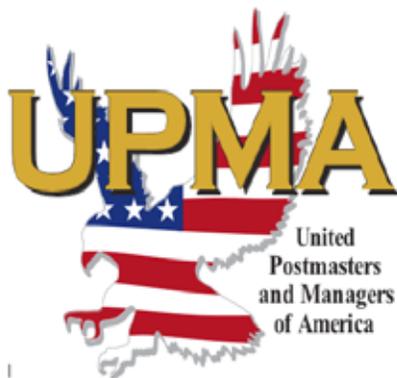


# The Baystater

Summer 2017



**In This Issue:**  
**Convention**  
**Highlights**  
**New Bylaws**

# The Next Step For Rich Hui: UPMA President

Greetings Massachusetts Postmasters and Managers,

As you probably all have heard, I have decided to throw my hat in the ring and run for UPMA National President, 2019.

Our great Organization needs a leader who will serve all Postmasters and Managers. I am the candidate who has a proven track record of service, integrity and commitment.

During our State Convention I heard you folks chanting for me to run; this really gave me a chill. Your overwhelming support made me realize that I have served you well as past Massachusetts State President and National Vice President, that I am respected and appreciated by all of you. I would also like to thank our Massachusetts Executive Co-Board for all of the support you have given me. I promise you that if I am elected as your next National President, I will serve you well, and that you will not be disappointed.

For the Massachusetts delegates that are planning to go to our first ever UPMA National Convention in Louisville, Kentucky, I thank you in advance for helping me with my campaign. I will have an informational booth on site, as well as a hospitality room for a "Meet and Greet".

No one can run a national Presidential campaign alone; I am blessed with the Massachusetts finest retirees and active Postmasters on my team. In addition, Postmasters and Managers from all over the country are joining us on this march to Washington DC as well.

Together We Can

Respectfully,

*Rich*

Richard Hui

UPMA National Vice President

National Adverse Action Committee

National Education Chair



Rich and Susan Hui

## Sad News

As this issue was going to press Amy Goff, daughter of former National NAPUS President Dale Goff, passed away after a long battle with cancer. The members of MA UPMA join in mourning and praying for the Goff family. May God watch over them during this difficult time.

# We Need Your Strengths

We are all given unique gifts and a unique set of skills that separate us from just about everyone else. Most feedback, however, tends to point out our weaknesses instead of our strengths. During formal employee evaluations, we are continually given opportunities to improve ourselves instead leveraging our strengths to improve the organization. Even if the overall evaluation is good, we tend to remember the criticism instead of the praise.



Traditional, corrective feedback has its place. Every organization must ensure that everyone performs at an expected level of competence. Unfortunately, feedback that focuses on correcting flaws can result in employees who try too hard to improve weaknesses instead of truly honing strengths for the improvement of the team.

Bill Belichick would never tell Tom Brady that he needs to be a better running back or a better receiver, but we regularly tell funny people they need to be more serious or serious people that they need to lighten up or analytical individuals that they need to be better with people or tell shy people they need to be more commanding....

We thank you for being a member of UPMA. We want you here working side by side with us, honing your strengths and leveraging them to improve the work lives of postal managers across the state and across the country.

*John*

John Fitzpatrick  
MA UPMA Co-President

“If you spend your life trying to be good at everything, you will never be great at anything.”

Tom Rath,

# So, You Missed *Another* State Convention?



My Question is, how could you not show up for your share of free money? Ask Jim Mills in Fitchburg. He'll tell you he wouldn't have missed it for a thousand bucks (actually, \$1200 to be exact)! Glenn Cook, the outgoing Co-President, was happy to show up and claim \$500. Over forty people took home thousands of dollars, collectively. YOU could have been one of them. The entire winners' list is on one of the next few pages of this newsletter. Call any of them up and ask them if attending the first MA UPMA Convention was worth it. I'm pretty sure their responses will all be a resounding "YES!"

But the convention was so much more than that. The MA UPMA Convention has one of the highest percentages of active Postmasters and Managers in the country. That's so important in an organization that is concerned with the lack of active people willing to run for state and national positions, so much so that they are restricting retirees from filling positions, hoping to recruit active Postmasters and Managers to fill various vacancies. Regardless of the job they do. You can learn more on that in this issue as well.

You missed some meaningful training that was presented especially for you in your role in the USPS. Not just what the District or Area wants you to know or do.

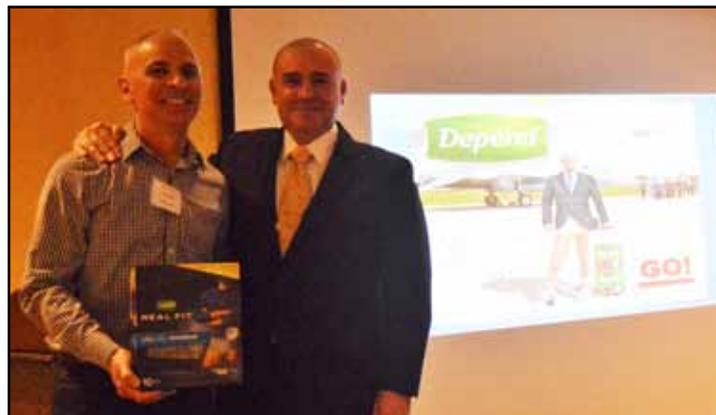
Your convention is so important on a nationwide basis that over a half dozen UPMA officers and candidates made sure they attended because we have such a presence nationwide. Your convention is so important that National Co-President Sean Acord attended the entire convention and gave an excellent presentation on changes happening to your jobs and what you can look forward to in the near and distant future.

You missed a lot. Your peers missed you. They hope you'll be able to make the next one. I really hope they reach out to you and persuade you to attend. Trust me, it's worth it. And not just monetarily.

Of course, there is always that ONE GUY who will give you a different answer. Ask Joe Torcia if it was worth it, and he'll probably reply, "that Depends!"

*Jerry*

Jerry Robertson  
Editor  
Baystater



# What A Convention!

I am sad to look back and realize another great convention has come and gone, but I am hopeful as I look to the future of what our organization will be in the coming months. We hashed out new language and procedures in our bylaws and we elected a new Executive Board. I am honored, thankful, and very optimistic about the opportunity given to me to lead our organization into the future. I want to thank everyone for the support and especially thank our current Executive Board for the hard work that paved the road for us to move forward. The next two years will be interesting for sure.



Now on to the reports and stuff...

It was a great convention for your PAC as well! We were able to raise a grand total of \$1,870 for the general PAC fund and the Hon. Jim Mills (PM of Fitchburg) walked away from the convention \$1,200 richer. This was all thanks to the generous contributions of the members who purchased 50/50 raffle tickets and contributed at the PAC table. Thanks again for your continued support!

I can't express enough how truly thankful I am for the opportunities that have been given to me over the last few years and for the biggest of all, which will begin November 1st. With that being said, if you're interested in being involved in your organization, please feel free to contact me, or any member of the Executive Board, for more information. There will be several vacancies to fill and it is an excellent opportunity to serve and gain vital insight on the operations that go into making our state a success. We look forward to hearing from you!

