

# Final Resolutions

## Constitution & Bylaws Committee

### 1

**WHEREAS**, Article XIII, “Dues and Assessments,” Section 7, paragraph 4, states the amount of \$10.60 of the annual per-capita of each active member shall be set aside for the NAPS Disciplinary Defense Fund (DDF) to be administered by the Executive Board, and

**WHEREAS**, The average DDF dollars spent in 2012 and 2013 per active member were \$12.47 and \$13.16, respectively, for an overall weighted average of \$12.80 per active member, and

**WHEREAS**, The cost of providing DDF representation per member has increased over the years and the aggregate amount of the DDF set-aside has decreased due to declining membership, and

**WHEREAS**, To provide for accurate accounting of the annual cost to represent members using the DDF and for budgeting purposes that will *not* include an increase in the annual per-capita dues per active member, therefore be it

**RESOLVED**, That the amount of the annual per-capita set-aside for the Disciplinary Defense Fund be set at a minimum of \$300,000 per year, and be it further

**RESOLVED**, That Article XIII, Section 7, paragraph 4, be changed to reflect the following language:

“The amount of \$13 of the annual per-capita of each active member shall be set aside for the Disciplinary Defense Fund, with the minimum set-aside to be \$300,000 annually, to be administered by the Executive Board.”

***NAPS Executive Board***

**2**

**WHEREAS**, There is confusion regarding the representation of EAS employees in USPS Headquarters’ positions and in various field facilities, and

**WHEREAS**, There is a need to clarify the NAPS representation of USPS Headquarters’ EAS employees in those offices, therefore be it

**RESOLVED**, That Article III, “Membership,” Section 2, “Active Members, (b),” be changed to reflect the following language:

“(b) NAPS is not the representative of personnel employed as PCES installation heads and postal inspectors or other like PCES positions in USPS field facilities or at USPS Headquarters.”

***Branch 36, Kansas City, MO***

**3**

**WHEREAS**, Article IX, “Disciplinary Defense Fund,” Section 1, paragraph 2, of the NAPS *Bylaws* reads, “NAPS is a professional organization of supervisors and managers (as opposed to a union). Under

this classification, NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy,” and

**WHEREAS**, NAPS membership includes supervisory, managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, U.S. Code, and

**WHEREAS**, It is necessary to clarify who is entitled to request DDF advocacy, therefore be it

**RESOLVED**, That Article IX, Section 1, paragraph 2, of the NAPS *Bylaws* be changed to reflect the following language:

“NAPS is a professional organization of supervisory/managerial and postmaster personnel who are not subject to collective bargaining agreements under Chapter 12 of *Title 39*, U.S. Code (as opposed to a union). Under this classification, NAPS is not obliged to defend each and every member, regardless of the charges they may face. The integrity of NAPS, both national and local, and the interests of the Postal Service must be considered when receiving a request for DDF advocacy.”

***Branch 956, Wisconsin State***

**4**

**WHEREAS**, Article IX, “Disciplinary Defense Fund,” Sections 2(a) and (b), read, “To be eligible for representation through the DDF, a supervisor must meet the following criteria:

“(a) the supervisor must have signed an application for NAPS membership thirty (30) days from the effective date of promotion from the craft, or

“(b) the supervisor must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued,” and

**WHEREAS**, Sections 2(a) and 2(b) reference supervisors, but not other USPS positions represented by NAPS, and

**WHEREAS**, Article IX, “Disciplinary Defense Fund,” Section 2, does not fully clarify who is actually eligible for DDF representation, including associate members whose annual NAPS per-capita is half an active member’s annual per-capita, therefore be it

**RESOLVED**, That Article IX, “Disciplinary Defense Fund,” Section 2, of the NAPS *Bylaws* be changed and that a Section 2(d) be added to reflect the following language:

“To be eligible for representation through the DDF, an active or associate member must meet or adhere to one or more of the following criteria:

“(a) the active member must have signed an application for NAPS membership thirty (30) days from the effective date of promotion from the craft, or

“(b) the active member must have been a NAPS member no fewer than ninety (90) days prior to the charge being issued, and,

“(c) any additional criteria outlined in the ‘Disciplinary Defense Fund: Procedures and Guidelines for Branch Presidents’ in the *Officer Training Manual*.

“(d) associate members are entitled to representation through the DDF.”

*Branch 956, Wisconsin State*

**5**

**WHEREAS,** Article III, “Membership,” Section 3(a), states an active NAPS member is eligible for associate membership if they were in good standing as an active NAPS member at the time of their retirement, and

**WHEREAS,** Many NAPS members cancel their membership in NAPS prior to retirement due to taking other positions within the USPS that affiliate with other management associations, and

**WHEREAS,** Some members cancel their NAPS membership prior to retirement due to financial hardship, and

**WHEREAS,** Many EAS employees who were former NAPS members during their postal careers, but not at the time of retirement, or are realizing the value of NAPS membership after retirement and have a desire to join and participate in NAPS activities, including legislative efforts, but are prohibited due to Article III, Section 3(a), and

**WHEREAS,** A titled EAS employee who was eligible for NAPS membership, but never joined NAPS during their EAS career, may become a NAPS member a month prior to their postal retirement, and

**WHEREAS,** There is no minimum time requirement that a titled EAS employee must be an active member in good standing before retiring to be eligible for associate membership, and

**WHEREAS,** If NAPS changed its criteria to allow all retired EAS employees who were active members in good standing any time during their

postal careers to join NAPS, NAPS could increase membership, improve its financial strength and enhance its legislative agenda with increased associate membership participation, therefore be it

**RESOLVED**, That Article III, Section 3(a) be changed to reflect the following language:

“Article III, “Membership,” Section 3, “Associate Members,” (a), Any individual who was a USPS titled EAS employee at the time of their postal retirement and was an active NAPS member in good standing at any time during their postal career may be an associate member.”

***Branch 956, Wisconsin State***

## **6**

**WHEREAS**, Article VIII, “Executive Board,” Section 1, provides that the Executive Board includes the Immediate Past President as an Executive Board member for one (1) two-year term, provided the Immediate Past President continues to be an active or associate member during such term, and

**WHEREAS**, The Immediate Past President receives an expense allowance of \$22,080 a year during their two-year term—a total of \$44,160—to be used at his or her discretion without any prior approval from the NAPS President, other resident officers or other Executive Board members to attend any official NAPS-related event, and

**WHEREAS**, During their two-year term, the Immediate Past President also attends Executive Board meetings, Legislative Training

Seminars and a national convention at additional expense to NAPS Headquarters, outside the Immediate Past President's expense allowance, and

**WHEREAS,** The Immediate Past President does not have an assigned area of representation or is officially assigned duties such as Area Vice Presidents, Regional Vice Presidents and Resident Officers, and

**WHEREAS,** NAPS membership has declined over the years, reducing revenue and requiring NAPS to effectively reduce essential and non-essential budget expenses to ensure members may continue to receive the proper representation, and

**WHEREAS,** The NAPS Executive Board was tasked by the 2012 National Convention to restructure the NAPS Executive Board, therefore be it

**RESOLVED,** Effective with the adoption of this resolution, the NAPS Executive Board no longer will include the Immediate Past President as an Executive Board member attending Executive Board meetings or having Executive Board voting rights, and be it further

**RESOLVED,** That the Immediate Past President will no longer receive an annual expense allowance, and be it finally

**RESOLVED,** That Article VIII, Section 1, of the NAPS *Constitution* be changed to read:

“Article VIII, ‘Executive Board,’ Section 1. The Executive Board shall consist of the President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents, and sixteen (16) Area Vice Presidents.”

***Branch 956, Wisconsin State***

**WHEREAS**, Article VIII, “Executive Board,” Section 1, provides that the Executive Board includes the Immediate Past President as an Executive Board member for one (1) two-year term, provided the Immediate Past President continues to be an active or associate member during such term, and

**WHEREAS**, The Immediate Past President receives an expense allowance of \$22,080 each year during their two-year term—a total of \$44,160—to be used at their discretion without any prior approval from the NAPS President, other resident officers or other Executive Board members to attend any official NAPS-related event, and

**WHEREAS**, During their two-year term, the Immediate Past President also attends Executive Board meetings, Legislative Training Seminars and a national convention at additional expense to NAPS Headquarters, outside the Immediate Past President’s expense allowance, and

**WHEREAS**, The Immediate Past President does not have an assigned area of representation or is officially assigned duties such as Area Vice Presidents, Regional Vice Presidents and Resident Officers, and

**WHEREAS**, NAPS membership has declined over the years, reducing revenue and requiring NAPS to effectively reduce essential and non-essential budget expenses to ensure members may continue to receive the proper representation, and

**WHEREAS,** The NAPS Executive Board was tasked by the 2012 National Convention to restructure the NAPS Executive Board, therefore be it

**RESOLVED,** Effective with the adoption of this resolution, the NAPS Executive Board no longer will include the Immediate Past President as an Executive Board member attending Executive Board meetings or having Executive Board voting rights, and be it further

**RESOLVED,** That the Immediate Past President will no longer receive an annual expense allowance, and be it finally

**RESOLVED,** That Article VIII, Section 1, of the NAPS *Constitution* be changed to read:

“Article VIII, ‘Executive Board,’ Section 1. The Executive Board shall consist of the President, Executive Vice President, Secretary/Treasurer, five (5) National Vice Presidents, and sixteen (16) Area Vice Presidents.”

