account was established in April, 2018, NAPS now has 111 followers.
- 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.



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## 5) Traffic to the NAPS webpage

Web traffic has essentially doubled from last year, with approximately 3000-4000 visitors per month then, and between 7000-8000 per month now. This trend started in December 2018, corresponding to the launch of the NAPS News email that goes out bi-weekly to approximately 15,000 NAPS members.

- i. January through December 2018 – NAPS website had 229,045-page views and people went to an average of 3.11 pages per session
- ii. For the entire year of 2018 (Jan-Dec), about 5% of our website visitors came from social media. But more importantly, social media is being used to build community and also share other relevant postal news and photos of members, info about events, answer questions and more.
- iii. For the 2018 year, about 46% of our web traffic was direct and about 40% was from organic searches online (Google, Bing, etc.). The rest came from referrals (8% - top three are [blue-search.usps.gov](http://blue-search.usps.gov), [fedsmith.com](http://fedsmith.com), and [postalnews.com](http://postalnews.com)), email, and other. So far for 2019 however, 64% of traffic to the *naps.org* website is direct and 29% from organic searches, referrals, email and other.

## **E. Membership**

As of the March 2019 DCO, the total number of active EAS non-members was 10,310. 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 27.42% 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.



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## **F. Expiring Contracts**

Per Board motion, contracts expiring prior to the Fall 2019 Executive Board meeting are Jack Wallace (May 31, 2019), NAPS Accountant, and Balent Young Publishing (actually December 2019).

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. The first year of LRAG as DDF provider has been eventful. While it took some time to get acclimated, SOP's were put in place to address calls from members, hire staffing, and organize the activities of the DDF. Currently there are 12 advocates working for LRAG, 4 of which are attorneys. From January through December 2018, a total of 150 DDF cases were processed, so the DDF has been very busy. The top issues have become performance, followed by falsification issues, sexual harassment often involving the use of postal cellphones to send pictures and texts, and issues surrounding the NALC's use of the Joint Statement of Violence in the Workplace against EAS. For 2019 so far, there are been 84 DDF cases, with the major issues continuing over from 2018.
11. Bruce Moyer Legal – Pay Talks Update – Bruce Moyer gave the Board an update on the current state of pay talks. Discussion among the Board about the pay consultation process.
12. Old business – None
13. New business – Discussion of new SPAC envelope to be used for contributions.

Patricia Kelly Auxiliary President

Over \$30,000 collected so far from LTS, thanks and appreciation to VP Ivan Butts and legislative team for support of Auxiliary at LTS. Thanks to VP Laurie Butts, and Sec Treasurer Bonita Atkins as well. Thanks also to staff members at NAPS HQ for their help during LTS. The Resident Officers thanked the Auxiliary for all their hard work, not only at LTS but throughout the year, and at so many events.



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David Williams, USPS COO

Thanks to the Executive Board for the opportunity to address the NAPS leadership. The USPS and NAPS must work together to meet the challenges ahead for the Postal Service. Service has gained momentum, gains over last year in most categories. Scanning performance has not improved, just slightly behind last year's score. Overall performance has not met goal overall yet in many categories, yet the momentum is encouraging. Headwinds ahead for the Postal Service are the decline in Amazon volume, periodicals, marketing mail. Advertising competition from social media has further led to declines in advertising revenue and mail volume. UPS and FedEx, along with Amazon, are building delivery point density to grow package volumes further eroding parcel select volumes. USPS must find ways to respond to volume declines, and right size to keep costs in line with the challenges in revenue. Every interaction with customers happens at the front line, with our EAS. FYTD 9.3 million hours over Plan. Front line EAS must drive efficiencies, manage OT, launch trucks on time from plants, and get carriers out on time from delivery units. This is a systems issue, not a plant or delivery issue. Air transportation scores are much worse than surface scores, while this has been widely accepted for years, but data now indicates 75% of 1<sup>st</sup> class parcel delivery failures arrive prior to air departure times. So, we do have control over the air delivery network. Only 70% of surface trips leave on time, certainly an impact on service. NAPS is part of the management team.

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.



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## Committee Updates

Ethics – Chairman Craig Johnson indicated the Code of Ethics was revised in October 2018 and there were no further updates at this Board meeting.

SWC – Chairman Jim Warden provided the following SWC committee update - The three Resident Officers, along with Tommy Roma and Jim Warden, met with Doug Tulino and members of his staff on February 21, 2019 at Postal HQ. Ed Phelan due to his retirement will no longer be on the SWCs team representing the Postal Service. Mr. Tulino is seeking to have a person with vast knowledge of Delivery join the team. It was agreed to perform the new SWC proposal in one site within each Area. The sites were discussed and selected based on the new SWCs module. Mr. Tulino will discuss the sites with Mr. McAdams. Once approved the names of the sites will be released. The test will be done hopefully over a 60-day period. At the conclusion of the test a final proposal will be developed for consideration by Postal Leadership. Jim Warden recommended that prior to conducting the tests a meeting should take place with the respective District Managers and/or respective representative to emphasize the importance of conducting this test as well as show them the program. We agreed that we need the oversight and adherence from the Districts.