Respectfully submitted,

Honorable Jeremy M. Pilone, Postmaster

Provincetown, MA 02657

email: [jeremypilone@gmail.com](mailto:jeremypilone@gmail.com)

cell: (561) 267-7779 / office: (508) 487-0368

**UPMA**  
POSTMASTERS - EAS MEMBERS  
WHAT YOU NEED TO DO FOR OIG VISIT OR  
POOM INVESTIGATIVE INTERVIEW  
**ASK:**  
"Am I the subject of the investigation?"  
"Can this interview lead to discipline?"  
**CALL YOUR REP**  
TEL#: \_\_\_\_\_  
**YOU HAVE THE RIGHT TO REPRESENTATION.**

# The Happy Place

If you missed the State Convention this year you missed a lot and need to mark it on your calendar now so you're not left out next year. It was nice to rekindle old friendships and start new ones. We had our share of fun and laughs while taking care of business.

We had our first MA UPMA Retired Meeting while on the Cape with 15 retiree members present. Our financial records were audited for the period of April 1, 2016 to March 31, 2017 and were found to be in good order. The minutes of our Fall meeting on October 13, 2016 were read and accepted.

Our new Bylaws were voted on and accepted and our new chapter officers retired were elected. Your new UPMA Retired Executive Vice President is PM Retired Jerry Robertson. Your new UPMA Retired Secretary/Treasurer is Nancy White and I (Lorna Edie) am your new UPMA Retired President. The President and Vice President are for a two-year term and the Secretary/ Treasurer is for one year so we can get inline with the new Bylaws. Congratulations to Jerry and Nancy and thank you Bill Sheehan and OB Rock for your dedication and service to our chapter.

At the MA State Meeting there was much discussion on a section of the Bylaws that would allow Members Retired to vote at the State Convention and also run equally for State Secretary /Treasurer or the Editor position. NAPUS and the League (I believe) have always allowed the Retirees who attended the State Convention to have a vote and be an equal member of the organization at the State Level. Our Retiree dues are paid to the State and therefore we should have a say

on who our officers are and the decisions that are being made. Since I have become a member of NAPUS I have had a deep respect for the Postmasters Retired and never treated them any differently than any other member and I don't think we should start now in our new UPMA Organization.

A retired member cannot run for State President or State Executive Vice President and it's logical that an active member should always be in those positions. If a retired member decides to run for Secretary /Treasurer or Editor they should be able to run on an even playing field as an active member who is running. This allows the members of the organization to vote for the best candidate for the organization, which only makes it stronger.

Our next UPMA Retiree Meeting will be in the Fall and we will invite our State Executive Board. We will also have representatives from Blue Cross/Blue Shield and other Health Insurance Companies to answer any health insurance questions you have during Open Season. More information will be in the mail in September. Hope to see you there .

Enjoy the rest of your summer and stay Happy and Healthy!

*Lorna*

Lorna Edie  
President  
MA UPMA Retired



National Co- President Sean Acord and your new MA UPMA Retired Executive Board

# Communication

## Communication:

1. The imparting or exchanging of information or news; "direct communication between the two countries will produce greater understanding"
2. Means of connection between people or places, in particular
3. Easy way to find yourself in trouble.

We communicate all the time with our families, friends, strangers, customers, district personnel, bosses, etc. We communicate verbally, by body language face to face, by phone and also through letters, social media, texts, tweets, and emails. There are so many ways we can communicate and just as many that can be taken in the wrong way.

How many times have you communicated with someone and they completely took it the wrong way? I used to put Please Reply at the end of my emails as a closing when there was expected follow-up and never meant any disrespect to the recipient. Then one time I sent a senior manager and email and put "Please Reply." Well that set them off on such a rampage that you would have thought I started a world war. Interpretation can be a funny thing and people can take things

the wrong way depending on their mood or how they read the message.

This doesn't mean we should shy away from communicating but we should be mindful and careful how we use our words. Rereading a written communication is not a bad idea before you hit send. Don't send a message verbal or written when you are angry or frustrated. Take a break and send it when you are in a calmer state and your thinking is clearer. Always take the high road and be respectful to others the way you want to be treated.

Communicate expectations with your employees so they understand what is expected of them. Use the tools and means available to you to get your message across. It is your responsibility to make sure their job is being done satisfactorily and reflects positively on the Postal Service. Their good and poor performances will be a reflection on you.

Communicate with your boss and keep them informed about current situations in your office. Let them know when you are planning on taking leave or need to be out of your office. If you have an issue with a customer and it can't be handled at the

local level let them know and give them a heads up.

We need to work together to do our jobs well.

Make an effort to attend your local UPMA chapter meetings to get information and network with your peers in a less formal setting. If your local chapter is not having meeting call your Regional Vice President (formerly your Chapter President). Get involved and invest in your own future and I promise you won't regret your decision.

Call me if you need advice or if you know you need a rep. Don't hesitate –communicate!

Take care and enjoy the rest of the summer and fall.

Hope to see you soon.

*Lorna*



**Some of us have brains  
Some of us have looks**



**Then there are the  
very few of us,  
like Jim Mills here,  
who have all the luck!**

**Congratulations, Jim!**

# 2017 DOOR PRIZE WINNERS (\$5,000) PLUS OTHER PRIZES

## WED LUNCH

\$100

- 1 Denise Nichols, Retiree
- 2 Nancy White, Retiree
- 3 Damon Nix, Falmouth
- 4 MaryBeth O'Brien, Marstons Mills
- 5 Brenda Martin, Danvers
- 6 Jerry Robertson, Retiree
- 7 Mike Catalano, Franklin
- 8 Adam Lavertue, Groton

## THU MTG

\$100

- 1 Karen Sigman, Sandwich
- 2 Ryan DiEoreo, Pepperell
- 3 Diane Maskewich, North Easton
- 4 Domenic Delle Chiaie, W Boylston
- 5 Peter Dunn, S Yarmouth
- 6 Heidi Salmon, Berlin
- 7 John Carroll, Stoughton
- 8 Linda Monahan, North Uxbridge

## TRAINING

\$50

- 1 - 2:00 Barry Prada, South Orleans
- 2 - 2:00 Linda Monahan, North Uxbridge
- 3 - 3:15 Jeanne Genna, North Eastham
- 4 - 3:15 Jean Burchill, Norton

## 1ST TIMERS

\$50

- 1 Lisa Panaccione, Edgartown

## BANQUET

\$100

- 1 Martha Casey, Lancaster
- 2 Lisa Panaccione, Edgartown
- 3 Christine Aufiero, Templeton
- 4 Deanna White, North Chelmsford
- 5 Dave Branga, Tewksbury
- 6 Michael Catalano, Franklin
- 7 O'B Rock, Retiree
- 8 Stanley Skamarycz, Retiree

## WED BBQ

\$100

- 1 Tina LeBlanc, Ashburnham
- 2 Rick Griffin, Retiree
- 3 Chuck Nichols, Mgr CS, Lawrence
- 4 Donna Legro, Retiree
- 5 John Fitzpatrick, POOM
- 6 Robin Driscoll, Deerfield
- 7 Tom Driscoll, Norwood
- 8 Barry Prada, South Orleans