***Branch 926, Minnesota***

## 8

**WHEREAS,** A notation of the date that the National Association of Postal Supervisors was organized is not included in its *Constitution*, and

**WHEREAS,** For the record, the *Constitution* should state the date NAPS was organized, therefore be it

**RESOLVED,** That Section 1, Article 1, of the NAPS *Constitution* be amended by adding the words, “organized September 7, 1908,” after the word, “Association,” the first time it appears in Section 1.

**9**

**WHEREAS**, Article XIII, “Dues and Assessments,” Section 7, paragraph 1, states the amount of \$11.00 of the annual per-capita of each dues-paying members shall be set aside for a subscription to *The Postal Supervisor*, and

**WHEREAS**, The cost to publish *The Postal Supervisor* varies month to month due to changes in membership and the number of pages published in each issue, and

**WHEREAS**, In 2011, 2012 and 2013, the average annual cost to publish and mail *The Postal Supervisor* magazine per member was approximately \$14.64, and

**WHEREAS**, NAPS Headquarters has taken action to reduce future costs to publish and mail *The Postal Supervisor* magazine without impacting its quality, even though publishing costs continue to increase, and

**WHEREAS**, To provide for accurate accounting for the annual cost to publish *The Postal Supervisor* magazine and for budgeting purposes that will not increase the annual per-capita dues of active and associate members, therefore be it

**RESOLVED**, That Article XIII, Section 7, paragraph 1, be changed to reflect the following language: “The amount of \$14 of the annual per capita of each dues-paying member shall be set aside for a subscription to *The Postal Supervisor*.”

## 10

**WHEREAS**, Article III, “Membership,” Section 3(b), states associate members shall be entitled to all the same benefits granted regular members, and

**WHEREAS**, Article III, “Membership,” Section 3(d), reads: “Associate members who hold offices at the national level shall pay the full share and same dues and assessments as regular active members of their branches,” and

**WHEREAS**, Article III, “Membership,” Section 1, identifies the three classes of NAPS membership as (1) active, (2) associate and (3) honorary, and

**WHEREAS**, The reference of “regular” members in Article III, Section 3(b) and (d), are inconsistent with the classes of NAPS membership, therefore be it

**RESOLVED**, That Article III, Section 3(b), be changed to reflect the following language: “(b) Associate members shall be entitled to all the same benefits granted active members,” and be it further

**RESOLVED**, That Article III, Section 3(d), be changed to reflect the following language: “(d) Associate members who hold office at the national level shall pay the full share and same dues and assessments as active members of their branches.”

***Branch 916, Illinois State***

**11**

**WHEREAS**, Article III, “Membership,” Section 1, identifies the three classes of NAPS membership as (1) active, (2) associate and (3) honorary, and

**WHEREAS**, Article III, “Membership,” Section 3(b), reads associate members shall be entitled to all the same benefits granted regular members, and

**WHEREAS**, Article XV, Section 2(b), paragraph 2, reads: “Associate members shall be entitled to vote, directly or indirectly, on any amendment that would alter or expand the scope of the matters on which said classification of members are entitled to vote,” and

**WHEREAS**, Article XV, Section 2(b), paragraph 2, no longer is necessary due to Article III, Section 3(b), which provides associate members the same benefits as regular members, including voting rights, therefore be it

**RESOLVED**, That Article XV, Section 2(b), paragraph 2, be deleted.

***Branch 916, Illinois State***

**12**

**WHEREAS**, Article III, Section 6, states: “The Executive Board shall accept requests from members for branch affiliation exceptions in the following situations: a) When members are affected by Postal Service-

initiated consolidations, and b) When a member's office of physical domicile is different from his or her employing office. In both cases, the member's attendance and participation at branch meetings and activities would be hampered by physical distance. The area vice president shall investigate said petitions by contact with the involved members and branches and report said findings to the Executive Board for concurrence," and

**WHEREAS,** The Executive Board meets twice a year at NAPS Headquarters and, occasionally, over teleconferences during the year which not all board members can attend, and

**WHEREAS,** The need for the entire Executive Board to concur on one member's branch affiliation exception is excessive Executive Board oversight and unnecessary when the respective area vice president is responsible for investigating the request and submitting his or her findings to the Executive Board, and

**WHEREAS,** To expedite the approval of a member's branch affiliation exception request, therefore be it

**RESOLVED,** That the respective area vice president's findings regarding a member's branch affiliation exception request be submitted to NAPS Headquarters for concurrence by the resident officers, and be it further

**RESOLVED,** That Article III, Section 6, be changed to reflect the following language: "Section 6. NAPS Headquarters shall accept requests from members for branch affiliation exceptions in the following situations: a) When members are affected by Postal Service-initiated consolidations, and b) When a member's office of physical domicile is different from his or her employing office. In both cases, the member's attendance and

participation at branch meetings and activities would be hampered by physical distance. The respective area vice president shall investigate said petitions by contact with the involved member(s) and branch or branches and report the findings to the resident officers for concurrence.”

***Branch 916, Illinois State***

**13**

**WHEREAS**, Article III, Section 3(c), already references that associate members’ per-capita tax includes a subscription to *The Postal Supervisor*, and

**WHEREAS**, Article XIII, “Dues and Assessments,” Section 8, paragraph 1, reads, “The amount of \$1.00 of the annual per capita of each associate member shall be set aside for the national convention fund, to be administered by the Executive Board, and the associate members’ dues shall include a subscription for *The Postal Supervisor*,” and

**WHEREAS**, There is redundancy in Article III, Section 3(c), and Article XIII, “Dues and Assessments,” Section 8, paragraph 1, where both articles state associate members’ dues shall include a subscription for *The Postal Supervisor*, therefore be it

**RESOLVED**, That Article XIII, Section 8, paragraph 1, delete the section that reads, “...and the associate members’ dues shall include a subscription for *The Postal Supervisor*. ”

***Branch 916, Illinois State***

**WHEREAS**, Article XIII, “Dues and Assessments,” Section 7, paragraph 2, states the amount of \$3.00 of the annual per-capita of each active member shall be set aside for the national convention fund to be administered by the Executive Board, and

**WHEREAS**, Article XIII, “Dues and Assessments,” Section 8, paragraph 1, reads, “The amount of \$1.00 of the annual per-capita of each associate member shall be set aside for the national convention fund to be administered by the Executive Board, and associate members’ dues shall include a subscription for *The Postal Supervisor*,” and

**WHEREAS**, Article III, Section 3(c), already references that associate members’ per-capita tax includes a subscription to *The Postal Supervisor*, and

**WHEREAS**, The cost of national conventions has increased over the years, requiring NAPS to use additional funds, except for the 2012 National Convention, from its general account, and

**WHEREAS**, The annual national convention set-aside since 2000 has substantially decreased from approximately \$109,000 to a projected set-aside of \$76,000 in 2014 due to a decrease in membership, and

**WHEREAS**, The average annual national convention set-aside from 2000 to 2014 was approximately \$97,500, and

**WHEREAS**, By allocating, annually, a specific national convention set-aside amount from the total per-capita received by NAPS from all dues-paying members will provide for better budgeting of national conventions,

establish a consistent registration fee and not increase the annual per-capita to the membership, therefore be it

**RESOLVED,** That the amount set aside to fund a national convention be increased to \$4.00 of the annual per-capita of each active and associate member, and be it further

**RESOLVED,** That the amount of the annual per-capita set aside for the national convention fund be set at a minimum of \$100,000 per year, and be it further

**RESOLVED,** That Article XIII, Section 7, paragraph 2, be changed to reflect the following language: “The amount of \$4.00 of the annual per-capita of each active and associate member shall be set aside for the national convention fund, with the minimum set-aside to be \$100,000 annually, to be administered by the Executive Board,” and be it further

**RESOLVED,** That Article XIII, Section 8, paragraph 1, be deleted.

*Branch 916, Illinois State*

## 15

**WHEREAS,** Article XIII, “Dues and Assessments,” Section 7, paragraph 3, states the amount of \$4.00 of the annual per capita of each active member shall be set aside for the education and training fund to be administered by the Executive Board, and

**WHEREAS,** Article XIII, “Dues and Assessments,” Section 8, paragraph 1, reads, “The amount of \$1.50 of the annual per-capita of each

associate member shall be set aside for the Education and Training Fund to be administered by the Executive Board, and

**WHEREAS,** The cost associated with providing area or legislative training to an active or associate member is the same, and

**WHEREAS,** The Education and Training Fund provides \$80,000 annually for area vice presidents' training, leaving the balance of the Education and Training Fund set aside to fund NAPS' annual Legislative Training Seminar (LTS), and

**WHEREAS,** The cost of LTS has increased over the years and the set-aside allocated for LTS has decreased from approximately \$52,000 in 2008 to a projected amount of \$21,000 for 2014, and

**WHEREAS,** By allocating, annually, a minimum set-aside amount for the Education and Training Fund to cover area vice presidents' training and LTS expenses from the total per-capita received from all dues-paying members will provide for better budgeting for training, establish consistent LTS registration fees and not increase the annual per-capita to the membership, therefore be it

**RESOLVED,** That the amount of the set-aside to fund the Education and Training Fund be increased to \$5.00 of the annual per-capita of each active and associate member, and be it further

**RESOLVED,** That the amount of the annual per-capita set aside to fund the Education and Training Fund be set at a minimum of \$130,000 per year, and be it further

**RESOLVED,** That Article XIII, Section 7, paragraph 3, be changed to reflect the following language: "The amount of \$5.00 of the annual per-capita of each active and associate member shall be set aside for the

Education and Training Fund, with the minimum set aside to be \$130,000, annually, to be administered by the Executive Board,” and be it finally

**RESOLVED**, That Article XIII, Section 8, paragraph 2, be deleted.

***Branch 916, Illinois State***

**16**

**WHEREAS**, The NAPS ethics policy dated 2009 has not been reviewed or changed in five years, therefore be it

**RESOLVED**, That the NAPS Executive Board reviews and makes recommendations for changes on a yearly basis at one of the board meetings decided by the residing president.

