



GENERAL MEMBERSHIP MEETING
JAF Building Room W3 137 to 140
421 Eighth Avenue
1/21/2026



MEETING MINUTES

1. Meeting Details

Start Time: 5:35 pm

End Time: 7:00 pm

2. Opening

- Meeting was opened by Executive Vice President Ken Stanley.
- Followed by the Pledge of Allegiance.
- A moment of silence was observed.

3. Officer Reports

- Treasurer's Report: Presented by Ms. Tu.
- Financial Secretary's Report: Presented by Ms. Jimenez.

4. Election Announcements

- Jeff Willensky presented the official announcement of candidates running for office.
- He reviewed:
 - o Eligibility requirements
 - o Criteria for running
 - o Individuals who are ineligible to run
- Jeff then opened the floor for nominations:
 - o "Do I have any nominations to run against the office of President?"
 - o Jeff then made mention of each position and asked for nominations.
 - o Ms. Tu made the final approval of the votes.

Slate Presented

- President: Vilma Jimenez
- Executive Vice President: Ken Stanley
- Vice President – Stations: Dave Conover
- Vice President – Processing & Distribution: Deborah Wilder
- Financial Secretary: Ms. Tu
- Treasurer: Veronica Patterson
- Sergeant at Arms: Lola Jackson

Election Outcome



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- No opposing nominations were made.
- The entire slate ran unopposed.
- Voting took place and all candidates were elected unanimously.
- Officers were sworn in by Tommy Hughes.

5. Announcements

- Ken Stanley announced:
 - o Upcoming Dinner Dance
 - o Raffle ticket sales

6. Guest Speaker Presentation

Speaker: Paul Strummel, Manager of Field Human Resources, New York 1

Topic: Retention & Separation Rates

Paul delivered a PowerPoint presentation addressing:

Key Points

- Current retention rate for supervisors is approximately 54–56%, ranking:
 - #1 in the area
 - #2 or #3 nationally
- Retention challenges are not solely due to management treatment; the job itself is demanding:
 - o Carriers
 - o Clerks
 - o Mail handlers
 - o Custodians
 - o Maintenance
 - o BMF employees
- NEERP (New Employee Experience and Retention Program) – USPS
 - The NEERP is a national USPS program created to improve retention of new hires, especially city carriers (CCAs), rural carriers (RCAs), and other entry level employees. It was negotiated in the most recent NALC contract and is now being implemented across the country.
 - Implemented under the latest NALC contract.
 - Requirements include:
 - o Employees must remain at their Form 50 station during probation.



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- o No overtime during initial period; capped at 8 hours/day.
- o Gradual increase in workload as they progress.

Attendance & Availability Issues

- Employees failing to report to work due to:
 - o Workers' compensation
 - o Personal issues
 - o Lack of interest
- Management sends letters to encourage return.

OWCP Separations

- Paul's team has separated over 45 OWCP employees in the last 6 months.
- Separation is possible when:
 - o Employee is totally disabled
 - o Temporarily totally disabled with no improvement expected
 - o Meets federal criteria for removal

Career Conference Announcement

- Conference will not be held at the district office due to space limitations.
- New location: John Jay College
- Held on a Saturday to increase attendance.
- Managers are encouraged to:
 - Allow employees to attend if requested
 - Notify Paul if supervisors need the day off to participate

Reasons Employees Leave

- Poor work life balance
- Long hours (e.g., 8 AM to 11 PM)
- Work environmental issues:
 - o Interpersonal conflicts
 - o Station culture
 - o Overcrowding
- Not always related to supervisor/manager dissatisfaction



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Non Career Employee Benefits

- Paul emphasized:
 - o Non career employees do receive benefits
 - o Career benefits are more extensive
- Orientation includes education on:
 - o Benefits
 - o Fingerprinting process
 - o Expectations for new hires

7. Decisions Made

- Election slate approved and officers sworn in.
- Career conference location officially moved to Ponce College.

8. Action Items

| Action Item | Responsible Party | Deadline |
|-------------|-------------------|----------|
|-------------|-------------------|----------|

| | | |
|-------------------------------|-------------|---------|
| Promote Dinner Dance & raffle | Ken Stanley | Ongoing |
|-------------------------------|-------------|---------|

| | | |
|---------------------------------------|---------------|-------------------|
| Communicate career conference details | Paul Strummel | Before event date |
|---------------------------------------|---------------|-------------------|

| | | |
|--|--------------|-------------------|
| Ensure supervisors/employees can attend conference | All Managers | Before event date |
|--|--------------|-------------------|

9. Next Meeting

- Date:
- Time:
- Location:

10. Closing Notes

- Meeting adjourned following guest presentation and announcements.

7. Additional Remarks – National NAPS Updates & SPAC

Speaker: Tommy Hughes

Tommy Hughes provided an update on national NAPS organizational changes, including anticipated movement in national officer positions. He highlighted:

- The upcoming election for National Secretary Treasurer, currently held by Jimmy.
- Approximately three candidates are expected to run for the position, indicating significant upcoming changes at the national level.

SPAC (Supervisors Political Action Committee)



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Tommy emphasized the importance of SPAC, noting:

- SPAC funds are essential for NAPS to maintain political influence on Capitol Hill.
- Contributions do not need to be large; even small, consistent donations make a meaningful impact.
- Out of 28,000+ NAPS members, only a small percentage contribute to SPAC, yet that small group funds the majority of national advocacy efforts.
- SPAC contributions help secure meetings with lawmakers and support legislative efforts that protect EAS employees.

She encouraged members to stay engaged, stating that participation in SPAC directly strengthens NAPS' ability to advocate for the Postal Service and its supervisors.

8. Legislative & Political Advocacy Updates

Members discussed recent interactions with congressional offices and the importance of continued advocacy:

A recent situation involving a flooded post office serving an Amish community was raised.

The facility has not been replaced in two years.

Local leaders stressed the need for a nearby post office due to limited transportation options.

Advocacy efforts may escalate to Capitol Hill if local channels do not resolve the issue.

Members noted the “revolving door” challenge—officials promise support but rotate out of positions before action is taken.

Persistence and repeated follow up remain essential.

Positive feedback was shared:

Congressman Nick Langworthy agreed to speak at the upcoming LTS in March, attributed to strong advocacy from the branch.

“One hand washes the other” was noted as a reminder of the reciprocal nature of political engagement.

Members discussed the value of attending national events:

SPAC funds often help cover costs for members to participate in legislative conferences.

Face to face conversations with lawmakers and their staff were described as impactful and necessary.

9. Membership Statistics

Tommy highlighted national membership trends:

New York and New England maintain approximately 87% of the membership, among the highest in the country.

Some regions are as low as 56%, though reasons vary and may include cultural, operational, or communication differences.



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Open for questions. No one had any questions.

The meeting was adjourned at 7pm.