## FRI MTG

\$150 Donna Legro, Retiree

\$200 Lynne Martineau, Spencer

\$300 Keith Miller, Merrimac

\$400 MaryBeth O'Brien, Marstons Mills

\$500 Glenn Cook, Harwich

50/50 Raffle \$185 Brenda Senna, Retiree

Scratch Tickets Karen Sigman, Sandwich

**PAC Raffle \$1200 Jim Mills, Fitchburg**

# Financial Report

## 2017 STATE CONVENTION

CONVENTION	DEBITS	CREDITS	TOTALS
Deposits from Registrations		\$5,450.00	
Deposits from Walk-ins		\$275.00	
Retiree Reimbursement - 18 X \$5.00		\$90.00	
Door Prizes	\$5,000.00		
Refunds - Overpayments	\$60.00		
Registration T-Shirts	\$1,400.00		
Supplies, copies & postage	\$424.45		
Charity Contributions for Speakers 2 @ \$25	\$50.00		
Banquet Entertainment - Mad Bros DJ & Trivia	\$500.00		
First Timer Expenses	\$141.61		
Memorial Expenses	\$25.50		
Plaque for PM of the Year	\$101.10		
<b>Red Jacket Resort</b>	<b>\$13,411.29</b>		
Deposit 11/28/2016 = \$1000.00			
Meeting Rooms = \$0.00			
Rooms = \$3096.24			
Wed Lunch 76 @ \$20.95 = \$1592.20			
Wed Dinner 73 @ \$29.95 = \$2186.35			
Thurs Banquet 86 @ \$34.95 = \$3005.70			
Friday Breakfast 71 @ \$14.95 = \$1132.45			
F&B taxes, 18% gratuity = \$2248.35			
Bar set up fees 2 @ \$75 = \$150.00			
<b>TOTALS</b>	<b>\$21,113.95</b>	<b>\$5,815.00</b>	<b>\$15,298.95</b>
<b>AD BOOK</b>			
Deposits		\$1,850.00	
Expenses - Printing	\$264.00		
<b>AD BOOK PROCEEDS - SCHOLARSHIP</b>			<b>\$1,586.00</b>
<b>NASCAR RACES</b>			
Deposits (\$470 - \$125 prizes)		\$470.00	
Expenses - Prizes (1st place \$75; 2nd place \$50)	\$125.00		
<b>NASCAR PROCEEDS - SCHOLARSHIP</b>			<b>\$345.00</b>
<b>AUCTION</b>			
<b>AUCTION PROCEEDS - SCHOLARSHIP</b>		<b>\$3,068.00</b>	<b>\$3,068.00</b>
<b>OTHER</b>			
Scholarship Donations		\$135.00	
<b>TOTAL OTHER</b>			<b>\$135.00</b>
<b>TOTAL SCHOLARSHIP PROCEEDS</b>			<b>\$5,134.00</b>
<b>PAC</b>			
50/50 Raffle Thursday		\$185.00	
PAC'n A Cure		\$480.00	
<b>TOTAL PAC PROCEEDS</b>			<b>\$665.00</b>
<b>Susan G Komen Breast Cancer Foundation</b>		<b>\$480.00</b>	<b>\$480.00</b>

# UPMA State Audit/Review Committee Report

The annual audit of the MA Chapter financial records was conducted on May 17, 2017.

The committee consisted of Brenda Martin, Postmaster Danvers; Richard Tansey, Postmaster South Hamilton, and Peter Golden, Postmaster Lowell. The following was reviewed and all records were found to be in order.

Bank Balance	
at the beginning of the year:	\$ 132,897.66
+ All funds received	\$ 236,691.01
- All expenses	\$ 216,732.16
Ending Balance	
as of April 30, 2017	\$ 152,856.51

The committee reviewed:

- All reconciled bank statements
- Canceled and voided checks and deposit slips
- Deposit detail report
- Check detail report
- Monthly financial reports
- Credit/Debit Card Transactions
- IRS Form 990 Tax Return

## Carol Sue Carnes seeking Re-election To Signature CU Board Of Directors

Dear Members of the Signature Federal Credit Union,

I would like to take this opportunity to announce that I am up for re-election to the Signature Federal Credit Union Board of Directors for 2017-2020. The Nominating Committee has selected me as a candidate to run for the Board of Directors.

I retired from the USPS after 36 years of service but have continued to remain active in my Illinois Chapter. I served as IL Service Rep. for 30 years, Vice President Region 4, 2 yrs. County Membership Director for 17 years. I was Postmaster of the Year in 1993 and in 2010 received the Lifetime Achievement Award.

I continue to be very active in my church and community. I'm serving my 21st year as Secretary-Treasurer of St. Matthew Church LWML, also altar guild chairman for these same 21 years.

I am 43 year member of the Brussels Woman's Club, 8 years as President, 6 years as Secretary and currently in my 10th yr as Treasurer.

I'm the Board of Directors of the South Calhoun Retirement Center for past 15 years, 6 yrs as Secretary and now in my 9th year as Treasurer.

I'm a weekly volunteer and Board Member of the LCFS Food Pantry for 5 yrs.

My experience on the board the past years certainly qualifies me for this position, having served as Secretary to the Credit Union Board every year since elected.

It has been an honor and a privilege to have served on the Board and I certainly would appreciate the opportunity to continue in this position.

If elected I will serve you, the members of our Credit Union, to the very best of my ability. Please remind members of your family that belong to the Credit Union that they too can vote.

Many thanks for your confidence in me and especially thanks for your vote.

I'm looking forward to seeing you in Louisville, KY in August.

Warmest Regards & God's Blessings to all,

Carol Sue Carnes  
Retired Postmaster  
Brussels, IL

## What's Up With UPMA?

It just never gets old talking about the great state of Massachusetts and how successful we are in membership. To me it is not about being the best in the country for membership percentage or being recognized nationally as having one of the most effective executive boards or even being recognized for having such quality state convention agendas. They are packed with networking, relevant top notch training, valued guest speakers and of course the joy of contributing to great causes such as PAC and a CURE and, of course, our own college scholarship fund.

The best thing about UPMA is being part of something that has over 25,000 total members. We are a fine combination of active PMs/Station Managers, EAS employees, PMRs, Associate Members, and, of course, our dedicated and knowledgeable Retirees. In Massachusetts we have 289 PMs, 85 Managers/EAS, 30 Associates and 188 Retirees. Now you can see why I am so proud that MA is so well represented.

We can still offer 6 months of FREE dues to any new EAS member. Please make sure you contact me with any new recruit and I will personally help them sign up with an 1187.

The challenge I send your way is to make sure that once we sign the new member you make an effort to reach out to them and invite them to your next local chapter meeting. I have had the privilege of speaking with many new recruits and I assure you that they definitely have a lot to offer. They are waiting for you to make the first move.

Our own website ([unitedpma.org](http://unitedpma.org)) is filled with useful information. Have you checked it out yet? Be sure to take advantage of the training videos they offer. Our very own, Rich Hui can be found on this site...

I had the extreme honor to be your state Chaplain again this year. (That is by far my biggest challenge.) I never know if I can find the right words to offer solace or inspiration when you need it most.

That being said I will conclude by saying what I wholeheartedly believe is the answer to our success in MA. That is simply KINDNESS.

