

NAPS OF NOTE

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

BRANCH 16

PO BOX 580333

MINNEAPOLIS, MN 55458

<https://naps16.org>

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November 2025

Branch 16 President's Report

A Message from Branch 16 President

Curt O'Donnell

Dear Branch 16 Members,

To start, I want to thank all Veterans for your service and great sacrifice of you and your families. As we move into the new fiscal year, remember you have limited time to mitigate last year's NPA. If you miss the deadline there is no recourse.

I sent by email a notice of new pay rules for the year including a 3% pay band increase for levels 17 thru 21. Some employees labeled as Special Exempt into 2026 if they have Sunday Amazon. If you want to receive these updates, please confirm that NAPS has your current email address and mailing address in general.

North Central training went very well with training about representation and board member responsibilities. If you don't have your LiteBlue login and password get it updated ASAP so you can update your health benefits as the short window is open now!

As always, if you have any questions you can contact me or better yet come to a meeting before the Christmas rush gets even busier.

As for the lawsuit, all motions have been completed and now waiting on the Washington DC judge to make a ruling.

Happy Thanksgiving and Merry Christmas to you and your loved ones!

Curt O'Donnell

NAPS Branch 16 President

cpi012@gmail.com



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All Members



Welcome!

**Next Meeting is
Thursday
Nov 20, 2025**

Next Meeting Reminder!

Thursday

November 20, 2025

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

November 20, 2025

January 15, 2026



NAPS Member Change of Address Form

To view and print the Change of Address form, visit

[https://naps.org/files/galleries/
MEMBER_CHANGE_OF_ADDRESS_FORM_2012.pdf](https://naps.org/files/galleries/MEMBER_CHANGE_OF_ADDRESS_FORM_2012.pdf)



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

October 29, 2025

NAPS Newsbreak

NAPS Approves USPS EAS Pay Decision Thru May 22, 2026

NAPS HQ has received the final Pay Decision from the USPS. NAPS has actively engaged the USPS, extending Pay Talks in pursuit of more fair, reasonable, and impactful modifications to the proposed decision received on October 5, 2025.

USPS HQ has heard and made some positive modifications in response to NAPS'. Although all issues raised by NAPS weren't included in the final Pay Agreement, we have successfully moved the Pay issues of EAS in a positive direction.

We look forward to further discussions in work groups with the USPS HQ team.

NAPS AUXILIARY MEMBER INVITE

By joining, as a new member, you can directly support your **NAPS (National Association of Postal Supervisors)** member using your Auxiliary voice to assist in NAPS legislative initiatives. Auxiliary members also assist at local meetings and support and promote the Supervisor Political Action Committee (**SPAC**) providing financial support, through fund raising at conventions.

Each NAPS member, in good standing, is entitled to **one Auxiliary member** (over 16 years of age) who may be a **spouse, immediate family member or designated representative**. (All Auxiliary dues are paid by the local branch.)

NAME _____
STREET _____
CITY/STATE _____
ZIP CODE + 4 _____
PHONE _____
EMAIL _____

NAPS MEMBER NAME _____
SPOUSE _____
FAMILY MEMBER/ RELATIONSHIP _____
DESIGNATED REPRESENTATIVE (Significant/Friend) _____
NAPS BRANCH # _____

NOTE: Branch NAPS member, please return this completed form to the next local branch meeting or mail to:

Sherry Mattfield, 5016 – 53rd Ave. No., Crystal, MN 55429-3226 (763-486-6310) smatt1956@outlook.com

James Cavegn, Secretary

NAPS Branch 16 Minutes 2025-09-18



Branch Board Member Attendees

Branch Officers: Curt O'Donnell, President; Tashi Lama, Vice President & Legislative Representative; James Cavegn, Secretary; Mark Hellerman, Sergeant at Arms; Bruce Kuiper, Treasurer.

Executive Board Members: Gina Hellerman, Aricka Sundstrom.
Special Guest: Dan Mooney, Regional Vice President.

Motion to accept minutes of previous meeting from the *NAPS of Note*; motion passed.

Reports from Branch 16 Officers & Executive Board Members

Curt O'Donnell, President: Update on the Audit Committee. Audit Committee to convene on Monday. Phishing emails are coming out with the names of the Branch 16 executive board member names. These are fraudulent emails that request money. Do not send money. If you receive a questionable email, reach out to the executive board member.

NAPS of Note may move to an electronic format. Costs of a hardcopy *NAPS of Note* are excessive. Propose to send *NAPS of Note* by email and post it on the Branch 16 website. Discussions planned to resume at the November meeting.

In January, a process will be implemented to ensure HQ employees will automatically be registered to the branch of their domiciled location. Proposal to reduce the number of members sent to the Legislative Training Seminar.

Tashi Lama: No legislative items to cover.

Bruce Kuiper: Treasurer's Report provided and reviewed.

Other Items

Training in November. Branch 16 will send four members to training. Held at the Intercontinental Hotel at the MSP Airport.

The NAPS vs. USPS lawsuit is now in the hands of the judge.

Pay agreement - The NALC ratified which triggered a 45-day time limit for USPS to provide a pay agreement to NAPS.