***Handelman/Palladino Branch 935, New York State***

**17**

**WHEREAS**, A viable location providing delegate comfort and appropriate convention facilities is vital in selecting a NAPS national convention location, and

**WHEREAS**, Numerous host city presentations and choices make it difficult for the average NAPS delegate to make an informed decision on a desired NAPS national convention location, and

**WHEREAS,** Multiple host city choices in the same NAPS region dilutes support for a viable host city selection, unnecessarily eliminating viable locations, therefore be it

**RESOLVED,** That the NAPS Executive Board shall review all host city nominations and select the best two choices to be presented at the national convention, and be it further

**RESOLVED,** That no two host city locations shall be selected from the same NAPS region by the NAPS Executive Board.

*Oregon State Branch 940*

## **Resolutions Committee**

**30**

**WHEREAS,** The New Supervisor Program places a newly promoted individual directly into the EAS-17 supervisor, Customer Service/supervisor, Distribution Operations, position, and

**WHEREAS,** On promotion, the new supervisor begins a 52-consecutive-weeks training program, consisting of two weeks' classroom training followed by 50 weeks working in the unit and completing online training modules, and

**WHEREAS,** Due to a shortage of line supervisors, many of the newly promoted supervisors have many additional on-the-job duties and little time for online training tasks, and

**WHEREAS,** Many managers and regular supervisors are expressing concern regarding the newly promoted supervisors not receiving sufficient time to complete their required training, therefore be it

**RESOLVED,** That the NAPS resident officers, through the consultative process, request a review of the New Supervisor Program and request classroom training and/or other options to ensure all newly promoted supervisors complete the mandatory supervisor training; and be it further

**RESOLVED,** That the Training Development Center (TDC) oversees the new supervisor training and ensures new supervisors complete their training weekly.

*California State Branch*

**31**

**WHEREAS,** The USPS is and has been exercising cost-cutting through staffing reductions and reassignments of line supervisors to other offices; and

**WHEREAS,** These measures have directly impacted the annual leave selection of affected employees, and

**WHEREAS,** Many of these employees are losing the annual leave selections given to them at their previous installations, therefore be it

**RESOLVED,** That any supervisor reassigned to a different installation during the leave year be allowed to maintain all annual leave previously approved to them.

***California State Branch***

**32**

**WHEREAS,** The *Employee and Labor Relations Manual*, in Section 512.11, “Purpose of Annual Leave,” reads, “Annual leave is provided to employees for rest, for recreation and for personal and emergency purposes,” and

**WHEREAS,** The *ELM*, in Section 512.62, “Non-Bargaining Unit Employees’ Vacation Planning,” reads, “Vacation leave is granted to these employees when their services can best be spared. Postmasters and other responsible officials must schedule leave so that (a) employees do not forfeit leave and (b) postal operations are not impaired,” and

**WHEREAS,** In many offices, EAS employees are being denied leave under *ELM* 512.62.b, and

**WHEREAS,** In these same offices, acting supervisors, formerly known as 204(b)s, are being granted annual leave to the detriment of EAS employees, therefore be it

**RESOLVED,** That, in every postal facility, a vacation list be created similar to that used by bargaining employees so that *ELM* 512.11 be avoided.

*Texas State*

**33**

**WHEREAS**, EAS employees do not have a national policy on planning annual leave, and

**WHEREAS**, Every office and plant implements it differently, with some not allowing it at all, and

**WHEREAS**, EAS employees like to plan their vacations just like everyone else, and

**WHEREAS**, With plants downsizing and post offices consolidating or closing, causing EAS employees to end up in different offices, therefore be it

**RESOLVED**, That NAPS Headquarters consults with the USPS to have a policy on vacation planning for EAS employees, even if it is basic, such as a policy that each facility *will* allow for vacation planning at the beginning of each year.

*Michigan State Branch*

**34**

**WHEREAS**, EAS employees earn up to five weeks of annual leave per year, and

**WHEREAS**, EAS employees may choose up to five weeks of annual leave in the first-round selection, and

**WHEREAS**, EAS employees may carry over unused annual leave hours, and

**WHEREAS**, Craft employees may use carry-over annual leave hours in their second and third annual leave rounds, and

**WHEREAS**, EAS employees are prohibited from using any carry-over annual leave hours after their first-round selection, therefore be it

**RESOLVED**, That EAS employees may choose up to an additional three weeks of carry-over annual leave after the first-round selection.

*Branch 8, Indianapolis*

**35**

**WHEREAS**, Supervisors have a seniority date when promoted, and

**WHEREAS**, Further on in their careers, they may bid on new, same-level jobs or take lateral transfers, and

**WHEREAS**, Seniority now is maintained when a supervisor starts at a specific office, therefore be it

**RESOLVED**, That the seniority of a supervisor stays with a supervisor when taking bids or lateral transfers, and is not determined by specific office.

*Michigan State Branch*

**36**

**WHEREAS,** Annual vacation scheduling is posted at the beginning of the year in plants and delivery units, and

**WHEREAS,** While vacation scheduling is a local activity in each district plant and Customer Service unit, and

**WHEREAS,** There is no language or guidelines in the *ELM* to provide stated policy as to how annual EAS employee vacation sign-ups should occur, other than based on needs of the service, and

**WHEREAS,** EAS employees sign up at the beginning of the year and then make plans, schedule flights and other vacation-booking commitments, and

**WHEREAS,** Due to management staffing changes or other staffing impacts occurring at the time of scheduled leave, EAS employees' vacations are summarily cancelled, and

**WHEREAS,** EAS employees' advance-schedule vacations should not be cancelled due to new managers or EAS employees' positions being impacted, resulting in a new assignment, therefore be it

**RESOLVED,** That NAPS Headquarters, through the consultative process, requests USPS Headquarters to send a letter to the field, stating advance-approved vacations be honored if the leave was approved in advance of management changes or EAS changes due to employees being impacted by a RIF/consolidation.

*California State Branch*

**WHEREAS,** The closures and consolidations of facilities and RIFs have eliminated many EAS positions, and

**WHEREAS,** Postal Service Headquarters sent letters to all impacted employees, letting them know they were impacted and providing dates by which time they must find other positions or be terminated from the Postal Service, and

**WHEREAS,** The impacted EAS employees found other positions—in some cases, even though getting other positions, they continued to work the positions that were impacted and, after finding a position was needed, it was reposted—therefore be it

**RESOLVED,** That NAPS Headquarters consults with the Postal Service to give impacted EAS employees retreat rights if a position they vacated due to receiving an impacted employee letter is later reposted.

*California State Branch*

**38**

**WHEREAS,** In cases where a postal employee is married to a spouse who also is a postal employee, two health benefits are earned, and

**WHEREAS,** Under current FEHBP regulations, only one benefit is allowed to be used when both spouses are federal employees, therefore be it

**RESOLVED,** That the Postal Service reimburses the full cash value to the postal employee who controls the unused benefit.

*Oregon State Branch 940*

**WHEREAS,** With current Postal Service higher-level rules, many EAS employees are required to perform higher-level duties, in addition to their normal duties, on a routine and recurring basis without appropriate compensation or recognition, and

**WHEREAS,** These EAS employees still are held accountable for the decisions they make performing higher-level duties, and

**WHEREAS,** The Postal Service could not effectively operate without EAS employees being placed in important decision-making positions on a daily basis, and

**WHEREAS,** It is not ethical or financially responsible to expect EAS employees to be placed in higher-level, decision-making positions on a daily basis, therefore be it

**RESOLVED,** That the current waiting period for higher-level compensation for EAS employees be abolished, and be it further

**RESOLVED,** That a new higher-level compensation procedure be created that will serve to acknowledge and immediately compensate EAS employees when they are required to perform higher-level duties in shift durations.