Duties and Responsibilities Committee – Chairwoman Shri Green discussed that the D&R Guide had been updated in October 2018, and no further updates were made at this Board meeting.

Legislative Committee – Chairwoman Marilyn Walton gave the board an update on legislative efforts: Since the NAPS Fall Executive Board Meeting, I have been busy work locally with the planning of our 21<sup>st</sup> annual California Postal Employees Legislative Coalition event. We start our planning for this event in early fall for the meeting in February of this years. We were honored to host both Brian Wagner national president and Bob Levi our Legislative Director at this year’s event. For many years Bob had Skyped in to the meeting each year. He has many friends in California and they were very happy he was there is person. All Unions both Management Associations, NARFE and the California Labor Council were in attendance. We had Skype presentation from the National APWU, Rural Carriers





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and Mail Handlers National Legislative Directors, this year's attendance increase and my counterpart for APWU Omar Gonzales, Western Region Coordinator led the discussion. Because of the commitments of Postal colleagues, we had the largest number of attendees in many years. During the various presentations and panel discussion it appears we are all lock step in preparing to go to Capitol Hill and push for ensure USPS is not privatized, we maintain six-day delivery and door to door delivery, and we should continue to work on a fair Postal Reform Bill! While the organizations are support other bills the census, we need maintain a strong viable and secure Postal Service. A highlight of our annual legislative event was I along with Marsha Danzy, California State Legislative Consultant and Yolanda Grayson, Los Angeles, Legislative director participated in POD CAST with Bob Levi during our lunch break and the coalition event. It was a great experience and way to spread the word on the Coalitions and our commitment to promoting Postal Legislation on the home front. Since the 116<sup>th</sup> Congress was sworn in I have been working with the California State Legislative Consultant to update are 52 members, there building/room numbers and committee assignments. We were able to update out listing in time to assists our delegation in booking their appointments. I also attended John Garamendi, California 3<sup>rd</sup> District (my congressman's) Annual Crab Fest sponsored by NAPS. We were able to take eight of Garamendi's Postal Constituents to this event held at our local community center; there were over 800 attendees representing labor, military and community groups. It was a great to spend quality time with my congressional representative. Reports of other members of the legislative committee:

Bob Quinlan:

I have visited my congressmen office back home and informed Congressmen Webster on the importance of Postal Reform. I have a meeting set for His office said the congressmen will met with us.3/12/19 at 13:00. In D.C. Florida and Georgia finished # 1 in the country for the area and # 1 for Florida in total SPAC contributions in the country. We strive to be # 1 and always challenge the other states to raise the bar! Every branch meeting, State convention's sell 50-50 raffles which helps for the year, we also have a silent auction at the State conventions which our members donate items.





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Jimmy Warden:

On October 28th, 2018 I held a Legislative Training asking for all Branches to establish or designate a position for their respective Branch as the Legislative Chair. Our National Executive Vice President Mr. Ivan Butts also attended and assisted. Information was shared with each participant on how to conduct a meeting with their respective Congressional representative. A binder with information specific to the representatives within their area of their Branch was distributed to each participant. All participants were urged to visit their elected representative within their home District in addition to visiting them in Washington at the LTS. Pertaining to the LTS we did have some minor issues in getting appointments with some of the respective representatives. As some of the NAPS Legislative Chairs do not reside within the District area the representatives aid did not want to schedule a meeting. Thanks to Bob Levi these issues were rectified, and meetings were indeed scheduled. We are presently working on scheduling meetings in those Districts that were unable to send a person to the LTS. A meeting has been scheduled with freshman Congressman Max Rose of Staten Island and Brooklyn to meet with Regional V.P. Tommy Roma and myself along with representatives from the Branch. The staff of Max Rose were unable to fit us in their schedule to meet on March 12th in Washington therefore we will meet with the Congressman himself in his District Office.

Jaime Elizondo:

Since the last Board meeting, I have reviewed the legislative information from Bob Levi, our new Director of Legislative Affairs. I forwarded the emails out to my Texas NAPS members. I stressed the need for our legislative involvement in order to build support for our efforts. I continue to be on the email list for both of our Texas senators. I continue to review their positions on national topics affecting the USPS and NAPS. I send them personal emails on NAPS stance on legislative issues stressing the size of the Texas delegation. I continue to push for their support on Postal Reform legislation. I have also done this with my Congressman. Every time I attended branch installations or branch meetings since our last board meeting, I pushed support for SPAC. I use these opportunities to talk about the current political climate we face with President Trump and his USPS agenda. I



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made sure I mentioned the NAPS legislative agenda and the need for a good legislative presence.

PFP Advisory Committee – Chairman Dan Mooney discussed the committee’s input to the Postal Service regarding the 2019 PFP program. NAPS has been involved in the process, offering input and suggestions. This does not mean NAPS agrees with the final product.