Drawings: Big Drawing for \$1000 to #16, Jesus Baltazar (not present). Small Drawing for \$50 to #8, Dan Mooney.

NAPS Board 2025

OFFICERS

President

Curt O'Donnell
cpj012@gmail.com

Vice President

Tashi Lama
naps16vicepresident@gmail.com

State President

Gina Hellermann
bgmn10@hotmail.com

Sergeant at Arms

Mark Hellermann
bgmn10@hotmail.com

Secretary

James Cavegn
jimish2@gmail.com

Treasurer

Bruce Kuiper
brucekuiper@yahoo.com

Legislative Rep

Tashi Lama
naps16vicepresident@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



North Central Area Training Symposium

Friday, November 7-8, 2025, Hotel InterContinental MSP Airport

(edited to fit)

Given by: Dan Mooney - North Central Area Vice President; Craig Johnson- Central Region Vice President.

Friday, November 7, 2025, 12:00 p.m.

Opening Session: Call to Order. Invocation. National Anthem. Pledge of Allegiance. Welcome: Dan Mooney welcomed all the attendees there were present representing 11 states. Keep in mind about Resolution 35; prohibiting other VP's from going to other areas (not using NAPS funds), to be brought up at the National Convention 2026.

Guest Speaker: Angela Bye, MN-ND District Manager: Vacancy rate was 7.5% and now around 6.4% for EAS. We have the lowest unemployment rate, including carriers. Just came off Breast Cancer Awareness month, a great cause and great revenue – FY-23 at \$9,000, FY 24 at \$21,000, and FY-25 just under \$100,000 so great progress. We are set to run out of money by 2027. We need to cut costs and get our parcel business back! We need to focus on our customers, focus our style on customer drive, service, We Are The Last Mile. We got lax during COVID and need to Get Back to Every Piece Every Day!! Questions???

What do we think the new PMG is going to do? Still on the 10-year plan, will see it through but may see some changes. Cutting costs while increasing service; shift with S&DC - some postponing, some restructure. Amazon plans to drop USPS, heard anything about that? Don't think they can afford to go it alone. Cut costs how? Additional resources at a lower cost, think outside the box, need to grow our business! Cooperation with the unions, offer services to smaller offices for them to be more viable, and Technology – AI.

Guest Speaker: Mike Calvey, Budget Specialist: Just cutting costs is not enough. We need the right mix. Methodology-Objective=Consistency. NPA (National Assessment Performance) - Base Scorecard: Controllable Income = National YTD plan to revenue FPR; Total Revenue % to plan (TOE); Composite Products Service – Priority Express, Priority, Parcel Select DDU; Competitive; Customer Experience Index; Total Accidents - Retail, Delivery & Logistics; Employee Retention - separation rate; grievance backlog; cost reduction. Functional Effectiveness Scorecard: Last mile package performance; Delivery Efficiency F2B DPH; Improvement to SPLY; CSV/SOV Customer Service Variance - Small Office Variance; measures efficiency in earned hours. Parcel Select DDU: Scanning Visibility - scan compliance: AAU-ADE-PRS; - Employee Visibility - straight time vs. overtime. Looking forward to 2026!

Guest Speakers: US Postal Inspection Service: Project Safe Delivery: Arrow Key(s); required to be chained to clothing (RADAR); collection boxes - lost or stolen keys; Accountable Items - Daily Logs - Semi-annual Reviews; Switching to MAL locks - more of a commercial style key; Electronic locks are in some places; Office Transfers - building key inventory, safe combination, bait money log, burglar alarms.

Chuck Mulidore, National Vice President: Lawsuit - pay consultations for 2019-2022 is sitting with the judge since August and there is no time constraint.

Dillard Financial Presentation

Saturday, November 8, 2025 - Training Begins

ELM 650: Beginners - Brian Wagner - Past NAPS National President - Ballroom 1. Branch Secretary & VP/Treasurer Roles and responsibilities - Craig Johnson - Central Region VP- Odyssey Room. ELM 650: Advanced - Brian Wagner-Ballroom 1. Branch Secretary & VP/Treasurer Roles and Responsibilities - Craig Johnson - Central Region VP - Odyssey Room. PS Form 1723 - Dan Mooney - North Central VP - Crosswinds Room.

Involuntary Reassignment - Brian Wagner- Ballroom 1. Branch Secretary & VP/Treasurer Roles and Responsibilities - Craig Johnson - Central Region VP - Odyssey Room. PS Form 1723 - Dan Mooney - North Central VP - Crosswinds Room. ELM 650: Advanced - Brian Wagner-Ballroom 1. Branch Secretary & VP/Treasurer Roles and Responsibilities - Craig Johnson - Central Region VP - Odyssey Room. PS Form 1723 - Dan Mooney - North Central VP - Crosswinds Room. Involuntary Reassignment - Brian Wagner - Ballroom 1. PS Form 1723 - Dan Mooney - North Central VP - Crosswinds Room. Panel discussion with Chuck Mulidore, Craig Johnson, Dan Mooney & Brian Wagner.

Adjourn: Thanks to Dan Mooney, North Central Area VP, for a great training. It always amazes us that we always take away new information and meet so many great people.

Respectfully submitted,

Tammy Vail Rimer & Gina Hellermann, MN State Officers