*Oregon State Branch 940*

**WHEREAS,** The Office of Personnel Management (OPM) establishes and oversees the Federal Employees Retirement System (FERS) policy, and

**WHEREAS,** The FERS retirement basic annuity is computed based on an employee's length of service and "high-3" average salary, and

**WHEREAS,** OPM changed the criteria for determining the highest average basic pay to what an employee earned during any consecutive years of service, and

**WHEREAS,** The Postal Service is held to the rulings of OPM pertaining to federal retirement policies, and

**WHEREAS,** The Postal Service negotiates and sets the salary levels for its employees, including the Executive Administrative Schedule (EAS), and

**WHEREAS,** The USPS has raised the EAS base salary schedule by 2 percent in 2009, 2.25 percent in 2010, 2.25 percent in 2011, 0 percent in 2012, 1 percent in 2013 and 1.5 percent in 2014, and

**WHEREAS,** Federal employees, including postal EAS employees, have been involved in pay freezes as cost-saving measures for their agencies, with employees unable to increase their base pay from 2010 until 2014, and

**WHEREAS,** The USPS suspended the Pay-for-Performance Program from 2011 through 2013, and

**WHEREAS,** The USPS increased the base wages of all bargaining-unit employees from 2006 through 2016, and

**WHEREAS,** The USPS has prefunded the retirement obligations for FERS retirees 40 years in advance, and

**WHEREAS,** The USPS has punished EAS employees eligible to retire and/or who have retired in years affected by USPS pay freeze policies, therefore be it

**RESOLVED,** That NAPS Headquarters determines an appropriate course of action to require the USPS and OPM to calculate and/or re-calculate the retirement annuities of all EAS retirees who will or have had a portion of their consecutive “high-3” salaries calculated in years impacted by USPS wage freeze policies, and be it further

**RESOLVED,** That the EAS “high-3” base salary for retirement annuity calculation be increased by 2 percent of their *Form 50* pay level or detailed pay level in the year they retired, and be it finally

**RESOLVED,** That the retirees or their beneficiaries affected by this resolution be paid retroactively, with 3 percent interest, once the resolution has been adopted.

***Branch 213, Madison, WI***

**41**

**WHEREAS,** The Office of Personnel Management (OPM) establishes and oversees the Federal Employees Retirement System (FERS) policy, and

**WHEREAS,** The FERS retirement basic annuity is computed based on an employee’s length of service and “high-3” average salary, and

**WHEREAS,** OPM changed the criteria for determining the highest average basic pay to what an employee earned during any consecutive years of service, and

**WHEREAS,** The Postal Service is held to the rulings of OPM pertaining to federal retirement policies, and

**WHEREAS,** The Postal Service negotiates and sets the salary levels for its employees, including the Executive Administrative Schedule (EAS), and

**WHEREAS,** The USPS has raised the EAS base salary schedule by 2 percent in 2009, 2.25 percent in 2010, 2.25 percent in 2011, 0 percent in 2012, 1 percent in 2013 and 1.5 percent in 2014, and

**WHEREAS,** Federal employees, including postal EAS employees, have been involved in pay freezes as cost-saving measures for their agencies, with employees unable to increase their base pay from 2010 until 2014, and

**WHEREAS,** The USPS suspended the Pay-for-Performance Program from 2011 through 2013, and

**WHEREAS,** The USPS increased the base wages of all bargaining-unit employees from 2006 through 2016, and

**WHEREAS,** The USPS has prefunded the retirement obligations for FERS retirees 40 years in advance, and

**WHEREAS,** The USPS has punished EAS employees eligible to retire and/or who have retired in years affected by USPS pay freeze policies, therefore be it

**RESOLVED,** That NAPS Headquarters determines an appropriate course of action to require the USPS and OPM to calculate and/or re-calculate the retirement annuities of all EAS retirees who will or have had a

portion of their consecutive “high-3” salaries calculated in years impacted by USPS wage freeze policies, and be it further

**RESOLVED**, That the EAS “high-3” base salary for retirement annuity calculation be increased by 2 percent of their *Form 50* pay level or detailed pay level in the year they retired, and be it finally

**RESOLVED**, That the retirees or their beneficiaries affected by this resolution be paid retroactively, with 3 percent interest, once the resolution has been adopted.

***Branch 213, Madison, WI***

## **42**

**WHEREAS**, Exhibit 412.1b, “Position Groups Eligible for Supervisory Differential Adjustment (SDA) Rate (effective Jan. 22, 2005),” of the *Employee and Labor Relations Manual (ELM)* provides for the minimum salary for certain EAS position groups, and

**WHEREAS**, Exhibit 412.1b states the minimum salary is 5 percent above the indicated bargaining-unit levels and steps and the SDA rate was effective Jan. 22, 2005, and

**WHEREAS**, While the bargaining-unit levels and steps previously were determined to be the predominant levels and steps supervised by these EAS position groups, bargaining-unit salaries have changed significantly since Jan. 22, 2005, therefore be it

**RESOLVED**, That NAPS consults with the Postal Service to evaluate Exhibit 412.1b, “Position Groups Eligible for Supervisory Differential

Adjustment (SDA) Rate (effective Jan. 22, 2005),” of the *Employee and Labor Relations Manual (ELM)* to determine the predominance of the indicated bargaining-unit levels and steps supervised by the corresponding EAS position groups and to make appropriate changes in Exhibit 412.1b, as necessary, to ensure that EAS salary minimums are adjusted accordingly, and be it further

**RESOLVED**, That Exhibit 412.1b be reviewed for compliance during pay consultations.

### ***California State Branch***

## **43**

**WHEREAS**, The business model for the USPS is changing, allowing for delivery of parcels on Sunday, and

**WHEREAS**, The Postal Service needs revenues from this process to survive financially, and

**WHEREAS**, The Postal Service has not adjusted EAS schedules to compensate for delivery processes encompassing seven days, and

**WHEREAS**, It is a hardship for EAS postmasters, managers and supervisors to work six and seven days in a week, therefore be it

**RESOLVED**, That the Postal Service compensates all EAS employee who work a sixth day in a service week at a rate of 150 percent of their calculated base hourly rate for all hours worked on a sixth day, and be it further

**RESOLVED,** That the Postal Service compensates all EAS employees who work a seventh day in a service week at a rate of 200 percent of their calculated base hourly rate for all hours worked on a seventh day.

*Oregon State Branch 940*

**44**

**WHEREAS,** Locality pay is recognized and has a long history with all government agencies with the exception of the USPS, and

**WHEREAS,** The USPS already has locality pay in Alaska and Hawaii, and

**WHEREAS,** The lack of locality pay creates a financial burden on EAS employees who live and work in high-cost areas other than Alaska and Hawaii, and

**WHEREAS,** Many areas of the country have been forced to implement universal ASP as a result of being unable to attract EAS employees to high-cost areas, and

**WHEREAS,** EAS employees do not have COLAs, but the crafts do, therefore be it

**RESOLVED,** That NAPS Headquarters seeks legislative action to implement locality pay for USPS EAS employees in high cost-of-living areas.

*Al Navarro Quad County Branch 373*

**45**

**WHEREAS,** The USPS continues to operate post offices, delivery units and processing plants in high cost-of-living communities, and

**WHEREAS,** The most qualified postal employees, especially EAS employees, are needed to staff these postal operations, and

**WHEREAS,** Current postal compensation does not allow most postal employees, especially EAS employees, to be able to live and support families in high cost-of-living communities, therefore be it

**RESOLVED,** That NAPS consults with the USPS to implement a locality pay schedule for EAS employees based on the model used by other federal agencies.

*Oregon State Branch 940*

**46**

**WHEREAS,** Locality pay has been studied at length by the Office of the Inspector General who submitted a report in February 2014, stating it should be used by the Postal Service as a method of attracting and retaining quality employees, and

**WHEREAS,** Locality pay currently is being used by the Postal Service in Alaska, Hawaii, Guam, Puerto Rico and some employee segments as an effective means of attracting and retaining employees to work in high-cost areas, and

**WHEREAS,** All other federal government employees currently enjoy both locality pay *and* COLA, no matter where they work, and

**WHEREAS,** Branch 100, several years ago, hired professionals to study locality pay and submit a report that showed all employees would gain income and none would lose, and

**WHEREAS,** EAS employees have, each year, been losing purchasing power and effectively having their wages lowered due to not having either COLA or locality pay, therefore be it

**RESOLVED,** That NAPS Headquarters works with USPS Headquarters and/or the USPS Office of Inspector General to create a locality pay strategic plan for EAS employees and seek legislative action for implementation.

#### ***Branch 244***

## **47**

**WHEREAS,** There has been no cost-of-living allowance increase for supervisors in years, and

**WHEREAS,** All craft employees have yearly COLA raises, and

**WHEREAS,** In some cases, this has created a disparity of pay with craft employees making more than newly promoted supervisors, and

**WHEREAS,** The lack of monetary compensation toward living costs has caused some resentment and a hostile work environment, and

**WHEREAS,** All employees of the Postal Service should be compensated fairly and equitably, and

**WHEREAS,** The lack of COLA for EAS employees creates a hardship, financial or otherwise, therefore be it

**RESOLVED,** That NAPS takes whatever means necessary to ensure EAS employees receive COLA increases yearly.

*Sacramento District Branch 77*

**48**

**WHEREAS,** EAS employees have not been granted fair and reasonable salary increases during the past three years, and

**WHEREAS,** Increases in cost of living have steadily deteriorated the purchasing power of stagnant EAS employee salaries, which, in effect, decreases the value of EAS employees' pay, therefore be it

**RESOLVED,** That, in the next EAS pay negotiations, NAPS Headquarters demands yearly cost-of-living increases and regular, reasonable yearly pay increases for all EAS employees, and be it further

**RESOLVED,** That these increases be "written in stone" and granted without compromise or exchange for any give-backs or other loss of EAS benefits.