Postmaster – Update on the committee efforts to increase postmaster membership in NAPS and to be concerned with the issues of postmasters.

Training and Advocacy – Committee chairperson Myrna Pashinski discussed her committee’s work on updating the Officers Training Manual, as well as other projects such as - Chuck Lum continuing to develop his leadership training program. Tim Ford presentation on how to stay out of trouble being converted to a PowerPoint presentation, and converting Marilyn Walton’s Representation 101 program to a PowerPoint also.

Membership – All Executive Board members are responsible to increase membership. Discussion centered on new ways to increase membership, potential revision to the current membership award program, as well as social media opportunities.

Plant Committee - EAS staffing of MDO and SDO positions is inadequate. Variances between plants in size, equipment and staffing require a new model that accounts for the diverse differences in plants. This model cannot be effective with the "one shoe fits all" premise. In addition to the primary function of Function 1 issues, the support functions of In-Plant, maintenance and transportation have similar needs to be addressed and corrected. The committee members will acquire and analyze the latest available data and model for EAS matrix in ALL the plant functions. The committee will endeavor to review the various size plants in their respective regions/areas to document and recommend to the Resident Officers and Board a corrective solution to what the SWC committee has attempted. A more detailed and comprehensive report will be made at the Fall 2019 Board meeting.



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## Sheri Davies, Conference Direct

An overview of the 2019 LTS was provided. An outstanding feature has been the year over year growth in sponsorship dollars, which reduces overall costs of the LTS.

## 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 over the next months.

## Legislative Update

SPAC Update – Exec VP Butts, Bruce Moyer, and Bob Levi... legislative team. Update on successful LTS, Capitol Hill visits were successful as many members got to meet their congressman or senator in person. Approximately 300 delegate feedback forms were received for review by the legislative team. SPAC donations exceeded \$30,000 from the delegates at LTS. The House is setting up a hearing soon on postal reform, potentially previewing a bill to be introduced. Discussion of the Trump Task Force on the Postal Service was discussed as well, and while many of the proposals will most likely not get a hearing in the current Congress, NAPS must stay focused on the long-term goals of the task force report.

## Signature Federal Credit Union

Update from Signature FCU on the successful and beneficial banking relationship with NAPS, and a proposal to provide Signature gift cards to NAPS members at a discounted rate.

## Bruce Moyer

Legal counsel Bruce Moyer provided the Board a confidential update on pay talks/fact finding, and other pending legal matters.



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Motion #1 – Submitted by Elizondo, 2<sup>nd</sup> by Tom Roma.

To continue contract negotiations with Karen Balent Young for publishing of the NAPS magazine for the standard time frame.

Motion Passed 3/15/2019 – Unanimous

Motion #2 – Submitted by Troy Griffin, 2<sup>nd</sup> by Needham. Motion to give the Resident Officers: Take data and information from April and take appropriate measure to investigate the feasibility to establish status and proceed to create a NAPS Members Relief Fund.

Motion Passed 3/15/2019 - Unanimous

Motion #3 – Submitted by Mulidore, 2<sup>nd</sup> by C Lum.

That NAPS HQ fund a scholarship of \$5000 per year in honor of NAPS former President Louis Atkins to be distributed equally between the NAPS Regions.

Motion Passed 3/15/2019 Voting: Yes (18) Butts, Mulidore, R Green, Johnson, Walton, Dallojacono, Griffin, Needham, Trayer, Mooney, B Green, Quinlan, Rowel, S Green, Elizondo, Pashinski, McCracken, Lum. No (3) Wagner, Dumas, Moreno. Not Voting (2) Roma, Warden, Ford, Board Chairman

Motion # 4 – Submitted by B Green, 2<sup>nd</sup> by Roma.

To accept the NAPS HQ budget as presented.

Motion Passed 3/15/2019 - Unanimous

Motion #5 – Submitted by Walton, 2<sup>nd</sup> by Rowel.

Based on the three proposals submitted to assume the duties of NAPS HQ accountant effective June 1, 2019 for a 3-year period, I am making the motion to accept the proposal submitted by Jack Wallace.

Motion Passed 3/15/2019 Voting: Yes (15) Wagner, Butts, Roma, R Green, Johnson, Walton, Dumas, Warden, Dallojacono, Moreno, Mooney, Quinlan,



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Rowel, S Green, Lum. No (8) Mulidore, Griffin, Needham, Trayer, B Green, Elizondo, Pashinski, McCracken. Not Voting Ford, Board Chairman.

14. Fall 2019 Board Meeting - The 2019 Fall Executive Board meeting will be held October 19-24, 2019 at NAPS HQ.
15. Good of the Association – Discussion of article from members that go into the Postal Supervisor magazine.
16. Final Remarks – President Wagner thanked the Board for the due diligence, taking part in LTS, and keep moving forward as a team.
17. Closing prayer – Led by Tim Ford
18. Adjournment – Motion to adjourn by Wagner, 2<sup>nd</sup> by Mulidore.

Motion passed on voice vote.

Respectfully Submitted,

Chuck Mulidore