

# NAPS OF NOTE

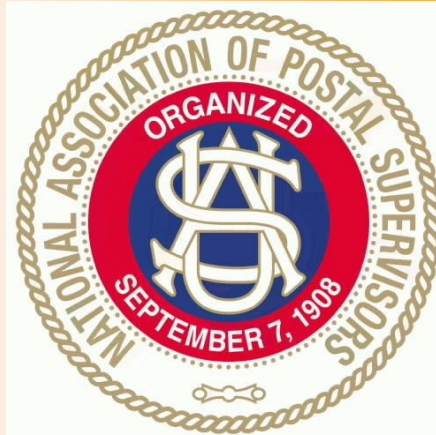
NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

BRANCH 16

PO BOX 580333

MINNEAPOLIS, MN 55458

*Published Six Times Per Year*



**March 2019**

## Branch 16 President's Report:

### A message from Branch 16 President Terri Newcomb-Evans

#### Greetings Fellow NAPS Members!

The start of this year weather-wise conspired to be brutal for Northland District. We saw Amazon having late delivery several times due to snow, carriers being called off of the street twice for the City and Rural carriers having to deal with unplowed streets and inaccessible mailboxes. Through all of this, we have persevered in true Northland style.

Due to all of the extra pleasantries that February gave us, I have noticed a deterioration of patience and civility amongst co-workers. WE are a team and WE can only be successful when we all work together, from Upper Management all the way down to the brand new CCA/RCA. Work place etiquette is a MUST for everyone. We have to and need to remember everyone we work with is a customer and needs to be treated with respect and dignity.

The use of colorful language is not and should not be tolerated on the workroom floor, radio, and email regardless of your station. There is a video by our District Manager Tony Williams about workplace civility. I strongly urge everyone to watch it and have your employees watch it as well if they have not already done so.

Let us spring forward with a new attitude and march towards building better working relationships and encouraging your fellow co-workers. Edification is hard, destroying is easy.

THANK YOUR TEAM for all of their hard work and dedication.

In Solidarity,

**Terri Newcomb-Evans**

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### Next Meeting

**Thursday, March 21, 2019 at**

**Elsie's Bowling Center**

729 Marshall St. NE

Minneapolis, MN 55413

**Social Hour: 6:00-7:00 PM**

**Meeting: 7:00-8:00 PM**

***All Members  
Welcome!***

# Next Meeting Reminder!

Thursday, March 21, 2019 at

**Elsie's Bowling Center**

729 Marshall St. NE

Minneapolis, MN 55413

**Social Hour: 6:00-7:00 PM**

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## Future Meetings NAPS Branch 16:

**6:00 PM Social Hour**

**7:00 PM Meeting**

**Elsie's Bowling Alley**

**729 Marshall St NE**

**Minneapolis, MN 55413**

- ♦ **March 21, 2019**
- ♦ **May 16, 2019**
- ♦ **July 18, 2019**
- ♦ **September 13, 2019**  
*Bunker Hills Golf Course  
(Steak Fry)*
- ♦ **November 21, 2019**



## State President's Report

**Robbie Rimer**

**NAPS Minnesota State Branch 926 President**

### *Factfinding Report Deadline Extended*

On July 6, 2018, the National Association of Postal Supervisors initiated the factfinding process and filed, under the auspices of the Federal Mediation and Conciliation Service (FMCS), its challenge to the Postal Service's pay decision for Executive and Administrative Schedule (EAS) employees for the period from 2016 through 2019.

A three-member factfinding panel convened by the FMCS heard the arguments of NAPS and the Postal Service on December 10 and 11, 2018, at NAPS Headquarters. The parties provided written post-hearing briefs to the panel in mid-January 2019.

The panel is currently reviewing the USPS pay decision and both sides' arguments concerning whether the pay package complies with the statutory requirements, and is drafting a decision setting forth its findings and recommendations. The panel has requested additional time through April 1, 2019, to complete its work.

Throughout pay talks and the factfinding process, NAPS has pushed for decisions to be made as quickly as possible. Nonetheless, to accommodate the panel's desire to thoroughly review the extensive submissions, NAPS and the Postal Service have jointly agreed to the deadline of April 1, 2019, for the panel's decision.

As your NAPS representative, we will keep you informed.

**Robbie Rimer**



## Legislative Training Seminar (LTS)

**March 10-13, 2019**

Look for a wrap-up in the next issue of *Naps of Note*!

The 2019 Legislative Training Seminar will take place at the Marriott Crystal Gateway Hotel, 1700 Jefferson Davis Highway, Arlington, VA 22202, March 10 - 13, 2019. The 2019 LTS will focus on advancing a NAPS agenda designed to strengthen EAS employee rights and the Postal Service, enhance our presence on Capitol Hill and cultivate loyal legislative champions. As LTS delegates, whether first-timers or veteran advocates, we will prepare to promote our issues to elected policymakers with intensive orientation on the status of postal issues that impact NAPS and the USPS.



## Supervisors Political Action Committee (SPAC)

In 1978, the NAPS Executive Board established the Supervisors Political Action Committee (SPAC) as the legislative fundraising arm of the organization.

