



# NAPS SPAN

## Change is Gonna Come

Jim Puccio  
Vice President Stations

"There've been times that I thought I couldn't last for long  
But now I think I'm able to carry on  
It's been a long, a long time coming  
But I know a change gonna come  
Oh, yes it will"

Sam Cooke wrote those lyrics in the early 1960's he was referring to social change, but the fact of the matter is that the words resonate in our situation today. We in the Postal Service are at the beginning of massive changes in the near future. I wish I could say that everything is going to be fine, but I'm...not sure. If I could predict the future, I would be on my way to the lotto store. But I am sure that changes are coming. Covid-19 has turned the world upside down and inside out. Everything and everyone have been affected, whether it was losing loved ones, fighting the pandemic by following the guidelines of the scientists and public servants, or being on the "Front Lines" as the employees in the PO have. One cannot express enough praise to all those courageous women and men who helped move the mail during the past 3 months. And continue to do so. But what happens next? As an organization, the Post Office has had to re-invent itself on the fly, the new realities of social distancing in the work place. It had to reconfigure work floors, change tours, re-examine mail arrival, try to adapt from the letter/ flat environment to the parcel

environment. Work with less. And despite the craziness, despite the fear EAS have been able to make it happen. As they always do. These changes to how we operate are just the beginning of what are going to be the future as we know. It's no secret that letter and flat mail have dropped like a rock in water. And despite our hopes, it ain't coming back. The business community has begun to restructure their ways, employees now working from home, "Zoom meetings" and scanning documents to where they have to be in the amount of time it takes to get from one laptop to another. Business correspondences have been going away steadily and with the new reality it will continue to decrease. And in NYC if we aren't delivering letters and flats to businesses where is the work? How many employees will you need to perform the new work load? There will be changes for sure in how we process mail and how we deliver along with what we deliver. Changing to a parcel focus unit, whether it be processing at the plant, or at the customer service stations is going to a massive undertaking.

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## Dinner Dance 2020

### Raffle Winners

1st Prize Elizabeth Corbett

Seller—Same

2nd Prize Mike Tavares

Seller—Same

3rd Prize Richard Kounas III

Seller—Deb Quinn

4th Prize Rogelio Mitchell

Seller—Lisandra Amonte

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## Legislative Training Seminar 2020

Kenneth R Stanley Legislative  
Chairperson Branch 100

Every year in March over 500 NAPS members meet in Washington D C to discuss different strategies to lobby the Congress and Senate on Bills concerning the USPS. We visit the Congresspersons and Senators on Capitol Hill from our Districts and express to them our desire for them to vote.

The Legislative Training Seminar convened on Sunday, March 8, 2020. The day began with a Wreath-Laying Ceremony at Arlington National Cemetery (Tomb of the Unknown Soldiers) and the changing of the Guards. NAPS had four Veterans that participated. The day continued with First Timers Orientation and the Town Hall Meeting.

On Monday, the Deputy Postmaster Master General Ron Stroman spoke about the challenges that are facing the USPS. He was questioned about the EAS contract and pay raises, whereas he was vague in his answers.

On March 4, 2020, Congressman Gerald E. Connolly (D-VA) and Congressman Mike Bost (R-IL) introduced Bipartisan Bill H.R. 6085, the Postal Supervisors and Managers Fairness Act, legislation to provide fairness and credibility to Postal Supervisory and Managerial pay process.

The Bill provides for the timely start of pay talks between Executive Administrative Schedule (EAS) and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective bargaining between the largest postal union and the USPS. Under the bill, EAS pay talks would start six months prior to the expiration of the existing EAS "pay agreement". In addition, the bill would establish a fair and credible process for the conduct of pay consultations by binding the USPS and the supervisor organization to the finding and

conclusions of an independent Federal Mediation and Conciliation fact-finding panel. NAPS has filed a lawsuit against the U S Postal Service because of no EAS contract.

Congressman Gerald Connolly (D-VA) has always been a friend of the USPS workers. He is also the Sponsor of Bill HR 597 (Postal Employee Appeal Rights Amendment Act) and HR 54 (Resolution to Maintain Six Day Mail Delivery).

On February 10, 2020 President Trump proposed massive cuts in the retirement benefit of federal and postal employees.

A. Change the calculation of federal annuities from the high three to the high five.

B. Increase FERS contribution six-fold or 7% and eliminate the COLA for FERS.

C. Reduce Retiree COLA to .5%

D. Reduce the earned interest in the Thrift Saving Plan G Fund and eliminate the Special Retirement Supplement for FERS annuitant who retire prior to reaching Social Security eligibility.

