

# NAPS OF NOTE

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

BRANCH 16

PO BOX 580333

MINNEAPOLIS, MN 55458

<https://naps16.org>

*Published Six Times Per Year*



**November 2023**

## Branch 16 President's Report

### A Message from Branch 16 President

**Curt O'Donnell**

**ATTN Members,**

We have a lot of items to talk about in this newsletter. State Convention minutes are included. Minneapolis Plant is under review with the question of outgoing mail moving to Saint Paul Plant. Public notification already happened with no questions taken; just the same service talk the employees received the day the review started. I have not received any official updates since.

Bylaw changes to be discussed at the next meeting. Changes included in this newsletter and bylaws are posted on the website for review beforehand. Discussions on how many people we can send to Legislative Training Seminar on March 26-29, 2024 in Arlington, VA.

NAPS Headquarters has started a temporary increase in dues to the Branches of \$2.00 per member. Branch 16 has decided that we will hold off increasing dues to find out if they will be made permanent during the National Convention next fall.

Hope I did not miss anything; see you at the next meeting.

**Curt O'Donnell**

NAPS Branch 16 President

[cpi012@gmail.com](mailto:cpi012@gmail.com)



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## All Members



**Welcome!**

**Next Meeting is  
Thursday  
Nov 16, 2023**

# Next Meeting Reminder!

**Thursday  
Nov 16, 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

Nov 16, 2023

Jan 18, 2024



## State President's Report

**Gina Hellermann**

**NAPS Minnesota State Branch 926 President**

**Good Day, NAPS Members!**

Well, based on the weather we can surely say summer is over and the mailing Season is right around the corner! During this busy season I would like everyone to take a step back and take a deep breath. Every year we start the season saying this year it will be better and about two weeks in we are all ready to pull our hair out. Reminder - NAPS is a huge family and we are all here for one another, from the Plant, Transportation, Delivery, Maintenance, Support and all the functions. With all of the reorganization that has happened and will happen in the future we may have lost touch with our mentors or just the folks we always called to get information or assistance. I would like all of us to pick up the phone or send an email to someone that we haven't talked to in a while due to the craziness we all work in on a daily basis. Connecting with old acquaintances is a good way to help ease some of the pressure and stress we have during the Holidays.

Many of the local NAPS Officers attended a Central Region Training seminar in October; it was very good training and very informative. One thing that came up multiple times - and I believe all of us tend to forget this (including Senior Managers) - is that if you are on a higher-level detail or assignment, you probably were put in that position because you show potential! However, we all need to remember you are there to be trained and if you fail at something it is a learning opportunity. Corrective Action should be the last thing on your manager's mind; training and learning from your mistakes should be the First thing.

Reminder that NAPS is not a Union; we are an Organization and we are here to help and assist you. Falsification is never something you want to do. You may get in trouble for failing in an endeavor but you can get FIRED for falsification. Being known for your Integrity is a GOOD thing!

Stay safe and have a Happy and Healthy Holiday Season,

**Gina Hellermann**

MN NAPS State President  
612-239-9038



## Challenges and More Challenges

**By Chuck Mulidore**  
NAPS Executive Vice President

As we approach the end of another year, we continue to hear that the United States Postal Service is facing a number of challenges in the 21st century, including declining mail volume, increasing costs and competition from the private sector. We have heard this now for many years; the refrain continues moving into 2024.

However, we also recognize the USPS remains an essential service for millions of Americans. Postal supervisors, managers and postmasters play a critical role in ensuring the mail is delivered on time and efficiently. As EAS employees, we are responsible for leading and motivating our employees and teams overseeing operations, resolving customer issues and driving the performance of all our employees. NAPS plays a key role in advocating for the USPS and its workforce through legislative activity on Capitol Hill.

We know the challenges and opportunities facing the USPS. I will offer some thoughts on how postal supervisors can help ensure the future success of the organization to ensure all EAS employees can work at this uniquely American institution as a career. The USPS is facing a number of challenges, including:

Declining mail volume—Mail volume has been declining for years, as more and more people communicate electronically. This has led to a decrease in revenue for the USPS.

Increasing costs—The cost of delivering mail is increasing due to factors such as rising fuel prices and inflation.

Competition from the private sector—The USPS faces competition from private companies, such as FedEx, UPS and Amazon, that often are able to offer faster, cheaper and more convenient delivery services.

Despite these challenges it faces, the USPS also has a number of opportunities, including:

Growth in package delivery—The growth of e-commerce has led to an increase in the number of packages that need to be delivered. The USPS is well-positioned to capitalize on this trend because of your driving service performance.

Partnerships with other organizations—The USPS is partnering with other organizations, such as Amazon, to offer new services and generate additional revenue. Some rationalization of plant and delivery networks, although the USPS needs to be much more transparent with its stakeholders, such as NAPS, to make this process a success. Postal supervisors will play a critical role in ensuring the future success of the USPS by:

Leading and motivating their employee teams—Supervisors need to create a positive and productive work environment where employees feel valued and appreciated. This only can happen when senior USPS leaders create a positive environment of respect for EAS employees who ultimately will decide the fate of the Postal Service.