*David George, Branch 327*

**49**

**WHEREAS,** The NAPS/USPS pay and benefits package has no provision for cost-of- living allowances (COLA) for EAS employees, and

**WHEREAS,** COLA represents a small portion of the increasing cost of living incurred by all postal employees, and

**WHEREAS,** The USPS provides COLA to all non-EAS postal employees, therefore be it

**RESOLVED,** That NAPS initiates immediate action, legal or consultative, to result in the reinstatement of COLA for all EAS employees.

***Michigan State Branch***

**50**

**WHEREAS,** COLA has a long history of use within all government agencies, including the Postal Service, with the exception of EAS employees, who lost it in negotiations over a decade ago after being told craft employees also were going to lose it, and

**WHEREAS,** USPS craft employees still, to this day, enjoy COLA, which preserves their wage purchasing power, and

**WHEREAS,** EAS employees have neither COLA nor locality pay and are the only federal employees with this stigma that creates financial hardship, especially in high-cost areas, and

**WHEREAS,** Longtime EAS employees earning high wages are retiring and being replaced with lower-paid EAS employees who can make as little as \$44,764 as EAS 17s and \$54,105 as EAS 21s, creating a working poor within the ranks of EAS employees who need COLA for economic

survival, an incentive to remain in the USPS and an incentive for craft employees to step up into the ranks of management, and

**WHEREAS,** In the 12 months (May 2013 to May 2014) prices increased more than 2.1 percent, which directly impacted employee wages and translated into lower effective earnings only for EAS employees, and

**WHEREAS,** PMG Patrick Donahoe routinely goes before Congress regarding the inflationary pressures the USPS faces regarding fuel, equipment and more, therefore be it

**RESOLVED,** That NAPS Headquarters researches, compiles data and creates a strategic plan to regain COLA for EAS employees, the only postal employees without this wage protection.

***Branch 244***

**51**

**WHEREAS,** Compensation for EAS employees has not kept pace with the cost of living, and

**WHEREAS,** A current EAS salary of \$50,000 is only worth about 75 percent of what the same salary was in the year 2000, and

**WHEREAS,** An equitable salary is necessary to attract and keep the most qualified employees in EAS positions, therefore be it

**RESOLVED,** That NAPS consults with the USPS to implement a COLA adjustment to the EAS pay package.

***Oregon State Branch 940***

**WHEREAS,** The Postal Service no longer offers a cost-of-living allowance (COLA) for its Executive and Administrative Schedule (EAS) employees, and

**WHEREAS,** EAS employees received no pay raise for three consecutive years, and

**WHEREAS,** The rest of the federal government offers locality pay, which is a geographically based percentage rate that reflects pay levels for non-federal workers in certain geographic areas as determined by surveys conducted by the U.S. Bureau of Labor Statistics (BLS), and

**WHEREAS,** Locality pay is set by comparing General Scale (GS) and non-federal pay in each locality pay area, based on salary surveys conducted by the BLS, and

**WHEREAS,** The BLS is unable to survey all the many areas where federal employees work, and there currently are 33 separate metropolitan locality pay areas, and

**WHEREAS,** All other employees in the contiguous 48 states are included in the “Rest of U.S.” locality pay area, and

**WHEREAS,** Individuals and groups interested in proposing changes to current GS locality pay area boundaries may contact the Federal Salary Council in Washington, DC, and

**WHEREAS,** The USPS Office of Inspector General has issued a white paper (Report # RARC-WP-14-008) in favor of locality pay, therefore be it

**RESOLVED,** That NAPS initiates action with the Postal Service and Federal Salary Council with the goal of enacting locality pay as defined for “Most General Scale” employees for all USPS employees in the EAS.

*Branch 61, Seattle*

**53**

**WHEREAS,** Locality pay is recognized and has a long history with all government agencies, with the exception of the USPS, and

**WHEREAS,** The USPS already has locality pay in certain areas, and

**WHEREAS,** EAS employees do not have COLA, as does the craft, therefore be it

**RESOLVED,** That NAPS Headquarters seeks legislative action to implement locality pay for EAS employees in the Postal Service.

*Handelman/Palladino New York State Branch 935*

**54**

**WHEREAS,** During the past three years, pay equity between managers and postmasters and the subordinate EAS employees they supervise has deteriorated, and

**WHEREAS,** This inequity was caused by an EAS pay freeze and the lack of an EAS pay package, and

**WHEREAS,** When an EAS employee competes and is awarded a manager or postmaster promotion, added responsibilities are expected by the USPS, and

**WHEREAS,** With additional responsibilities comes respect, and

**WHEREAS,** Respect for an employee is equitable compensation from their employer, commensurate with their responsibilities, therefore be it

**RESOLVED,** That, when an EAS employee is promoted to a manager or postmaster position and is found to be paid less than any of the subordinate EAS employees they supervise, their pay is to immediately increase to 3 percent more than any subordinate EAS employee they supervise.

*Oregon State Branch 940*

**55**

**WHEREAS,** The current EAS pay scale has contributed to a lack of equity between the pay of managers and postmasters and the subordinate employees they supervise, and

**WHEREAS,** This inequity between levels in the EAS pay scale is a deterrent to attracting the most qualified candidates for higher-level promotional opportunities, and

**WHEREAS,** Many managers and postmasters currently earn significantly less than the subordinate EAS employees they supervise, therefore be it

**RESOLVED,** That NAPS consults with the USPS to restructure the EAS pay levels to provide at least a 3 percent separation between the top of one level and the bottom of the next, thus eliminating the overlapping of pay levels.

***Oregon State Branch 940***

**56**

**WHEREAS,** The NAPS/USPS pay and benefits package have no provision to compensate EAS employees overtime at the rate of 150 percent of their basic hourly rate, and

**WHEREAS,** EAS employees have been converted to exempt status, resulting in substantial additional work hours at either the straight time rate or no compensation at all, therefore be it

**RESOLVED,** That NAPS initiates immediate action, legal or consultative, to result in the reinstatement of the payment of overtime to EAS employees at the rate of 150 percent of their hourly rates.

***Michigan State Branch***

**57**

**WHEREAS,** EAS employees are exempt and, therefore, do not get paid for time worked outside their regular 8 hours, except for those who

supervise craft employees and are classified as special-exempt EAS employees and paid straight time for any work beyond 8.5 hours, and

**WHEREAS,** The closures and consolidations of facilities and RIFs have eliminated many EAS positions, and

**WHEREAS,** Although EAS positions have been eliminated, the workload has not gone away, resulting in remaining EAS employees working longer hours daily and, in some cases, when carriers are late returning from the street, Customer Service EAS employees can be on the clock 3 or more hours at straight time, and

**WHEREAS,** This situation has become the norm and NAPS members are exhausted, and

**WHEREAS,** Until the Postal Service feels the harm monetarily, there will be no change, therefore be it

**RESOLVED,** That NAPS Headquarters consults with the Postal Service during pay consultations to pay Level-22-and-below EAS positions overtime pay (1.5 times salary) for any time worked outside their regular schedules.

*California State Branch*

**58**

**WHEREAS,** It has become increasingly common for the USPS to hire directly from the outside for some EAS positions, and

**WHEREAS,** This diminishes incentive, and

**WHEREAS,** Our organization was created to enhance promotional opportunities for EAS employees, and

**WHEREAS,** We have many EAS employees with the knowledge, skills and ability to fill many of these positions, and

**WHEREAS,** NAPS currently neither challenges this increasingly common practice nor has written a position paper on it, therefore be it

**RESOLVED,** That NAPS requests the USPS provide a monthly accounting of each EAS position it fills from outside the ranks of the USPS and the specific reason it was deemed necessary.

*Al Navarro Quad County Branch 373*

**59**

**WHEREAS,** EAS employees bid on open EAS positions, and

**WHEREAS,** EAS employees are awarded EAS positions, and

**WHEREAS,** EAS employees are not being assigned to their awarded positions, therefore be it

**RESOLVED,** That EAS employees be moved to their awarded positions within 30 days of notification.

*Branch 8, Indianapolis*

**60**

**WHEREAS,** Supervisors are awarded new positions in new offices,  
and

**WHEREAS,** The supervisors are given an effective date, and

**WHEREAS,** The losing office holds supervisors for an indefinite  
time in their old positions, and

**WHEREAS,** This causes undue hardship on the supervisors and the  
gaining offices, therefore be it

**RESOLVED,** That NAPS requests USPS to issue policy directing all  
EAS physical transfers be completed to new offices in no more than 60 days.

*Al Navarro Quad County Branch 373*

**61**

**WHEREAS,** The Postal Service is not well served when vacant EAS  
positions are not filled in a timely manner, and

**WHEREAS,** The Postal Service oftentimes manipulates EAS  
postings to avoid timely filling these positions, therefore be it

**RESOLVED,** That, unless local NAPS representatives agree to hold  
local vacant EAS postings, all EAS field positions must be posted within 30  
days of a vacancy, and be it further

**RESOLVED,** That, unless local NAPS representatives agree to hold  
local vacant EAS postings, all EAS field positions must be awarded within  
75 days of a vacancy, if qualified applicants exist.