Also, in late December 2019, the President signed into law the "National Defense Authorization Act". One of the provisions included in the legislation was a new benefit for federal employees: 12 weeks of paid parental leave per year. Paid leave would be available following the birth, adoption or foster placement of a child. Regrettably, the legislation failed to provide paid parental leave for postal employees. NAPS believes Congress should correct this oversight and authorize such leave for employees of the U.S. Postal Service.

Congresswoman Carolyn Maloney (D-NY) Chair, House Committee

on Oversight and Reform which oversee the USPS spoke about Prefunding Retiree Health Benefit. In 2006, a new law was passed that mandated the Postal Service prefund future retiree health benefits. The Postal Service is the only entity -public or private-required to prefund such benefits (\$5 billion). This mandate accounted for about 80% of postal losses. For example, if this law did not exist, the Postal Service would have broken even in the last quarter of FY19.

In early February, the House passed H.R. 2382, legislation to repeal the mandate. Companion legislation, S.2965 is pending in the Senate. Being that this is an election year I am not certain that the Senate will bring this bill to the floor.

H.R. 2382 and S.2965 will not solve all postal problems, but it is a start.

Congressman James E. Clyburn (D-SC) and Congressman Mike Bost (R-IL) spoke about maintaining six-day delivery, no privatizing the Postal Service and they will always be a friend of working people.

On Tuesday March 10, 2020, NAPS Branch 100 President Tom Hughes, New York Area Vice President Jimmy Warden, Ivonne Warden and myself visited the New York Congresspersons and Senators. Tommy and Jimmy visited Senator Chuck Schumer, Kirsten Gillibrand and Congresswomen Carolyn Maloney and Legislative Assistant for Nydia Velazquez.

I visited and met with Congressman Jerrold L. Nadler Legislative Assistant Andrew Heineman and Congressman Adriano Espaillat Policy Advisor Joe Newman. They all support the bills that NAPS endorses.

## Legislative Training Seminar 2020 Cont'd.

Kenneth R Stanley  
Legislative Chairperson  
Branch 100

Here's a list of Bills concerning the USPS and NAPS pending in the House (H.R. bills) and Senate (S. bills):

**H.R. 597-Postal Employee Appeal Rights Amendments Act:**  
This bill would confer to approximately 7,500 nonsupervisory managerial postal employee the right to appeal significant personnel action to the Merit System Protection Board.

**H.R. 141-Social Security Fairness Act:**  
This legislation would repeal the Government Pension Offset and Windfall Elimination Provision, section of Social Security law that unfairly reduce the rightful benefit of CSRS annuitant and surviving spouses of these annuitants.

**H.R. 23-Resolution to maintain Door Mail Delivery:**  
This nonbinding resolution expresses the sense of the House of

Representatives that residential and business door mail delivery should be continued.

**H.R. 33-Resolution to Oppose Privatization of the U.S. Postal Service:**

This nonbinding resolution expresses the sense of the House of Representatives that Congress should ensure that the U.S. Postal Service is not privatized and remain an independent establishment of the federal government.

**H.R.54-Resolution to Maintain Six-Day Mail Delivery:**  
This nonbinding resolution urges the U.S. Postal Service to take steps to ensure continuation of its six-day mail delivery service.

**S. 521-Social Security Fairness Act:**  
This legislation would repeal the Government Pension Offset and Windfall Elimination Provision, sections of the Social Security law that

unfairly reduce the rightful benefit of Civil Service Retirement System annuitants and surviving spouses of these annuitants.

**S. 2965-USPS Fairness Act:**  
This bill would repeal the requirement that the U.S. Postal Service annually prepay future retirement health benefits.

**S. Res. 99- Resolution to Oppose Privatization of the U.S. Postal Service:**

This nonbinding resolution expresses the sense of the Senate that Congress should ensure that the U.S. Postal Service is not privatized and remains an independent establishment of the federal government.

Please reach out to your Congressional or Senatorial Representative for assistance in passing these bills. This is the future of NAPS and USPS.