NAPS advocating for the USPS—Supervisors need to advocate for the USPS at all levels of government and become engaged with lawmakers to ensure a successful, transparent and efficient Postal Service.

I encourage all EAS employees to get involved in their local NAPS branch and stay informed about the issues facing the USPS. Remember, due to the courage of NAPS by suing the Postal Service, NAPS is the only postal management organization that represents all EAS employees who work in the Postal Service. Together, we can make a difference and ensure the USPS remains a viable and essential service for millions of Americans.

I want to wish all of you a safe, healthy and blessed Thanksgiving holiday and remind you that you are indispensable to your family.

So, take care of yourself this upcoming holiday season.

## NAPS Board 2023

### OFFICERS

#### **President**

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

#### **Vice President**

Gloria Johnson  
[gloriamygloria@yahoo.com](mailto:gloriamygloria@yahoo.com)

#### **State President**

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

#### **Sergeant at Arms**

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

#### **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 part in the decision-making process.

### **Newsletter Editor**

**Ken Gardner**

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

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

**<https://naps16.org>**



# Minnesota 926 State Convention

**Thursday, May 11, 2023**

The Suites, Duluth, MN

Hosted by Minneapolis Branch 16

Registration: 9:00 a.m. to 12:00 Noon

State Board Meeting: 10:00 a.m. to 12:00 Noon

Call to Order/Introductions:

MN State President: Gina Hellermann

MN State Sec/Tres: Tammy Vail-Rimer

MN State Leg. Rep: Aricka Sundstrom

MN Branch 4 President: Butch Wrazidlo

MN Branch 16 President: Curt O'Donnell

MN Branch 16 Treasurer: Bruce Kuiper

MN Branch 16 Secretary: Vacant (update since May: Scott Choi)

MN Sgt of Arms / Area 553: Mark Hellermann

MN South Area VP: Andrea Lynch

MN Branch 104 Pres: Rob Moore

MN Branch 104 Vice President: Jill Rollenhagen

National Past President: Brian Wagner

National Vice President: Chuck Mulidore

Central Region Vice President: Craig Johnson

North Central Vice President: Dan Mooney

Clarification of Minutes: Bruce Kuiper

Old Business:

Mark Hellermann

Constitution/Bylaws –

Can only be updated at State Convention. MN is trying to follow this; Art 4, Sec 1: location, venue submitted 30 days prior. Gina mentioned a 3-Branch rotation of Duluth, St. Paul, Minneapolis. Changing verbiage about membership drive, get more people active. Art 7- dissolution clause by Area VP (dissolve branch) mirrors National. Read Brian's April article in Postal Supervisor!

Mailings to non-members; ways to achieve. QR code, online, join@naps.org. Curt mentioned Minneapolis career fairs; not craft since we do not represent them and not beneficial. Visitor requests must go to the board, need to follow the process.

New Business:

Location of next year venue, grant an extension, request change of dollar amount, if needed. Rob motioned to temporarily suspend the bylaws to extend said location by July 31st (bring forward to body). 2024 - St Paul, 2025 – Duluth, 2026 - Minneapolis. LTS overview on Friday. Resolutions can be put forward anytime through Branch and then brought to State Convention. Executive Board can submit articles to NAPS newsletters. Past newsletters are on our website: <https://naps16.org>

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## **Lunch**

1:00 - Pledge of Allegiance - Welcome

**Guest Speaker:** Postmaster Ken Johnson

State of District – has been a struggle the last three years. We have faced COVID-19, social distancing, snowfalls, contested political seasons. We are still feeling our way through the last Reorg, lost a lot of people. We are supposed to have 1300 carriers and have 1100. (A lot of routes not being delivered - NOT GOOD!) Still significantly short on the rural side. Was 50/50 but not where we want to be; back in the 30's now.

New District Manager in town from California. Focused on the operation, attack the things we can control. Hours + the load, expectations we haven't had for a few years now. Root causes: addressing attendance, loading, performance. Improve our service-integrity: reporting scanning efficiency. Critical: mindset has to change. Hiring - bring on more people.

EAS carrying mail? How do we account for those hours? Created a mail carrier survey: log into the survey and enter hours. NPA to SPLY, 5% EAS vacancy. Coming: Continuing education for supervisors. Mail theft? Stand-up talks. Give up the mail. Drop boxes - now have slots. Amazon delivery times: daily entry on web reporting, FMC link to be sent out.

## **Committees:**

Rules, Constitution/Bylaws, Audit, Credentials, no resolutions. Preliminary Credentials report.

## **Break**

## **Training:**

Brian Wagner - NAPS website

## **Recess**

## **Friday May 12, 2023**

Convention resumes: 9:00 a.m.

