

# NAPS OF NOTE

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

BRANCH 16

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MINNEAPOLIS, MN 55458

<https://naps16.org>

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**Sept 2023**

## **NAPS Newsbreak: District Court Rules that NAPS is Entitled to Discovery in Pay Lawsuit**

August 31, 2023  
(naps.org)

NAPS recently won another victory in its pay lawsuit against the U.S. Postal Service when the U.S. District Court for the District of Columbia ruled that NAPS is entitled to some discovery in its challenge of USPS pay actions. Prior to the decision, there had been no caselaw addressing whether discovery (that is, requests for documents and written questions that must be answered under oath) is available for a challenge to Postal Service action as violating the Postal Service Reorganization Act of 1970.

In a 20-page decision on August 15th, senior district judge Royce C. Lamberth ordered discovery to proceed relating to the size and adequacy of the supervisory pay differential USPS paid to eligible EAS personnel as part of the 2016-19 pay package. The judge also ordered the Postal Service to identify which EAS labor-management personnel at Area and Headquarters facilities are purportedly ineligible for NAPS representation, in light of NAPS's right to represent EAS personnel at those facilities (as confirmed by the D.C. Circuit Court of Appeals in its 2022 decision). The judge limited discovery on private sector pay comparability, but left the merits of NAPS's pay comparability claim to be decided later.

Earlier this week lawyers for NAPS and the Postal Service filed a proposed discovery order with the court that would establish a 90-day period for discovery. "We are pleased our case is moving ahead," NAPS President Ivan D. Butts said, "and we remain confident that our rightful claims will be vindicated."



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## ***All Members***



## ***Welcome!***

**Next Meeting is  
Thursday  
Sept 21, 2023**

# Next Meeting Reminder!

**Thursday  
Sept 21, 2023**

6:00 PM Social Hour / 7:00 PM Meeting

**Crystal VFW**  
5222 Bass Lake Rd  
Crystal, MN 55429

**See you at the meeting!**



## Future Meetings NAPS Branch 16:

6:00 PM Social Hour  
7:00 PM Meeting

**Crystal VFW**  
5222 Bass Lake Rd  
Crystal, MN 55429

### Upcoming Meeting Dates

**Sept 21, 2023**

**Nov 16, 2023**



## State President's Report

**Gina Hellermann**

**NAPS Minnesota State Branch 926 President**

**Good Day, NAPS Members!**

Good day fellow NAPS members. I hope everyone is staying cool and hydrated this summer. We just had our quarterly meeting with the Acting DM Angela Bye (see bio on page-3) and her staff. NAPS and UMPA were able to send in questions we would like addressed.

One item that we disagreed on was if Management is required to drive their own vehicle for street management. We are required to do street management but NAPS' stance is we are not required to drive our personal vehicles. Our Area VP Dan Mooney will be following up on that.

Angela and Labor agree that Management is required to follow ELM 650 when corrective action is being taken. Reminder that if you are put out on Emergency Placement be sure to contact your NAPS representative right away. Senior Management does have timelines they are required to follow. Reminder that we are NOT a Union; we are a Management Organization here to assist you, if needed, and if you are a member.

We requested to attend the District's Vital Few Zoom meetings/telecoms and have been denied that request.

Reminder - multiple positions have been posted for both Delivery and Retail and the Plants. We should be back to about a 5% EAS vacancy rate once these positions are filled. We will always have 204b's working with us but this should reduce the number greatly. Also, NAPS is still strongly against Management delivering mail!

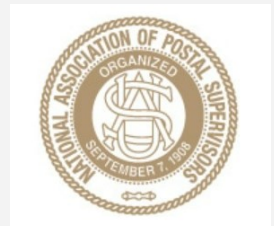
Reminder that there is training for NAPS officers and members on October 6 and 7 in Kansas City at the Central Region's Training Seminar. Talk to your President of your Local if interested.

St. Paul is working on scheduling the State Convention for next summer and I am hoping we have that information by the next newsletter.

Stay Safe and Cool until next time.

**Gina Hellermann**

President, MN State Branch 926  
612-239-9038



## Meet Acting MN-ND District Manager

Angela's postal career began in 1998 as a Rural Carrier Associate in Cabool, Missouri. She entered the management ranks in 2013 as a Supervisor, Customer Services. After her first promotion, she continued to hold and detail into positions of increasing responsibility including Postmaster; Manager, Post Office Operations; Manager, Operations Programs Support; Marketing Manager; HQ Field Operations Support V2 WestPac; and Manager, Operations Integration.



