



National Association of Postal Supervisors
2016 National Convention Executive Board Meeting
August 13, 2016 at 8:30 AM

Official Minutes

Larry Ewing, Chairman of the Board, called the 2016 National Convention Board Meeting to order at 8:45 am. Executive vice president, Ivan Butts, gave the invocation. Brian Wagner, Secretary/Treasurer, gave the roll call. All national officers were present; Louis Atkins, President; Ivan Butts, Executive Vice President; Brian Wagner, Secretary/Treasurer; Tommy Roma, Northeast Region VP; Chuck Mulidore, Eastern Region VP; Craig Johnson, Central Region VP; Marilyn Walton, Western Region VP; Jim Warden, New York Area VP; Hans Aglidian, Mideast Area VP; Cy Dumas, New England Area VP; Tim Needham, Pioneer Area VP; Richard Green, Capitol-Atlantic Area VP; Luz Moreno, Illini Area VP; Kevin Trayer, Michiana Area VP; Dan Mooney, North Central Area VP; Larry Ewing, MINK Area VP; Bob Quinlan, Southeast Area VP; Cornel Rowel, Central Gulf Area VP; Shri Green, Cotton Belt Area VP; Bob "Texasbob" Bradford, Texas Area VP; Cindy McCracken, Northwest Area VP; John Aceves, Rocky Mountain Area VP and Hayes Cherry, Pacific Area VP, except Southern Region Vice president, Tim Ford, who was given an excused absence.

President Atkins welcomed the executive board and was pleased everyone arrived safely. He stated he is running for Immediate Past President. President Atkins said it has been an unbelievable experience over the past 26 years as a board member, with 16 as a resident officer. Louis stated NAPS is his family and he has enjoyed serving the NAPS members, both at NAPS HQ and in the field. President Atkins stated that we may not always agree, but he has always tried to be fair to all. He thanked the executive board and the entire NAPS membership for always treating Bonita with great respect. Louis commented that his experience in NAPS has made him feel great and has brought him closer to God.

Executive vice president, Ivan Butts, addressed the board stating the convention is in an excellent venue for our members with hundreds of shops. He mentioned there was a lot of

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activity on our NAPS free day, which is Wednesday. He referenced pay talks may be starting soon. As for SPAC, NAPS is doing well. Marilyn Walton has been doing a great job as the Chair of the NAPS HQ legislative committee.

Secretary/Treasurer, Brian Wagner, commented that though this would be his last board meeting as secretary/treasurer he appreciated the executive board's support and committed to ensuring whoever is elected secretary/treasurer he would work to make sure they were successful. Richard Green could not think of another group of people that is not my immediate family that he loved more and that is NAPS family. Richard stated that when his mother passed, he won't ever forget that his NAPS family was there for him.

Bob "Texasbob" Bradford gave secretary/treasurer a Texas tie to replace the one Brian wore at the Texas State Convention that was cut-off by local law enforcement for violating a proclamation that no ties be worn during the NAPS TX state convention. Bob Quinlan thanked the executive board for all the prayers and well wishes while he recovered from his surgery. Hayes Cherry took a moment to thank Louis, Brian, and Ivan for doing a great job as a team. Hayes wished the board members, who were retiring from the board, all the best. Before adopting the agenda and program, Kevin Trayer announced he was getting installed as the Postmaster of his hometown, Richland, MI, on August 26 and invited the executive board to attend his installation. A year ago, Kevin stated he did not know if he would have a postal job since his maintenance position was eliminated. Now, Kevin is postmaster of his hometown.

Cindy McCracken moved and Tommy Roma seconded the adoption of executive board agenda and program. Motion passed on voice vote.

In Larry Ewing's Chairman Report he stated that this would be his last board meeting as Chairman and he thanked the executive board for all the support throughout the years.

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The next order of business was the NAPS/USPS Consultative meeting which was held in conjunction with board meeting. Minutes to the consultative meeting will be published separately from the board minutes.

Secretary/Treasurer Wagner reported on NAPS' finances, membership, the NAPS building, and NAPS' website and social media statistics. Specifically, as of August 1, 2016: NAPS' total PNC Investment Portfolio totaled \$14,122,856. NAPS General Fund, consisting of the PNC Checking and PNC Money Market accounts, was \$147,825.16 and \$627,809.15, respectively totaling \$775,634.31.

On July 21, 2016, NAPS completed its 2015-2016 Annual Financial Audit by CohnReznick. The auditors did not identify or find any deficiencies in NAPS' internal controls that would be considered material weaknesses. The NAPS building remains 100% leased. NAPS is back to receiving its landlord distributions. Stoladi's Senior Property Manager for NPI, Linda Taggart, left Stoladi on August 1 for a new career. NPI's new Sr. Property Manager is Stephanie Gleichsner. The NAPS building received a new roof in July 2016.

As of June 2016 DCO, NAPS total membership was 26,314 (24,936 active and 1,378 associate). Membership totals from June 2015 was 25,612 (24,243 active and 1,369 associate). Overall, membership increased by 678 or 2.65% between June 2015 and August 2016. As of August 1, 2016, NAPS has 4,024 members are registered on our www.naps.org website. *NAPSHQ2U* has 7,448 members registered. The average open rate for the *NAPSHQ2U* online newsletter is 32%. The industry average is 28%. NAPS has 427 Followers on Twitter. NAPS Facebook page has 1,525 Likes.

The board heard from Charlie Scialla, Disciplinary Defense Fund (DDF) provider. There was much board discussion on the Joint Statement settlements, sexual harassment and MSPB.