Please be kind to one another and be there in your neighbor's time of need.

Regards,

*Pam*

Pam Boudreau



## Dan Heins Announces Candidacy For UPMA National President

Greetings to each and every one of you!

I am announcing my candidacy for the National President of United Postmasters and Managers of America.

It is important to have a President that brings proven leadership, extensive experience and commitment to our membership. With my years of service to our organization, I believe that I am the right person to lead UPMA for the future.

The last two years, our great UPMA organization has seen many significant changes. I served on the National Executive Board during the merger process and I was greatly involved in creating the documents that formed UPMA. My tenure as National Secretary-Treasurer has also prepared me for the position of National President.

I am looking forward to meeting each of you at the National Convention in Louisville to answer your questions and to listen to your suggestions.

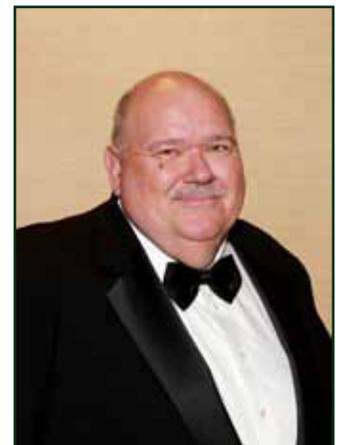
You may contact me at any time. My email address is [postmasterdan@ymail.com](mailto:postmasterdan@ymail.com) and my cell phone number is 507-438-2676.

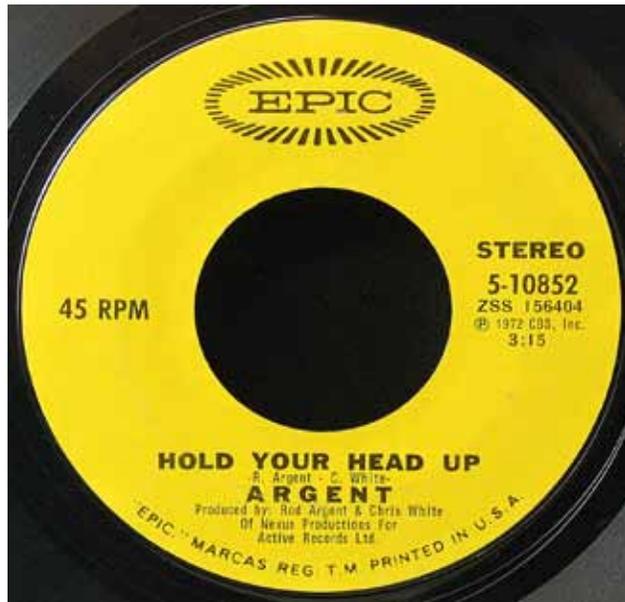
Thank you for your time and your consideration.

Daniel Heins

Postmaster

Stewartville, Minnesota





As the singer, Rod Argent of Argent, once crooned, “Hold Your Head Up...”. There’s a powerful message for all managers in this line.

Those of us who have been around for 25+ years or so may recall the USPS was formerly in a position of financial jeopardy. When the chips are down, it is a great opportunity for leadership skills to shine.

Share with your employees what is going on in the business. Volumes and revenues are in double digit decline. Although parcels are substantially greater than they were ten years ago, they too, are in a double digit negative trend. When the work force begins to grumble about having too many packages, kindly remind them that without that mail stream we may not be needed. Times like these call for putting your best foot forward and encouraging your coworkers to do likewise. Recognize good performance, correct unsatisfactory performance!

Balancing workhours to workload is something we’re tasked with doing every day. The decreases in volume afford us an opportunity to save costs by pivoting. Let this be viewed as a positive effort. While other companies may be closing or laying off workers, we can control this negative trend by breaking up regular and auxiliary routes and reducing workhours. No threats needed! We are professionals. Our employees are professionals. These are times that task us with accepting the challenges we face and prevailing in the long run.

Being the true professionals that we are, we’ll weather this storm and continue our 200+ year history of providing exemplary service that binds the country and world together.

This, my fellow workers, is something to “Hold Your Head Up” over.

Sean Acord shared much information with the membership at our Annual State Convention in May. He did so in a “matter of fact,” no nonsense manner. Remiss of ego, he told it like it was. Thank you, Sean, for attending our Convention and imparting much of your knowledge with us in the process.

Congratulations to our newly elected officers. May you carry on the tradition of keeping members informed, empowered, and protecting livelihoods. I wish you all well in your new positions.

Enjoy the rest of your summer! Peak season will be here all too soon!

Respectfully submitted,

*Lynne*

Lynne Martineau

017 President



# 2017 FIRST UPMA MA CONVENTION OVERVIEW

Donna Legro, MA UPMA Secretary Treasurer

The First MA UPMA State Convention was attended by a total of 72 participants: 47 Postmasters, 3 Managers, 18 Retirees, and 4 member guests. There were 6 First Timers in attendance. Most people pre-registered, but there were some walk-ins who registered for the entire convention or just for a day, a business meeting or a training session.

The convention was also attended by several guests including National Co-President Sean Acord and his wife Kristi; Mike Powers, retiring District Manager of Greater Boston; Demo Sofronas, Area I VP Retiree Rep; Paul Bianca, candidate for Northeast Postal Area Coordinator; 3 candidates for East Area Vice President, Angela Greene from South Carolina, Linda Gurka from Michigan and Susan Rice from Alabama; 2 candidates for National Secretary/Treasurer, Jim Maher from Missouri, and Jo Oberly from Pennsylvania.



The MA Chapter gave away \$5,000 to members throughout the convention. The prizes ranged from \$50 to \$500. The only requirements were that the individual was a member, was registered for the convention and was in attendance at the session where the name was drawn. A person could win more than once during the convention (and some did), but not more than once at any particular session or training. For a couple of months leading up to the convention, the Executive Board had been selling raffle tickets for PAC and there was a drawing for \$1200, and the extra scratch tickets from the banquet trivia contest were also raffled off. A complete list of winners is published in this issue of The Baystater. Check it out!

Co-President Glenn Cook opened the convention at the luncheon honoring the First Timers and the Retirees. Mike Powers spoke to the group regarding

Amazon, Parcel Select, e-Commerce and NPA. The Greater Boston District is within the top 10 nationally for NPA and is the 6th best district in safety, which should result in the highest NPA payout in a long time. He listened to concerns of Postmasters regarding issues in the District with regard to line of travel changes and District email usage. He advised everyone to be involved. He talked about his future plans in retirement and advised everyone to look at life insurance options before nearing retirement.

Demo Sofronas, Area I Vice President



Retirees Rep, compared the change in the seasons from winter to spring to the change in the organization to UPMA referencing a time for new beginnings and growth. He spoke of our responsibility to mentor and teach the new members so they can grow and become strong leaders. He reminded us that we are all in this together and now that we are one organization, it is imperative to embrace our new friends and recruit new members, welcoming them to the UPMA family so that we can be a stronger and more viable organization for years to come.

First Timer Chairperson Jeremy Pilone reminded everyone that since this was the first UPMA State Convention, we were all First Timers. He encouraged everyone to take photos and submit them to him by noon on Thursday.