Angie earned a Bachelor of Science degree in Social Sciences from Drury University. She is a graduate of the USPS Managerial Leadership Program and is Lean Six Sigma Green Belt certified.

## Help Always Is Available

By Robert "Bobby" Bock

NAPS Southeast Area Vice President(naps.org)

As postal employees, we seem to complain a lot about what's wrong with the Postal Service. Today, I want to talk about something they've done right: the Employee Assistance Program (EAP). Over the years, the EAP has been involved in many worthwhile initiatives. For example, before the 1992 reorganization, the Program for Alcoholic Recovery (PAR) assisted employees who were having problems with alcohol.

After the reorganization, the Postal Service realized it needed to do more to help employees with problems besides alcohol. The agency sought to hire an outside firm equipped to deal with the myriad issues facing postal employees. This is what became the EAP.

The program now offers free counseling, health assessments and assistance with obtaining child and elder care. The program also helps with depression, alcohol and substance abuse, family issues and so much more. Trained counselors are available 24/7 by calling 800-EAP-4YOU; 800-327-4968. All communication with the EAP is confidential; no contact is made with the Postal Service.

Over the years, I have referred many employees to the EAP with positive results. Employees who were having issues at home have thanked me for directing them to the program. They were pleased to let me know the problems they were having were resolved.

The EAP can get you the help you need. Counselors will work with you to take advantage of assistance covered by your health plan. I fully support and affirm my support of the Employee Assistance Program as a resource for postal employees. I hope more supervisors, managers and postmasters recommend the EAP for their employees, as well as use the program themselves.

## NAPS Board 2023

### OFFICERS

#### **President**

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

#### **Vice President**

Gloria Johnson  
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#### **State President**

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#### **Sergeant at Arms**

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#### **Secretary**

Scott Choi  
[scottchoi67@yahoo.com](mailto:scottchoi67@yahoo.com)

#### **Treasurer**

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

#### **Legislative Rep**

Tashi Lama  
[tasdawa4@gmail.com](mailto:tasdawa4@gmail.com)

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

## Newsletter Editor

**Ken Gardner**

[kgnap16@aol.com](mailto:kgnap16@aol.com)

**Be sure to bookmark our local NAPS website for current and older newsletters and other information!**

<https://naps16.org>



# Board Meeting Notes from July 20, 2023

**Attendance** - Elfnes Tassew, Thompson Ojoyeyi, Dan Mooney, Aricka Sundstrom, Gina Hellermann, Mark Hellermann, Curt O'Donnell, Bruce Kuiper, Sherry Kuiper, Tashi Lama, James Cavegn, Scott Choi. Two guests - Elly Soukey, Louis Soukey.

## Update Constitution and Bylaws

Constitution

Article 1 - is name

Article 2 - is our statement and should match our statement.

Article 3 - Section 1 same as branch

Article 8 - Disposition of funds

Article 9 - Code of Ethics

Bylaws to mirror the National Bylaws.

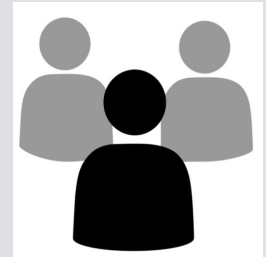
Board decided to hold off on raising the dues to \$2 for members and \$1 for Associate's until the actual time it is finalized. We also decided to HOLD off on the retirees dinner until we get the list updated. Tashi Lama is to create a link in our web site to add members' information for current members and retirees. We will start tracking how many members attend our meetings. Keep an eye on people who get separated and make sure to make the changes as needed. The branch is getting charged for people who have been separated. Need to make sure to maintain the list.

**New Business** - On October 6-7 there is a training in Kansas City for NAPS representatives and it was decided that seven people will be attending this training from our branch.

**The Drawing** - Connie CirkI missed out on the Big drawing of \$450.  
Gina Hellermann won the \$50 drawing.

Thank You,

**Scott Choi**  
Secretary



## Postal Facts By the Numbers

**\$78.8 billion** – operating revenue

**127.3 billion** – number of pieces of mail processed

**689.9 million** – number of retail customer visits

**164.9 million** – number of postal delivery points

**236,532** – number of postal delivery vehicles (average age is 25 years old)

**233,171** – number of postal delivery routes

**44%** – percent of the world's mail volume handled

**#1** – highest rated federal agency (2022 Gallup Poll)

**#1** – least expensive among industrialized nations