## **Memorial:** Elly Soukey

Last day for silent auction, update on auxiliary news and raising of SPAC dollars.

**EAS Rights & Appeals - ELM 650:** Brian Wagner

## **Guest Speaker:**

Chuck Mulidore: Legislative priorities - SPAC, Open Season

## **Lunch**

**Craig Johnson** "Lying never figures & figures never lie" - do the right thing!

**Dan Mooney:** Membership, pay/benefits, SWCS

**Panel Discussion**

## **Elections:**

State Pres: Gina Hellermann

State Sec/Tres: Tammy Vail-Rimer

North Area VP: Butch Wrazidlo

Central Area VP: Mark Hellermann

South Area VP: Andrea Lynch

**~ Adjourn Convention**



## PROPOSED CHANGES TO NAPS BRANCH 16 CONSTITUTION AND BYLAWS

First, the Bylaws should come after the Constitution

Constitution Article 2 Objects: should be changed to mirror the National Constitution

Article 3, Section 1: Strike the last sentence "Members shall pay dues as prescribed by Article 10"

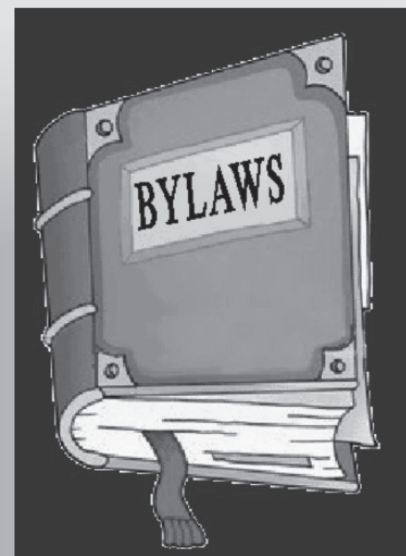
Section 2: Switch C & D order ..... add to D Currently \$75.00

Article 6 should be left for Reserved.

Current Article 5 should be changed to Article 7 Elections and Article 7 should be Article 5 Meetings

Article 8 is Amendments and delete the current Article 8

Article 8 last two sentences changes "Must be received in time for the next printing and such proposed amendments must be approved by 2/3rds of the full executive board at the General meeting."



### Bylaws Changes:

Article 1 should be Article 2 and leave Article 1 as Reserved

Article 2 becomes Article 3 and add the word "Newly" before the word REVISED

Article 3 becomes Article 4

Article 5 becomes Article 5

## Cause of the Week: Military & Veteran Services

November 7, 2023

The CFC cause of the week is Military & Veterans Services. The United States is thankful to have over 2.5 million currently serving military personnel and an estimated 18.5 million veterans who served in our nation's defense. While these selfless individuals preserve and protect freedom around the globe, the price of their service is never free. Military members and their loved ones endure long separations, frequent moves, distance from extended family, and service-related health issues.

It is the responsibility of a grateful nation to thank veterans and active-duty members for their service by caring for them and their families.

Read the entire article at [www.naps.org](http://www.naps.org)!





We hope you are doing well. It is our pleasure to invite you to our bi-monthly meeting.

7 PM


**Thursday Nov 16, 2023**

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

We are updating our list so that we dont miss out on our members. Kindly scan the QR code and register yourself so that you dont miss out on naps meeting and benefits.



[www.naps16.org](http://www.naps16.org)

# Board Meeting Notes from Sept 21, 2023

## In our Board Meeting we discussed the following:

Reimbursement total for Kansas meeting was \$902.48.

Bylaws changes and the convention notes has not been posted.

In the surveys need to include email address.

Need to send out to board members about separate meetings for board members.

Retirees' Dinner: We will work to get the name, address, and email address of our retirees. First and last name and status of employment.

## Meeting members present at the meeting:

Gloria Johnson, Curt O'Donnell, Tashi Lama, Scott Choi, Mark Hellermann, Gina Hellermann, Bruce Kuiper, Dan Mooney.

President's Report: Need to follow-up on Emily to remove non-members. Update current member list. Follow-up on who will be replacing Emily. Make sure to have the constitution and bylaws changes in the next newsletter. Need to discuss the legislative issues on non-members.

Big Drawing: Shakenia Kellum missed the \$500 drawing since she was not present.

Small Drawing: Bruce won the small drawing of \$50.

Also, the only members that have been present for three meetings besides the board members have been Scott Choi, Tashi Lama, and James Cavegn.

Thank you,

**Scott Choi**  
Secretary  
NAPS Branch 16



## What is NAPS?

*NAPS is the National Association of Postal Supervisors. On September 7, 1908, 50 postal supervisors from post offices in 13 states met in Louisville, KY to establish an association that comprised members dedicated to the welfare of supervisors within the then-United States Post Office Department. More than 100 years later, the National Association of Postal Supervisors (NAPS) continues to work toward this same goal.*

*Talk to your fellow supervisors, attend a meeting to learn more, consider becoming a member of NAPS Branch 16!*