Co-President John Fitzpatrick reviewed a proposed legislative assessment fee and the proposed MA UPMA bylaws

using power point. These matters were to be voted on Thursday. There was discussion and debate regarding voting rights of retired members. In the past for both MA NAPUS and MA League, all state members voted on all state matters and it was the E-Board's decision to maintain that policy. Nothing could be found in writing at the national level contradicting this policy so the E-Board decided to maintain the prior policy for MA UPMA.

There were 2 training seminars Wednesday afternoon. The stamp stock compliance class was conducted by OIG Special Agents Jason Manning and Scott DeYoung. A Purchasing and eBuy seminar was conducted by Brian Eager, NEA Purchasing and Supply Manager and Joe St John, NEA Purchasing and Supply Specialist. The seminars were both well attended and offered valuable information to the members that attended them. Members also took advantage of the chair massages provided by Blue Cross/Blue Shield.

Wednesday night was exciting with the BBQ, NASCAR races and the Auction, all held outside in the pavilion tent. This year the NASCAR activities were championed by Chuck Nichols, First Timers Adam Lavertue and Josh Richard. The races were heated and held everyone's attention. The races netted \$345 for the scholarship fund after 1st place winner First Timer Keith Miller was awarded \$75 and 2nd place winner Rick Griffin was awarded \$50.

Through the generous and competitive bidding of the attendees, the Auction, which is the primary source of the scholarship income, raised a whopping \$3068. At times, the bidding was crazy and wild, but everyone seemed to enjoy the evening. Thank you to everyone who donated an item and participated in the bidding. The Ad Book, which is the 2nd most important source of income for the scholarships, netted \$1586 after printing. Again, thank you to everyone that placed an ad in the book. Because of everyone's generosity in these 2 events Massachusetts has been able to continue to award five \$1000 scholarships each year.

A total of \$960 was raised through PAC'n a Cure of which will be split evenly with PAC and Susan G Komen Breast Cancer Foundation. Thank you to all that donated to these important causes.

The First Timers' Committee Chairs Jeremy Pilone and Jeanne Genna assigned a photo contest to the First Timers. These new members were given props to be worn and a list of subjects and/or items to be used in wild and crazy pictures. Josh Richard was selected the winner of the photo contest. All the First Timers were good sports and seemed to have a really good time with the assignment.



Thursday's business session opened with an outstanding Memorial Service led by Pam Boudreau. Pam asked some attendees to read poems that she had selected for the service and she shared some heartfelt thoughts. Linda Monahan and Jeremy Pilone participated in the musical portion of the service. As usual, it was a very moving ceremony. Stanley led the Pledge of Allegiance prior to the beginning of the business session and Co-Presidents Glenn Cook and John Fitzpatrick shared their opening remarks and introduced the MA Executive Board.

Prior to voting on the proposals, National Co-President Sean Acord raised a concern that Article V, Option 2 of the proposed bylaws, which would allow retirees to run for the positions of Sec/Treasurer and Editor, was in direct conflict with the national office. He

stated that if the state voted for Option 2 and the national office rejected the bylaws, the state would not have new bylaws to govern with. Co-President John had reached out to the national office in April regarding this issue and there was nothing concrete. After much discussion, it was decided to remove Option 2 from the proposed bylaws. There were also other minor changes to the bylaws proposed by the members and National Co-President Sean.

Prior to the vote, the topic of whether retired members were allowed to vote on all matters of the state was raised again. After much heated discussion and opinions with several members expressing concerns (such as nothing in black and white on the subject, and because retirees are a vibrant part of the state, some MA bylaws directly affect the retirees, the consequences if the national office rejects the bylaws due to voting procedures, if retirees can run for particular offices, they should be allowed to vote, etc.) it was suggested and decided to have two votes, one excluding the retirees, and one including them, both results to be shared openly.

After two amendments were made to the legislative assessment proposal, it passed both with and without the retiree votes. The passed proposal is printed in this issue of The Baystater, on the website MAUnitedPMA.org, and will be submitted to the national office after November 1, 2017.

Next, the proposed bylaws were discussed Article by Article. After the elimination of Option 2 and some minor amendments, the bylaws passed with and without the retiree votes. The passed bylaws are printed in this issue of The Baystater and are on the website.

We then moved on to voting for the National Sec/Treasurer and National VP's. According to the national bylaws, retirees are not allowed to vote at the state level for national officers so this was not a discussion. The Sergeant of Arms counted the written ballots and the votes were recorded and converted to percentages by Rich Hui who will submit them to the national office.

Results for National Sec/Treasurer were Jim Maher 38% and Jo Oberly 62%. East Area VP results were Angela Greene 32%; Linda Gurka 34%; Susan Rice 32%; 2% abstained from voting.

Voting for state officers again sparked debate with regard to including or excluding the retirees, sealing the vote that excludes the retiree until determination is made by the national office, etc. Again after much discussion, it was decided to have two votes, one excluding the retirees, and one including them, both results to be shared openly. Three positions were opposed with Jeremy Pilone being elected President, Deanne White being elected Vice-President, and Josh Richard being elected as Editor. The results of these three elections were the same with and without the retiree votes. There were no candidates for



the position of Sec/Treasurer until a floor nomination was made for Retiree Donna Legro and one ballot was cast by Co-President Glenn.

(cont.)

Officer Reports then followed: Brenda Martin gave the audit report. Pam Boudreau reported that MA membership stands at 85.76% with 290 Postmasters, 75 supervisors/managers, 31 associate members, 1 PMR, 191 retirees and 15 comp members for a total of 603 of which 365 are active.

Pam also informed everyone that she had a service table set up with tokens of appreciation and an Amazon gift card raffle from the Signature Credit Union.

Editor Jerry Robertson spoke about The Baystater and the Ad Book, thanking everyone who participated.

Jeremy Pilone recognized the First Timers. He thanked Pam Boudreau and Robin Driscoll for their assistance in arranging the training seminars; he thanked everyone for PAC contributions and briefly discussed the legislative event he attended in February.

The banquet was hosted by Mad Bros DJ. Newly elected officers were sworn in by National Co-President Sean Acord and the First Timer Awards were presented. We were fortunate that some of the scholarship recipients were able to attend the banquet to receive recognition and their certificate. The 2016 Postmaster of the Year award was presented to Brenda Martin, Postmaster of Danvers.



After dinner, Mad Bros hosted a trivia contest for prizes of scratch tickets. From the picking of teams, team names and some of the answers, everyone had a lot of laughs.

We began Friday morning with additional Officer Reports:

Co-Retiree Presidents O'B Rock and

Lorna reported they had a retired members meeting on Wednesday afternoon and voted on their bylaws and elected Lorna as President, Jerry Robertson as Executive VP, Nancy White as Sec/Treasurer, and Kathy LeDoux will remain the Membership Chair.

Lorna gave the Adverse Action report thanking and introducing committee members Joe Torcia, Rob Leary, John Carroll and Rich Hui. She outlined the most common issues raised such as shortages, employee accusations of disrespect, yelling and inappropriate touching. She reminded everyone to get the mail delivered; keep the finances straight; treat people right; communicate with your manager; respect your manager; make sure you know what you are signing for during an office transfer; do not sign anything during an investigative interview; and keep yourself at a higher standard.