*Oregon State Branch 940*

**62**

**WHEREAS,** The USPS conducts fact-finding with supervisors, managers and postmaster, and

**WHEREAS,** The USPS will sit on the information it receives during fact-finding for an indefinite time, and

**WHEREAS,** The indefinite time between fact-finding and issuing any kind of discipline sometimes causes stress for these supervisors, managers, postmasters and their families, therefore be it

**RESOLVED,** That NAPS Headquarters requests Postal Headquarters to set a time limit of 30 days before issuing any type of discipline.

*Al Navarro Quad County Branch 373*

**63**

**WHEREAS,** The USPS conducts fact-finding with supervisors, managers and postmaster, and

**WHEREAS,** The USPS will sit on the information it receives during fact-finding for an indefinite time, and

**WHEREAS,** The indefinite time between fact-finding and issuing any kind of discipline sometimes causes stress for these supervisors, managers, postmasters and their families, therefore be it

**RESOLVED,** That NAPS Headquarters requests Postal Headquarters to set a time limit of 30 days before issuing any type of discipline.

**64**

**WHEREAS**, Wait-Time-in-Line (WTIL) is an ongoing program of which the main focus is to track Customer Service satisfaction, and

**WHEREAS**, There is a renewed focus from USPS Headquarters and the area offices to avoid WTIL failures at all costs, and

**WHEREAS**, Memos from the Pacific and Western areas offices have characterized customer transaction times as “averaging” 2.5 minutes in the Western Area and 3.5 minutes in the Pacific Area, and

**WHEREAS**, Since the beginning of the WTIL program, the standard customer service transaction time has been 5 minutes, and

**WHEREAS**, Customer service transactions vary, based on whether they’re taking place in small, medium or large Customer Service units, and

**WHEREAS**, The Postal Service is attempting to arbitrarily reduce the window wait time transaction service time, and

**WHEREAS**, WTIL is impacted by available staffing, time of day and types of transactions, including passports, business, residential and diversity of customers, and

**WHEREAS**, WTIL transactions force time reductions and speeding up customer service adds stress to the Customer Service associates and supervisors, therefore be it

**RESOLVED**, That NAPS consults with USPS Headquarters and the areas to ensure no changes are made to the WTIL program without first

consulting with NAPS and, prior to any changes, a complete program evaluation be conducted and findings be documented to justify a change in WTIL transaction times.

***California State Branch***

**65**

**WHEREAS**, EAS-17 SCS and SDO positions are stressful and demanding, and

**WHEREAS**, Most of the operations in Customer Service and Mail Processing are six-day operations, with these employees working their NS days, and

**WHEREAS**, The Postal Service continues to reduce the work force and continually has added new functions and duties to these positions over the past six years, and

**WHEREAS**, The current contract with the APWU contains language that makes it difficult to retain clerk 204(b)s, therefore be it

**RESOLVED**, That the Postal Service uses a revised SWCs formula that takes into account all the new programs added since the past SWCs formula adjustment, and be it further

**RESOLVED**, That, to eliminate this problem, a relief supervisor should be added for every five supervisors so all functions of the job can be completed in a manner expected by the USPS.

***Branch 420 - Southwest Florida***

## 66

**WHEREAS,** Communications is a vital component of an effective organization such as NAPS, and

**WHEREAS,** NAPS national campaign communications detract from normally expected communications from NAPS national officers, and

**WHEREAS,** Effective administration and expected cohesiveness among the NAPS national officers is diminished by extended campaign timeframes and disputed issues, therefore be it

**RESOLVED,** That all campaigning for NAPS Executive Board positions be limited to a timeframe beginning with the second day of the Legislative Training Seminar through the national convention in national convention years only, and be it further

**RESOLVED,** That a two-hour timeframe be included in the LTS program in national convention years for the purpose of announcing candidates for national office.

### *Oregon State Branch 940*

## 67

**WHEREAS,** Our three resident officers sometimes meet with USPS representatives regarding issues that mandate specific dialogue and real working knowledge of the issue at hand, necessitating subject-matter experts to effectively and quickly move to a viable solution, and

**WHEREAS,** When subject-matter experts are not used in these situations, credibility and practical working solutions are delayed or lost completely, hurting our members, the USPS and NAPS' credibility, and

**WHEREAS,** Our resident officers in today's specialized and fast-changing work environment cannot be reasonably expected to know everything and converse effectively on every topic, no matter how much they are prepped, and

**WHEREAS,** Corporations, organizations and Congress routinely use subject-matter experts within official meetings, and

**WHEREAS,** Research results find that using subject-matter experts saves time and money and results in more frequent resolution to issues, therefore be it

**RESOLVED,** That, if no subject-matter expert (someone currently employed in that field with a high level of knowledge and a past history of effective communication on the topic) is within the ranks of the NAPS Executive Board, that subject-matter experts be used from the field.

***Branch 244***

**68**

**WHEREAS,** The USPS has experienced a shortage of postal/government vehicles, and

**WHEREAS,** Supervisors are being required to perform daily street observations, and

**WHEREAS,** Customer Service supervisors are required to have valid drivers' licenses, and

**WHEREAS,** The Postal Service does not provide insurance coverage for EAS employees' personal vehicles, therefore be it

**RESOLVED,** That NAPS proposes to the USPS during the consultative process that the agency provides the tools (vehicles) necessary for EAS employees to perform street management.

*California State Branch*

**69**

**WHEREAS,** The Postal Service continues to look at ways to cut costs, and

**WHEREAS,** Line supervisors often are requested to cut back and trim workhours, and

**WHEREAS,** Line supervisors have been working in units for the past few years with EAS vacant positions, and

**WHEREAS,** Managers, Postmasters and POOMs have attempted to extend line supervisors' lunch periods to two or three hours to avoid EAS OT/extra pay, and

**WHEREAS,** NAPS recognizes this action as merely extending a supervisor's work day in order to hide workhours, therefore be it

**RESOLVED,** That NAPS Headquarters consults with the USPS to provide clear language stating all employees' lunch schedules should be no more than one hour.

*California State Branch*

**70**

**WHEREAS,** The USPS business model is changing with implementation of parcel deliveries on Sundays, and

**WHEREAS,** The Postal Service needs the revenue generated by Sunday delivery to survive financially, and

**WHEREAS,** The Postal Service has not yet taken into consideration the EAS staffing levels needed to ensure this new process is effectively managed, therefore be it

**RESOLVED,** That, once an office is required to begin Sunday delivery, it will be required that a SWCs review for the office be conducted immediately, and be it further

**RESOLVED,** That, if staffing changes are shown to be needed by the SWCs review, additional staffing hours will be added to the office and backdated to the date of implementation.

*Oregon State Branch 940*

**71**

**WHEREAS,** The postmaster secretary and administrative assistant (FLD) currently are EAS-12 positions with an annual salary schedule ceiling of \$54,278, and

**WHEREAS,** These positions have been assigned more duties and responsibilities that were not clerical over the past six years, and

**WHEREAS,** The newly created Level-7 lead clerk position salary ceiling currently is \$54,237 and does not even have the same responsibilities of either position, therefore be it

**RESOLVED,** That all EAS-12 postmaster secretary and administrative assistant positions be upgraded to EAS Level-15.

***Branch 420 - Southwest Florida***

**72**

**WHEREAS,** *The Postal Supervisor* magazine is paid for by the National Association of Postal Supervisors' membership, and

**WHEREAS,** *The Postal Supervisor* provides information on NAPS and the Postal Service, therefore be it

**RESOLVED,** That no political campaign materials be allowed in *The Postal Supervisor* magazine.

***Atlantic Coast Br 353 (Daytona)***

**73**

**WHEREAS,** There is no current supervisor staffing workload evaluation process for Mail Processing, and

**WHEREAS,** There is no current process to evaluate current SDO duties encompassed, therefore be it

**RESOLVED,** That NAPS enters into consultations with the USPS to develop a supervisor staffing workload evaluation process for mail processing facilities, and be it further

**RESOLVED,** That this supervisor staffing workload evaluation process encompasses all duties and responsibilities of SDO positions.