New York State delegation visiting with Senator Chuck Schumer to discuss Postal Issues and Reform—Pictured left to Right: Tom Hughes President Br 100, Darius Evans Jamaica Branch 85, Denis Gowran NY State President, Antonio Cabrera Puerto Rico Br. 216, Senator Chuck Schumer, Jimmy Warden NY Area VP, Ivonne Warden, Derrick Wiggins Jamaica Br.85, Joe Amash NY State Branch Legislative Chairperson, Cristy Schirching Buffalo Branch 27. Not pictured Kenneth R. Stanley Legislative Chairperson Branch 100



# SPAC

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**\$1,000**—President's Ultimate Oval

**\$750**—VP Elite

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**\$100**—Supporter

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*Federal regulations prohibit SPAC contributions by branch check or branch credit card.*

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☐ In-Kind Donation (e.g., gift card, baseball tickets):

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*All contributions to the Supervisors' Political Action Committee (SPAC) are voluntary, have no bearing on NAPS membership status and are unrelated to NAPS membership dues. There is no obligation to contribute to SPAC and no penalty for choosing not to contribute. Only NAPS members and family members living in their households may contribute to SPAC. Contributions to SPAC are limited to \$5,000 per individual in a calendar year. Contributions to SPAC are not tax-deductible.*

## Give to SPAC (Supervisors Political Action Committee)

### It's your future - help make it better.

One time donation using the form above and mail it to NAPS HQ or send it to the NAPS office and we will submit it for you.

You can also donate directly out of your pay bi-weekly through payroll deduction or you can donate through your bank account directly.

Use the link below for the appropriate type of deduction (you may have to copy and paste it into your browser)

Individuals who are working should can use this link

<https://naps.org/files/galleries/PostalEase%20Payroll%20Deduction.pdf>

Since Congress makes decisions that have an impact on Retirees, you can donate as well using this link.

[https://naps.org/files/galleries/Retiree\\_Contributions.pdf](https://naps.org/files/galleries/Retiree_Contributions.pdf)

You can always visit NAPS.org and donate through the national website

## Hot Topic Issues that all Managers and Supervisors should be keeping a close eye on and following the proper procedures

Arrow Kelly Accountability - Do you have the proper procedures in place? Refer to the Management Instructions

Stock Accountability - Managers have the responsibility to ensure that all stocks are counted, including the floor stock and the main vault. The main vault needs to be balanced every time the vault changes hands. When a new Manager takes over a station, the main vault should be counted. Refer to the F-1 handbook

Facility Safety and Security - When any individual visits your facility, it is the Managers responsibility to ensure that all persons in the building are evacuated in the event of an emergency situation. So the question then becomes, how do you know who is in your facility? Might be a good idea to have a sign in sheet or book, in the general office for visitors to sign in. When an emergency does arise you will know exactly who you must evacuate. When you conduct fire drills, don't you account for all the employees who are on the clock? So why wouldn't you want to know who else you need to evacuate.

### FLSA Exempt pay for EAS 18 and Above

This is an excerpt from a letter signed by Doug Tulino Vice President Labor Relations dated May 20, 2020 which was sent to NAPS HQ. The original letter was sent out through the Branch email recently however, some say they have not seen it. The letter covers the job descriptions listed below.

I have considered your request for additional pay of employees in FLSA-Exempt positions EAS-18 and above in the EAS schedule during the pandemic and decided to temporarily modify applicable pay provisions for the following Field EAS Managers:

- Plant Manager
- Manager Customer Service Operations
- Manager Customer Services
- Manager Distribution Operations
- Manager Field Maintenance Operations
- Manager International/Military Operations
- Manager International Service Center

- Manager Mail Processing Operations
- Manager Maintenance Engineering Support
- Manager Maintenance
- Manager Maintenance Operations
- Manager Maintenance Operations Support
- Manager NDC Operations
- Manager Transportation/Networks
- Manager Vehicle Maintenance Facility

Employees in these positions will be eligible for EAS additional pay if authorized to work over 8.5 hours on a scheduled day or any hours on a nonscheduled day due to an increase in absences related to COVID-19 and the additional hours are spent directly supervising bargaining unit employees. This temporary modification will begin on May 23 and continue through July 17.

Sincerely,  
Doug A. Tulino

### Change is Gonna Come (Continued)

There also are political changes on the horizon, a new Postmaster General (someone not from the agency) arriving soon. You should be aware of the financial status of the company; dire straits are a nice way of saying we are almost ready to run out of money to operate. This issue has become a political issue and how ever it is resolved (Will Congress allocate money for the service?

Will the administration force price increases on parcels?) you can safely assume that it won't be business as usual in the way we do business. So, changes are coming. And we have to understand that you can't necessarily stop them. As EAS, we will be part of them. It's important to know that. We will be able to carry on. As we always do.





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New York, NY 10199-1907

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E-mail:  
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### **Coronavirus COVID-19**

Here are a few links to the Center for Disease Control (CDC) which could be helpful to all of our members and their families at this time and a link on the dangers of Hand Sanitizers

<https://www.cdc.gov/coronavirus/2019-ncov/communication/factsheets.html>

<https://www.cdc.gov/coronavirus/2019-ncov/prepare/managing-stress-anxiety.html>

<https://www.youtube.com/watch?v=tAsPkjddZXs>