Newly elected officers were given an opportunity to address the membership. Co-Pres John thanked all candidates that ran for positions.

National Co-President Sean Acord then addressed the group. He took a few minutes to recognize our veterans and first timers. He presented a portfolio to Josh Richard as the first timer who had traveled the furthest to attend the convention. He recognized MA as being the state with the 2nd most active members in attendance.

Sean talked about UPMA membership and providing a presence at the career conferences and new supervisor training classes and he provided statistics of membership by level of office. He explained the new UPMA awards for 2017 such as the Star Chapter Award, Publication of the Year Award by member category, and Membership Awards.

He provided important information regarding the 2018 Legislative Advocacy Days to be held Feb 26 & 27, 2018. There will be a \$25 registration fee, which will increase to \$50 after Feb 1, 2018 and for walk-ins. The national office is reserving a room block at the Renaissance Arlington Capital View Hotel with 2 rooms for each state chapter. Sean provided an overview of the different provisions of HR 756,

The Postal Reform Act of 2017, which is available on the national and state websites. Sean reported that there is a 1 year study by the USPS Inspector General regarding POSTPlan. The USPS cannot reduce hours, close,



consolidate or reclassify POSTPlan post offices prior to the completion and review of the study and integrating recommendations.

He highlighted the dates, hotel, room rates, banquet, parking, etc for the upcoming 2017 National Convention in Louisville KY. All information is available on both the national and state websites. The 2018 National Convention will be held in Reno NV, July 21-27, 2018. It has been extended by 1 day to provide a free day for touring and sightseeing. The Nugget Hotel and Casino will be the host hotel at a room rate of \$102.50. There are 3 site bids to be considered for the 2019 national convention: Connecticut, Maryland and Ohio. Specific information is provided in the national magazine, The Leader, and voting will take place in Louisville this year.

Sean discussed the budget methodology for level 18 offices that was implemented in April, retroactive for FY 17. He advised everyone to compare their budgets from April to the one provided last October to ensure the office received proper credit. Level 20 and 21 offices will also have changes to LDC 80 and 40 plan hours retroactive to Oct 2016 based on the authorized supervisor complement and SWC earned hours.

The former Resolution Log is no longer recognized by headquarters. States should use the Consultative Issue Log which is an internal form for the organization and can be found on the national website. Sean then covered a variety of topics such as: the change in the

makeup of the 2016 retail revenue; the PTPO's salary issue; former EAS employees' consideration for positions and posting language; Level 18's NPA to 5 indicators vs. 7; DUO reversals and the reevaluation of POStPlan offices.

Co-Pres John presented Sean with

a letter of appreciation indicating a donation is being made in his name from the Chapter to the Postal Employee Relief Fund.

CO-Pres John closed the meeting by thanking everyone that helped to make the convention a success and thanking all those that attended.



Respectfully submitted,

*Donna*

Donna Legro

Co-Sec/Treasurer



## ASSESSMENT FOR THE LEGISLATIVE EVENT

Whereas, all chapter assessments, including the Massachusetts Legislative assessment, were discontinued by the national office effective November 1, 2016, the MA Chapter of UPMA proposes the following assessment.

This assessment requires approval by the MA membership at the State Convention and, if passed, approval at the national level, to be submitted after November 1, 2017.

### PROPOSAL:

An assessment of one dollar (\$1.00) will be added to the current dues withholding from each active member of the Massachusetts Chapter of The United Postmasters and Managers of America. These monies are to be distributed as outlined in A, B & C below to active and retired members who travel to Washington DC during the Legislative Event. The purpose of this assessment is to defray some costs for the members and encourage participation in this important event. This assessment will be reviewed annually.

MA UPMA members who receive monies from this assessment must assist and participate fully in conducting UPMA business while at the Legislative Event. MA UPMA members who receive compensation for the Legislative Event, be it national reimbursements or in accordance with the current MA Chapter bylaws and fiscal policy will not receive any monies from this assessment thereby allowing the distribution to more members.

### The distribution of the funds will be as follows:

- A. Registration fee, if any, not to exceed the "Early" registration fee.
- B. Travel/transportation costs will be paid in accordance with the transportation provisions in the fiscal policy.
- C. Room charges will not exceed one half (1/2) of the hotel selected by either the national office or the state executive board.



ELECT  
**RICHARD HUI**  
 UPMA NATIONAL PRESIDENT

After strong encouragement and support from many postmasters and managers, I would like to announce my candidacy for National President, UPMA, 2019. I look forward to continuing the work to the successful implementation of our new organization, **United Postmasters and Managers of America**. I believe that my enthusiasm, experience, and demonstrated ability in representing postmasters and managers with dignity and confidence will be of great service to this great organization.

**PROVEN LEADERSHIP FOR A NEW ORGANIZATION**

- Transparency
- Dependability
- Honesty
- Collaboration

**Career**

Postal Carrier; Fitchburg, MA 1988  
 Supervisor; Fitchburg, MA 1995  
 Postmaster; Winchendon EAS 18 2000-2005  
 OIC Gardner EAS 21- 2001  
 OIC Maynard EAS 20-2002  
 OIC Wayland EAS 20- 2004  
 Postmaster Webster EAS 21 -2005  
 Acting MDO Shrewsbury P&DC EAS 22- 2006  
 Service Improvement Team-Massachusetts District 2007-2008  
 Postmaster Leominster 2009-Present

**Association**

2002-2004 NAPUS local chapter president 014-017 area  
 2004 – 2008 NAPUS Massachusetts Chapter President  
 2009-2010 NAPUS Massachusetts Chapter Postmaster Representative, 014-017  
 Rules Chairman, 2015 NAPUS National Convention; Mobile, Alabama  
 Rules Chairman, 2016 NAPUS National Convention; New Orleans, Louisiana  
 2012- 2013 National Vice President; Area 2 – CT/MA/RI  
 2014 Diversity Chairman, NAPUS  
 2014 - 2016 Postmaster Rep Committee Member, NAPUS  
 2015-2016 NAPUS Area 2 Vice President – CT/RI/DE/DC/ME/MD/MA/MI/NH/NJ/NY/PA/VT  
 2017 Adverse Action Member Representative – NJ/ME/MA/RI/NH/VT/CT  
 2017 UPMA National Vice President, East Area  
 2017 UPMA Learning and Development Committee Chair

**Special Achievement**

Manager of the year, Level 20-21 2006 Massachusetts District  
 Postmaster of the year, 2008 NAPUS  
 Employer of the year 2015 ESGR Department of Defense

**Education**

1980 Bachelor of Science (Economics) Northeastern University

**Personal and Community**

I have been married to my wife, Susan Valois, a retired school teacher, for 35 years. We have two sons, Christopher, a Licensed Banker, and Dustin, who is in the United States Navy.