***Oregon State Branch 940***

**74**

**WHEREAS,** The supervisor, Support Services, currently is an EAS-17 position, and

**WHEREAS,** This position has been assigned more duties and responsibilities over the past six years due to the increased responsibilities of the Fort Myers postmaster to include MPOO 9 duties, therefore be it

**RESOLVED,** That all EAS-17 supervisor, Support Services, positions be upgraded to EAS Level-18.

***Branch 420 - Southwest Florida***

**75**

**WHEREAS,** The process control assistant currently is an EAS-16 position, and

**WHEREAS,** The position has been assigned additional duties and responsibilities over the past two years due to the elimination of the marketing specialist within the P&DC, and

**WHEREAS,** The duties and responsibilities exceed the current definition of the process control assistant, therefore be it

**RESOLVED,** That all EAS-16 process control assistant positions be upgraded to EAS Level-17.

***Branch 93. Gulf Atlantic District***

**76**

**WHEREAS,** The Sunday parcel delivery pilot program has projected a positive source of revenue for the Postal Service from its partnership with Amazon.com, and

**WHEREAS,** The USPS needs to increase all types of mail volume, and

**WHEREAS,** The Amazon.com packages are generating increased volume and revenue, and

**WHEREAS,** The USPS has confirmed that increased volume will help determine whether there will be future consolidations, closures and RIFs, and

**WHEREAS,** The Amazon.com Sunday parcel delivery program, if successful, could expand to other large mailers and result in a growing seven-day delivery status for USPS, therefore be it

**RESOLVED,** That the USPS and NAPS consult on a staffing proposal that will provide guidelines for increased craft and EAS staffing rotations to ensure weekend delivery coverage for the Sunday parcel delivery pilot program, and be it further

**RESOLVED,** That such staffing discussions include NAPUS and the League of Postmasters, as larger post offices may be included in these expanded delivery programs, and be it finally

**RESOLVED,** That NAPS not only consults on a permanent staffing solution with the USPS, but also includes a proposal to post relief supervisor positions to rotate into seven-day delivery units to ensure that line supervisors receive their scheduled days off.

*California State Branch*

**77**

**WHEREAS,** The Sunday parcel delivery pilot program has projected a positive source of revenue for the Postal Service from its partnership with Amazon.com, and

**WHEREAS,** The USPS needs to increase all types of mail volume, and

**WHEREAS,** The Amazon.com packages are generating increased volume and revenue, and

**WHEREAS,** The USPS has confirmed that increased volume will help determine whether there will be future consolidations, closures and RIFs, and

**WHEREAS,** The Amazon.com Sunday parcel delivery program, if successful, could expand to other large mailers and result in a growing seven-day delivery status for USPS, therefore be it

**RESOLVED,** That the USPS and NAPS consult on a staffing proposal that will provide guidelines for increased craft and EAS staffing rotations to ensure weekend delivery coverage for the Sunday parcel delivery pilot program, and be it further

**RESOLVED,** That such staffing discussions include NAPUS and the League of Postmasters, as larger post offices may be included in these expanded delivery programs, and be it finally

**RESOLVED,** That NAPS not only consults on a permanent staffing solution with the USPS, but also includes a proposal to post relief supervisor positions to rotate into seven-day delivery units to ensure that line supervisors receive their scheduled days off.

***California State Branch***

**78**

**WHEREAS,** The USPS currently offers EAS details in district offices in such areas as Safety, Marketing (BSN, Retail specialist, business development, Consumer Affairs), AMS, Internal Control, FMLA coordinator, ergonomics coordinator and so on to craft employees, prior to offering them to current EAS employees, and

**WHEREAS,** There currently are EAS employees who desire these details in order to broaden their skill sets and would like to be offered these detail opportunities, and

**WHEREAS,** The craft employees could be detailed to replace EAS employees as acting supervisors, and

**WHEREAS,** Because there currently is a shortage of supervisors, this would increase the number of employees who have supervisory experience, and

**WHEREAS,** When vacancy announcements are posted for positions such as in Safety, Marketing, Finance and others, the detailed craft employee many times ends up being awarded the position over current EAS applicants because of the experience and exposure gained while in the detail, and

**WHEREAS,** The EAS employee, if assigned the detail, would have had a greater chance of being awarded the position, therefore be it

**RESOLVED,** That EAS employees be offered skill-set broadening details to such positions as stated above prior to them being offered to the craft, and be it further

**RESOLVED,** That NAPS Headquarters writes a formal position paper regarding details.

*Al Navarro Quad County Branch 373*

**79**

**WHEREAS,** USPS promotional selections often are based on applicant familiarity, and

**WHEREAS,** These selections, in many instances, have not produced the quality of leadership the Postal Service needs, and

**WHEREAS,** The selecting officials have substantially controlled the selection process by selecting the review committee to review the applicants, therefore be it

**RESOLVED,** That review committees for all EAS-18-and-above positions be established in a postal area other than that of the posted position, and be it further

**RESOLVED,** That applications for all EAS-18-and-above positions be submitted to the review committee without names, but with identifying numbers known only to Shared Services, and be it finally

**RESOLVED,** That postal areas be required to establish these review committees for this specific purpose.

***Michigan State Branch***

**80**

**WHEREAS,** NAPS currently has an Ethics Committee, used for oversight of the NAPS Executive Board, which is made up of the five regional vice presidents, which creates a conflict of interest due to the fact they are regulating themselves and those in which they have a vested interest, and

**WHEREAS,** It is common practice for organizations to have ethics/standards committees that are independent and whose members rotate, and

**WHEREAS,** Our NAPS leadership positions are role models and should be held to standards of acceptable actions/behavior, and

**WHEREAS,** The current Ethics Committee neither shares with the entire board information regarding issues brought before it nor posts general information for transparency purposes, thus denying grievants a way to actively participate in any way, and

**WHEREAS,** While the current Ethics Committee has rules/guidelines that were created in 2009, but are without any penalties or means of enforcing them, and

**WHEREAS,** Rules without associated consequences render the rules meaningless, and

**WHEREAS,** People are imperfect and ethics violations “happen” only when good beliefs lead to good behaviors, and there is a known and sure consequence for violations, therefore be it

**RESOLVED,** That a separate and independent ethics committee be created to review and investigate all code of conduct allegations and other ethical allegations made toward any NAPS Executive Board members, and be it further

**RESOLVED,** That a penalty table, similar to those used by other organizations, be created and posted, along with ethical guidelines, on the NAPS website, and be it finally

**RESOLVED,** That there be an appeals process for all parties involved.

***Branch 244***

**WHEREAS,** The option for each individual to vote has been nationally recognized as a basic civil right and something that has been fought for worldwide, and

**WHEREAS,** Individual voting is what all our rights are based on because it is the most effective way of providing a check and balance on those directly affecting our lives and futures, and

**WHEREAS,** NAPS is not a club, but a professional management organization, and the actions, decisions, skill sets, knowledge, abilities and priorities of our three NAPS resident officers directly affect each NAPS member because these are the only officers who have the authority to officially meet, correspond and negotiate with the USPS, Congress and other decision-makers regarding EAS pay, policies, benefits, retirement and workplace environment, and

**WHEREAS,** NAPS is the only organization with the authority given by Congress under *Title 39* to represent supervisors and managers and a member must be in good standing for the designated length of time to be represented, and

**WHEREAS,** The current voting system does not provide all members with the option to vote even though they pay dues, does not issue professional and identical ballots, does not allow for a secret ballot, does not allow for retention of ballots (they are immediately destroyed after the vote is announced) and does not allow for counting of ballots by an independent entity, therefore be it

**RESOLVED,** That, starting in the 2016 election of our three resident officers, voting will be done by a balloting method that allows for each

member in good standing to vote as an individual via secret ballot, and be it further

**RESOLVED,** That NAPS uses the NAPS Executive Board or a designated committee to adopt one of the commonly used, economic and successful voting methods or combination of methods (mail, online, phone) used by unions and other associations and hire an outside source for implementation.

***Branch 244***

**82**

**WHEREAS,** Some branches have acquired their non-profit status, and

**WHEREAS,** The *Compliance Guide for 501(c)(3) Public Charities* requires a record system be kept that includes a summary of transactions, and

**WHEREAS,** The charity also must keep documentation supporting entries in the books, therefore be it

**RESOLVED,** That all delegates be provided a detailed receipt for all NAPS national convention and Legislative Training Seminar registrations.

***Texas State***

**83**

**WHEREAS,** Many delegates desire or need to register online for NAPS Legislative Training Seminars and national conventions, and

**WHEREAS,** NAPS Headquarters imposed an additional \$10 fee for online registration, therefore be it

**RESOLVED,** That NAPS Headquarters stops this practice immediately.

*Texas State*

## 84

**WHEREAS,** Section 113.2b of the *Employee and Labor Relations Manual (ELM)* defines supervisor as “one who has a direct responsibility for ensuring the accomplishment of work through the efforts of others,” and

**WHEREAS,** Section 122a of the *ELM* reads, “Each position should be tailored to be within the capacities of a single individual,” and

**WHEREAS,** Section 122f of the *ELM* reads, “The structure should be developed within the complement constraints that have been realistically projected,” and

**WHEREAS,** Section 122j of the *ELM* reads, “The span of control should be neither so broad as to exceed the manager’s capacity to manage and integrate effectively nor so narrow as to preclude adequate delegation,” and

**WHEREAS,** The Postal Service is arbitrarily adding additional duties to supervisors that clearly are not in line with the above-referenced *ELM* sections, and

**WHEREAS,** That, when additional duties arbitrarily are added to supervisors without consultation by and with NAPS local and national officers, and

**WHEREAS,** This violates *Title 39*, Part 2, Chapter 10, Section 1004, which reads, in part, “It shall be the policy of the Postal Service to provide compensation, working conditions and career opportunities that will assure the attraction and retention of qualified and capable supervisory and other managerial personnel,” therefore be it

**RESOLVED,** That NAPS requests, in accordance with *Title 39* Section 1004 (f) (1), which reads, in part, “within 10 days following its receipt of such decision,” that the Federal Mediation and Conciliation Service convenes a fact-finding panel concerning this matter.