Since then, SPAC has raised hundreds of thousands of dollars to aid political candidates who support the organization's issues.

Only NAPS regular, associate or auxiliary members are eligible to donate to SPAC.

### SPAC Contribution Form

Aggregate contributions made in a calendar year correspond with these donor levels:

**\$1,000**—President's Ultimate Oval

**\$750**—VP Elite

**\$500**—Secretaries Roundtable

**\$250**—Chairman's Club

**\$100**—Supporter

Current as of February 2015

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

**Mail to:**

SPAC  
1727 KING ST STE 400  
ALEXANDRIA VA 22314-2753

Contribution Amount \$ \_\_\_\_\_ Branch # \_\_\_\_\_ Date \_\_\_\_\_

Name \_\_\_\_\_

Home Address/PO Box \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP+4 \_\_\_\_\_

Employee ID Number (EIN) or  
Civil Service Annuitant (CSA) Number \_\_\_\_\_

Enclosed is my voluntary contribution to SPAC by one of the following methods:

☐ Check or money order made payable to SPAC; do not send cash

☐ Credit card (circle one): Visa American Express MasterCard Discover

Card number \_\_\_\_\_

Security code (three- or four- digit number on back of card) \_\_\_\_\_

Card expiration date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Signature (required for credit card charges) \_\_\_\_\_

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

Describe gift \_\_\_\_\_ Value \_\_\_\_\_

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

## NAPS Board 2019

### OFFICERS

#### President

Theresa Newcomb-Evans  
[tnevans15@gmail.com](mailto:tnevans15@gmail.com)

#### Vice President

Lonnie Lincoln  
[lincolnlonnie@gmail.com](mailto:lincolnlonnie@gmail.com)

#### State President

Robbie Rimer  
[robbie.rimer@yahoo.com](mailto:robbie.rimer@yahoo.com)

#### Sgt. at Arms

Mark Hellermann  
[bgmn10@hotmail.com](mailto:bgmn10@hotmail.com)

#### Secretary

Patty White  
[dawgslw@gmail.com](mailto:dawgslw@gmail.com)

#### Treasurer

Bruce Kuiper  
[brucekuiper@yahoo.com](mailto:brucekuiper@yahoo.com)

#### Legislative Rep

Curt O'Donnell  
[cpj012@aol.com](mailto:cpj012@aol.com)

### EXECUTIVE BOARD

Curt O'Donnell  
Derek Hazen  
Gina Hellermann  
Mark Peterson  
Mark Schannauer  
Valerie Vasquez-Elms

NAPS members must attend three or more board meetings during the year in order to meet the qualification requirement for *Officer* and *Executive Board* nomination. Elections are held every January. All NAPS members are strongly encouraged to attend and take part in the decision-making process.

### Newsletter Editor

**Ken Gardner**

[kgnaps16@aol.com](mailto:kgnaps16@aol.com)





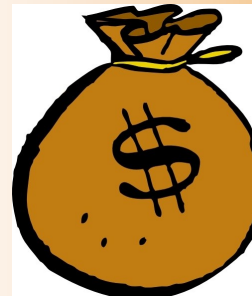
## Check Your Pay

Review withholding to avoid penalties. By checking your withholding now, you can avoid an unexpected tax bill or penalty later. The Internal Revenue Service (IRS) wants USPS and other employees to review their federal income tax withholding. Several tax law changes took effect last year. By checking your withholding now, you can avoid an unexpected bill or penalty at tax time. The IRS offers an online withholding calculator that can help you determine if you should submit a new Form W-4 to the Postal Service. You should have your most recent pay stub and federal tax return on hand. The calculator's results are only as accurate as the information you enter. According to the IRS, it's especially important to check your withholding if you:

- Are a two-income family
- Have two or more jobs at the same time
- Work a seasonal job or only work part of the year
- Claim credits like the child tax credit
- Have dependents age 17 or older
- Itemized your deductions on your 2018 return
- Have high income or a complex tax return
- Had a large tax refund or tax bill for 2018

You can use PostalEASE to make changes to your Form W-4.

If you have questions, you should consult the IRS, a qualified tax preparer or a tax attorney.



## Looking Ahead in 2019:

### State Convention at Fair Hills Resort in Detroit Lakes June 6-9

\$138 per Adult, per Night, Double Occupancy

\$164 per Adult, per Night, Single Occupancy

\$85 per Child (Age 6-12), per Night (Children under 5 and under free)

*This year's theme is "LUMBERJACK"*

### Steak Fry @ Bunker Hills Golf Course - September 13

## Minneapolis Social & Recreation Committee

Bruce Kuiper

### Ongoing

Minnesota Zoo Tickets  
AMC Movie Theater  
Tickets

### 2019 Holiday Show

Cinderella  
(details forthcoming)



**[www.naps.org](http://www.naps.org)**

### Objective

*The objective of the Association shall be to promote, through appropriate and effective action, the welfare of its members, and to cooperate with the USPS and other agencies of the federal government in a continuing effort to improve the service, to raise the standard of efficiency, and to widen the field of opportunity for its members who make the Postal Service or the federal government their life work.*