Greenwood Memorial Swim Club; Team President  
 Greenwood Memorial Pool Trustee  
 USA Swimming National Referee  
 Coach Gardner Youth Soccer  
 Coach Gardner Little League  
 Eucharistic Minister; Holy Rosary Parish Gardner  
 Member Gardner Lion's Club

# Central Mass Postmasters Say Farewell To Mike Powers



Central Massachusetts Mail Processing Center

**Good Luck, Mike! Congratulations!**  
Your Central Mass Postmasters

2017 MA UPI



Cape Cod M

# MA Convention



Massachusetts

# The Ballad of Joe Torcia

(The Ballad of Jed Clampett- Beverly Hillbillies)

Come and hear a sad story 'bout a man named Joe  
Sitting, waiting for his turn to win a little dough  
Then they drew his name and said he won a hundred bucks  
He couldn't wait, he had to go  
And Joe was out of luck  
(Nature calls, you gotta go, couldn't wait)



His friends said Joe you'll get another chance  
Just make sure that you don't wet your pants  
Then he got the urge and had to leave again  
They called his name, the crowd roared  
And once again Joe didn't win  
(Money, that is, what the hell, Just ain't fair, )

A year's gone by and now we've come to this  
Joe said I'm not going to lose just because I have to...(leave the room)  
No need to worry Joe cause you got lots of friends  
So they all chipped in some cash and bought him some Depends  
( Now I'm ready, where's my share? What do you mean change)

(1962- Paul Henning ; new lyrics: 2017- Jerry Robertson)

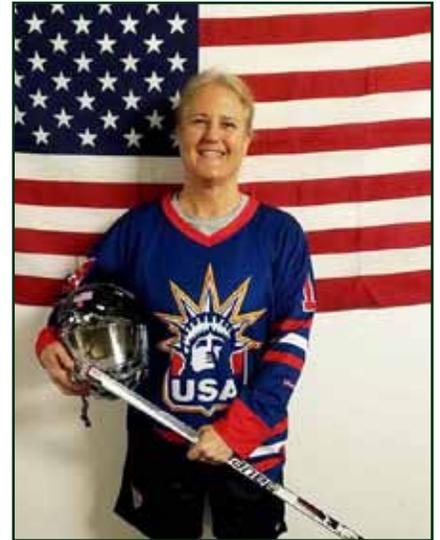
# Deerfield PM Plays Defense For World Ball Hockey Team

Robin Driscoll, Postmaster of Deerfield MA played on The USA team in the World Ball Hockey Federation Championships in Lovosice, Czechia (the Czech Republic). The US Team was sponsored by the US Dek Hockey Federation. Captain was Gina D'Amato and Coach was Mary O'Halloran. Clearly Robin was the oldest. (2 of the other teams had lots of kids w braces). She plays defense and received only 1 penalty. Team USA only had 14 players on the squad.

Ball Hockey is a huge sport in the Czech Republic. They had opening and closing ceremonies. There were billboards for the tourney, highlights were on TV. They bussed in kids to watch the games, and the kids cheered for the U.S., made signs for them, and high fived them. There were 5 teams in the Women's division. At the end of the tournament the final standings were:



Canada- Gold  
Czechia- Silver  
USA- Bronze  
Slovakia- 4th  
Hungary- 5th.



The tournament ran from June 19-25. Robin and her team were proud to represent their country and to especially win a bronze medal. The people who welcomed us appreciated their participation. According to Robin, the food and beer were great. Her husband, JT especially enjoyed the beer from the local breweries. Robin was honored to be part of a team of players where she was clearly much older than any other player (sorry, age will not be divulged here!).

MA UPMA congratulates Robin on her astonishing accomplishment and for representing the USA and, by default, MA UPMA. Way to go, Robin!



# \$5,000 In Scholarships Awarded To Five Recipients



Shawn Labonte, nephew of Jeremy Pilone, PM Provincetown, with his family and UPMA Co-Presidents



Rob Leary, PM Whitinsville, with his daughter, Emily, recipient of the Stanley Skamarycz Scholarship, and Stan the Man