*Texas State*

## 85

**WHEREAS,** The Violence in the Workplace document signed jointly by postal organizations is being used by craft organizations to target EAS supervisors, managers and postmasters when they are fulfilling their work responsibilities, and

**WHEREAS,** These affected EAS employees have become the victims of the unions’ efforts to intimidate and bully them from performing essential elements pertaining to corrective action, and

**WHEREAS,** Management has become complicit with settling grievances that adversely impact the working conditions of EAS employees and future promotional opportunities, and

**WHEREAS,** These management actions include, but are not limited to, failure by Labor Relations to interview the EAS employee before making a settlement and failure to interview the accusing employees and critically examine the alleged documents submitted by the unions, and

**WHEREAS,** *Title 39* does not allow EAS employees to be party to collective bargaining agreements because *ELM 650* is the appropriate controlling regulation that deals with corrective action, and

**WHEREAS,** No arbitrator, individual at pre-arbitration or Labor Relations specialist has justification to decide the future of EAS employees without due process consideration, therefore be it,

**RESOLVED,** That NAPS, through the consultative process, urges the Postal Service to take no disciplinary action or accept any union grievance settlement that specifically prohibits EAS employees from supervision in a unit, district or area, and be it further

**RESOLVED,** That management conduct a comprehensive investigation into union grievances that include or suggest allegations of violence in the workplace, preferably in coordination with local NAPS officials to grant due process to potentially impacted EAS employees.

***California State Branch***

**WHEREAS,** The USPS and NAPS mutually agree that elimination of redundant functions and reports is important for efficient operations of the Postal Service, and

**WHEREAS,** The Ready Post process requires numerous redundant operational functions, and

**WHEREAS,** The Ready Post process requires numerous audits in which the auditing office is unable to resolve obvious shortages or overages, therefore be it

**RESOLVED,** That the Ready Post process be modified to allow a local Retail unit to order stock for obvious shortages after a required audit, and be it further

**RESOLVED,** That the Ready Post process be modified to allow a local Retail unit to cancel automatic stock orders for obvious shortages after a required audit.

*Oregon State Branch 940*

**87**

**WHEREAS,** Revenue drives the staffing of post offices, and

**WHEREAS,** Offices scan multiple prepaid acceptance scans, and

**WHEREAS,** The revenue generated by prepaid acceptance scans is based on the address the customer has associated with their account, and

**WHEREAS,** The number of prepaid acceptance scans is too numerous to be processed through the POS system alone, therefore be it

**RESOLVED,** That all revenue associated with prepaid acceptance scans be credited to the receiving/processing office, and be it further

**RESOLVED,** That all prepaid acceptance scans generated from IMD scans be credited to the POS/EDW transaction credits for the offices making the scans, and be it finally

**RESOLVED,** That POS transaction credits be applied to all prepaid acceptance scans from whatever input source for the offices making the scans.

*Oregon State Branch 940*

**88**

**WHEREAS,** It is important for the USPS to have an effective communications process to address and respond to Customer Service issues, and

**WHEREAS,** The current eCC tool used by the Postal Service is flawed and needs to be modified to become more effective, and

**WHEREAS,** Many eCC cases currently are not assigned to the proper office for resolution because the system assigns a complaint to the ZIP code of the complaining address, not the ZIP code of where the problem occurred (i.e., delivery address or processing center), therefore be it

**RESOLVED,** That the eCC tool be modified to assign a complaint to the ZIP code of where a problem occurred, and be it further

**RESOLVED,** That the eCC tool be modified to populate postal contact information in the supervisor response screen of eCC, and be it further

**RESOLVED,** That the contact phone number and mailing address of the home delivery unit of the complaint and the phone number and mailing address of where the problem occurred be shown.

***Oregon State Branch 940***

**89**

**WHEREAS,** Priority Mail performance counts as 15 percent on NPA goals and there currently is a severe negative impact for a large group of NAPS members, and

**WHEREAS,** There were network issues with FedEx that severely impacted Priority Mail performance in Quarter 1 and, in the past, there have been adjusted service performance expectations in this quarter, and

**WHEREAS,** The majority of districts nationwide are at 102 level and perfect performance still will not increase this to a decent contribution level, therefore be it

**RESOLVED,** That the NAPS national officers work with the Postal Service to mitigate an adjusted service performance level for Priority Service during Quarter 1.

***Branch 951, Virginia***

**WHEREAS,** It has been customary following a NAPS national convention for the newly elected NAPS President to lease a new car during their two-year term, in their name and the name of the National Association of Postal Supervisors, for their and their spouse's exclusive use, and

**WHEREAS,** The value of the new NAPS leased car has ranged between \$45,000 and \$55,000, and

**WHEREAS,** The average cost, which includes paying for all fuel, insurance, deductibles, personal property tax, parking, tolls, general maintenance, vehicle repairs, car washes and other miscellaneous expenses paid by NAPS Headquarters for the past three years has averaged \$14,500.00 annually, and

**WHEREAS,** The average driving cost for operating and maintaining the NAPS leased car over the past three years has been approximately \$2.42 per mile, and

**WHEREAS,** The IRS currently provides for mileage reimbursement of business miles at a rate of approximately 56 cents per mile, which is substantially less than the current average cost of \$2.42 per mile being incurred by NAPS to lease a new car every two years for the NAPS President, and

**WHEREAS,** If NAPS reimbursed the NAPS President for all NAPS business miles driven during the year when using the current IRS mileage rate, NAPS would save approximately \$10,000 annually in expenses, and

**WHEREAS,** The NAPS Executive Board traditionally has approved the purchase and gift of the NAPS lease car, at an approximate cost of \$22,000, for the NAPS President at the time of their retirement, and

**WHEREAS,** NAPS membership has declined over the years, reducing NAPS revenue and requiring NAPS to effectively reduce essential and non-essential expenses to ensure members may continue to receive the proper representation, therefore be it

**RESOLVED,** That NAPS Headquarters immediately terminates the current NAPS policy of leasing or purchasing a vehicle in the name of NAPS and/or any resident officer, and be it further

**RESOLVED,** That the NAPS President submits for reimbursement, such as for any other resident officer and Executive Board member, miles driven for official NAPS business when using their personal vehicle, and that the reimbursement be in accordance with current IRS rules.

***Wisconsin State Branch 956***

**91**

**WHEREAS,** The source of stress in Customer Service is using different factors to validate productivity in each office, and

**WHEREAS,** It seems to change on a regular basis daily, monthly, quarterly or annually, using Actual to Base, Actual to Plan, Actual to Earned and Actual to SPLY, and

**WHEREAS,** All those factors can be successes and failures with the same actual numbers causing confusion in the field among EAS employees, and

**WHEREAS,** This creates unnecessary stress in a production environment, therefore be it

**RESOLVED,** That NAPS Headquarters consults with USPS Headquarters to eliminate the various methods and determine which really demonstrate what the goals are, thus having all EAS employees on the same page, reducing stress and making the USPS successful.

*Michigan State Branch*

**92**

**WHEREAS,** There has been no active or positive legislation for the past three years of congressional sessions to help support the survival of the Postal Service, and

**WHEREAS,** Congress has all but failed to respond to the financial crisis of the Postal Service, therefore be it

**RESOLVED,** That SPAC contributions immediately be frozen and not released to any current congressional incumbent or challenger until the NAPS resident officers determine that the incumbent or challenger has been, and will be, a friend of NAPS who has the best interest of the Postal Service in mind.

*Iowa State Branch 918*

## 93

**WHEREAS,** SPAC contributions from current and former local, state and national officers, plus a small group of active members, has turned into an elitist competition of those few who give the most, and

**WHEREAS,** To further encourage the 98 percent of NAPS members who do not contribute to SPAC, therefore be it

**RESOLVED,** That, effective Jan. 1, 2015, individual SPAC contributions be limited to \$100 per month (\$1,200 per year), and be it further

**RESOLVED,** That, for individual SPAC contributors who still desire to contribute more than \$100 a month, NAPS Headquarters should check into the feasibility and legality of them contributing to SPAC as a branch group.

*Iowa State Branch 918*

## 94

**WHEREAS,** With the rising costs to NAPS local branch funds for transportation, lodging and related expenses, and

**WHEREAS,** NAPS members may have difficulty scheduling time off from assigned work positions, therefore be it

**RESOLVED,** That, beginning with calendar year 2015, the NAPS Legislative Training Seminar be limited to no more than two full days, excluding Sunday arrival and Wednesday departure.

*Iowa State Branch 918*

**95**

**WHEREAS,** With declining per-capita membership dues and rising costs to NAPS local branches for transportation, lodging and related expenses, and

**WHEREAS,** NAPS members may have difficulty scheduling time off from assigned work positions, and

**WHEREAS,** In even-numbered years, there are a NAPS Legislative Training Seminar (LTS), state/area conventions and a national convention, therefore be it

**RESOLVED,** That LTS be held only in odd-numbered years, beginning in calendar year 2015, and not in the same year as NAPS state/area and national conventions.

*Iowa State Branch 918*

**96**

**WHEREAS,** An EAS employee has applied for and been awarded a position, therefore be it

**RESOLVED,** That, within 10 days from selection, the required *Form 50* paperwork is to be submitted to local services for processing with an effective date of the pay period following the date of selection.

***Michigan State Branch***