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Charlie stated he was working on a case in the Central Region related to the Joint Statement on Violence in the Workplace. NAPS's attorney on the case is working hard to get a resolution. Charlie stated there are more cases coming in regarding Sexual Harassments charges. There was dialogue regarding NAPS' strategies on how to handle disciplinary cases where members are being charged with violating the Joint Statement on Violence.

In the last six months, Charlie handled 16 removal cases related to sexual harassment. Members are jeopardizing their jobs by sexually harassing employees. Scialla reiterated to the executive board that members can't take advantage of people.

As for sexual harassment cases, the USPS does a lot of training on sexual harassment so employees should be aware of what is appropriate and not. Charlie stated MSPB cases are public record as is all testimony. If a member is going to be fired due to sexual harassment and goes to MSPB their case is public. What does a member tell their spouse or significant other when they are being fired for sexual harassment? Sexual harassment is done by texting or calling cell phones. It was stated members need to understand that they should not be texting or calling employees after hours for no valid reason.

NAPS' Legislative Counsel, Bruce Moyer and Executive vice president, Ivan Butts, addressed NAPS' legislative agenda and reported on SPAC. Ivan stated SPAC is looking good but is behind the pace from last year. Convention goal of \$40K or \$35/delegate. NAPS has been working hard in every Senate race. Some races that were leaning R or D have seen a turn. Ivan thanked those who supported SPAC over the years including participation in raffles.

Bruce Moyer stated S. 2051 has stalled. Bruce is very pessimistic about getting Postal Reform by the end of the year. Chaffetz House Bill has concerns about Medicare Integration, but contains the MSPB appeal provision. USPS HQ has stated 650 Hearing for adverse action

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cases is fair. Congress is out for a 7-week period and will be back after Labor Day. Bruce gave an overview of the changes of a Postal Reform bill being passed and the USPS reluctance to now support the MSPB section of the bill, when they had previously not an issue with MSPB rights for all EAS. Bruce stated some rural Senate Democrats were not happy with the House bill as it does not keep service standards.

Bruce briefed the executive board on the status of pay talks, where the commencement would occur after the largest union, which is the NALC, settles. APWU recently wrapped up and it appears the NALC is close to wrapping up. NALC may be wrapped up by mid-September. It is uncertain if the NALC will go to arbitration. However, NAPS will be ready within 45 days of when the NALC finalizes their pay agreement. NAPS is preparing for a robust participation with a legal team and expert in pay consultation. If NAPS does go to Fact-Finding, the FMCS will only provide a recommendation. NAPS has a top-notch legal team with compensation experts along with a pay consultant who understands the pay system in the federal sector. However, Bruce stated that NAPS is looking at all options to get a fair pay agreement for NAPS members. Bruce also briefed the board on other pending legal matters that were considered confidential.

There was no old business. As for new business the board addressed the following motions.

Motion 1: Hans Aglidian moved and seconded by Kevin Trayer; *that within thirty (30) days after the MSPB decision is received by Charlie Scialla from the lawyer that is working on the Violence in the Workplace issue, positive or negative, that the NAPS resident officers go to the Postal Service to have NAPS officially get out of the Joint Statement in the Workplace agreement.* Hans stated we have had one motion to get out. It was discussed that we should wait

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until the new EB is sworn in to address this issue. Other comments it should be the decision of the current board. Discussion against the motion was NAPS had no current or long term plan to protect our members once NAPS get out of the JS. It was stated that arbitrators were hurting NAPS members with decisions related to the JS. Question was called. Voting: Yes (15) Atkins, Roma, Mulidore, Johnson, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, McCracken; No (7) Butts, Wagner, Walton, Dumas, Bradford, Aceves, Cherry; Absent (1) Ford; Chair (Ewing) not voting. Motion passed.

Motion 2: Cy Dumas moved and seconded by Bob Bradford; *that NAPS HQ not be involved in reciprocal national events, like conventions, with UPMA, effective 9/1/16.*

Discussion included that it was not right for NAPS to have any involvement with UPMA. In some areas the USPS won't let NAPS in to talk to newly promoted EAS in NSP training, but UPMA is allowed. Against the motion was that UPMA has nothing on NAPS in the way of the benefits NAPS provides its members. Voting: Yes (2) Dumas, Bradford; No (20) Atkins, Butts, Wagner, Roma, Mulidore, Johnson, Walton, Warden, Aglidian, R. Green, Needham, Trayer, Moreno, Mooney, Quinlan, Rowel, S. Green, McCracken, Aceves, Cherry; Absent (1) Ford; Chair (Ewing) not voting. Motion failed.

The dates of the 2016 Fall Executive Board meeting is October 16-20, 2016. Newly elected board members will come in early for executive board training; while the rest of the board will arrive on Saturday, October 15.

As for the *Good of the Association*, Cy thanked everyone for their kindness over the years. He apologized for his loudness. Texasbob enjoyed his time on the board. Brian thanked Louis and Ivan for their leadership, mentorship and friendship. He appreciated Larry Ewing and John Aceves' common sense, level headedness and friendship. Brian wished the entire board,

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those retiring and running again for office all the best. Chuck also thanked the board for eight years of guidance. He said it has been an honor to represent NAPS members and help save the jobs of members. Chuck closed his remarks stating it has been an honor to serve the Pioneer Area and Eastern Region.

In final remarks, President Atkins thanked Larry for being a great chair. Louis said the leadership was given to him by the membership. It's been great. Louis reminded the board to never forget where you came from. Louis' final remark was that NAPS gives people hope.

At 3:59 p.m. on Saturday, August 13, 2016, Jimmy Warden moved and Bob Quinlan seconded that the 2016 national convention board meeting be adjourned. Motion passed.

Respectfully submitted,

Brian J. Wagner

Brian J. Wagner
Former National Secretary/Treasurer
NAPS National President