James Cordero, Nephew of Chuck and Denise Nichols

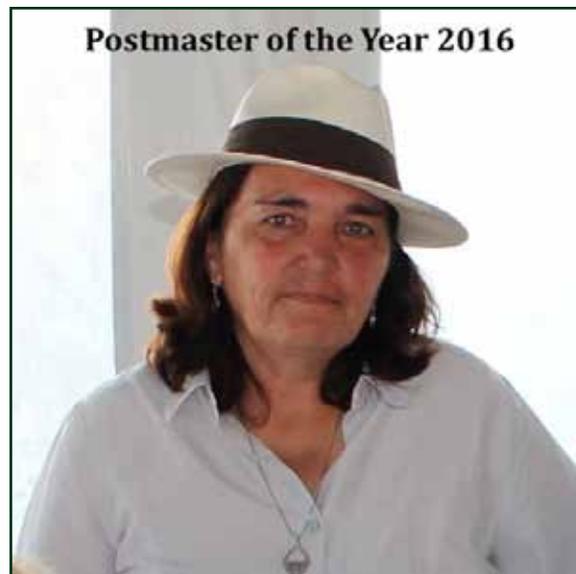


Danielle Donnelly, Daughter of Kevin Donnelly, PM Southbridge

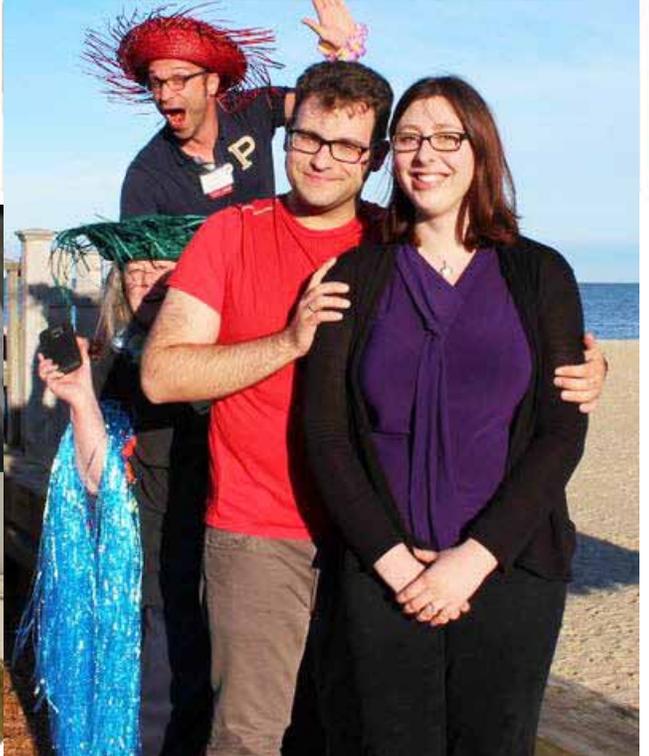


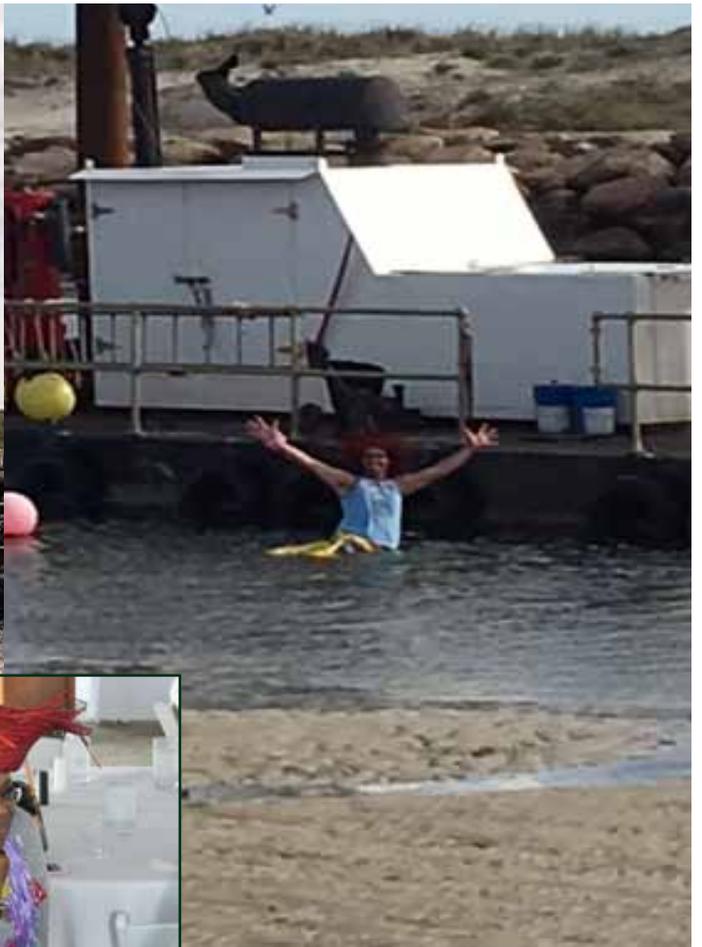
Joseph Campedelli with his grandmother, Associate Member Angelina Musetti, his mother and Co-Presidents

# Honorable Brenda Martin, Danvers MA, Postmaster of The Year



*"...Feels Like The Very First Time..."*







# **BYLAWS OF THE MASSACHUSETTS CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA (UPMA)**

## **Preamble**

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; to improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

## **Article I – Name**

This organization shall be known as the Massachusetts Chapter of the United Postmasters and Managers of America (UPMA).

## **Article II – Purpose**

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

## **Article III – Membership**

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

## **Article IV – Meetings**

The state convention of the organization shall be held annually. At the discretion of the president, the site will be decided by the president with approval of the majority of the Executive Board or by vote at an annual convention one year or more prior to that state convention. The president may, with the approval of the majority of the Executive Committee, and for good and sufficient reason, change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.

Special meetings may be called by the president, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum.

Robert Rules of Order shall govern the deliberations of this chapter unless otherwise specified.

## **Article V – Election of Officers**

The President and the Executive Vice President shall be elected at the annual convention to serve a term of 2 years. The term of office shall commence on November 1st and will end on

October 31st. The officers shall be limited to 2 consecutive terms of office. The

Secretary/Treasurer and the Editor shall be elected at the annual convention in a subsequent year to serve a term of 2 years. The term of office shall commence on November 1st and end on October 31st. The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. Exception: For 2017 only the Secretary/Treasurer and Editor will be elected to serve a term of 1 year to facilitate the rotating election years going forward.

The new Executive Board shall hold an organizational meeting within 60 days of November 1st each year.

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office. The election of officers shall take place during the state convention of this chapter and it shall require a majority of the vote cast to be elected. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer.

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

## **Article VI – President**

The President shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The President must be an active member. The president shall receive such compensation for their services as provided for in the fiscal policy.

## **Article VII – Executive Vice President**

The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position will be a separately elected position and must be an active member. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The remaining term of the vacant position of the

Executive Vice President shall be assigned by the Executive Committee. The Executive Vice

President will have additional duties assigned by the Executive Committee. The Executive Vice President shall receive such compensation for their services as provided for in the fiscal policy.

## **Article VIII – Assignment of Committee Chairs**

The Executive Committee will be responsible for the assignment of committee chairs for the following duties. Duties may be combined as deemed necessary by the Executive Committee.

Membership Chair: It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership.

Legislative Chair: It shall be their duty to handle legislative activity within the chapter.

Education Chair: It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership.

Political Action Committee (PAC) Chair: It shall be their duty to handle any PAC activities within the chapter.

Adverse Action Committee Chair: It shall be their duty to provide representation to active UPMA members in all areas, including adverse actions.

#### **Article IX – Secretary/Treasurer**

The Secretary/Treasurer shall combine the office of Secretary and Treasurer, and may perform all duties commonly incident to both offices. The Secretary/Treasurer shall be bonded as provided in Article XIV hereof. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of Secretary/Treasurer, the vacancy shall be assigned by the Executive Committee. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy.

The President shall appoint an Audit Committee consisting of three (3) members not on the Executive Committee. It shall be the duty of this committee to examine the financial affairs of the Chapter to compare its assets and liabilities with the accounts and records kept by the Secretary/Treasurer. The audit report is to be presented at the annual State Convention and published in The Baystater.

#### **Article X – Editor**

It shall be the Editor's duty to publish the official newspaper of the Massachusetts Chapter of UPMA. The Editor shall receive such compensation for their services as provided for in the fiscal policy.

#### **Article XI – Executive Committee/Executive Board**

The officers of the Executive Committee of the chapter shall be President, Executive Vice

President, Secretary/Treasurer, President Retired Members, Editor, and immediate Past President who will be a non-voting member and shall serve a term of one year beginning on November 1st of the year a newly elected President assumes office.

The Executive Committee shall be responsible for developing a fiscal policy. It shall be the duty of the Executive Committee to carry out the orders of the Chapter as expressed at the convention. It shall have direct control of all business of the Chapter and its affairs; to audit all accounts; and in general perform all the functions ordinarily attached to such Committee.

The officers of the Executive Board of the Chapter shall be the members of the Executive Committee, 10 Regional Vice Presidents, and any MA member serving in a national position, all with voting privileges at all Executive Board meetings. The Executive Board shall review and approve the fiscal policy. The Executive Board shall be the governing body of the Chapter and shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board when in session.

The 10 regional areas by 3 digit zip code are as follows:

Area Zip Codes

010-011

012

013

014

015-016

017

018-019

020-024

025-026

027

## **Article XII – Sergeant-At-Arms**

At the opening of each convention the President may appoint a Master Sergeant-At-Arms and the necessary Assistant Sergeants-At-Arms, and it shall be their duty to maintain order and perform such other duties as designated by the President.

## **Article XIII – National Convention Roll Call Voting Procedure**

When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention. This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, paragraph 14.

## **Article XIV - Bonds**

The Secretary/Treasurer shall be required to be bonded in the amount deemed sufficient by the Executive Committee, said bond to be executed by a surety company approved the Executive Committee and the premium on such bond shall be paid by the Chapter.

## **Article XV – Dues**

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

## **Article XVI – Official Publication**

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named The Baystater. In addition, the Chapter may maintain a website for the dissemination of information. The Executive Committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

## **Article XVII – Scholarship**

The President will appoint seven (7) members to the scholarship committee, one from each of the following areas: 010-013, 014-017, 018-019, 020-024, 025-027, along with the Secretary/Treasurer, and the President Retired Members.

The President will appoint a chairman to the scholarship committee. The chairman of the scholarship committee is responsible for calling the meetings to select the applicant(s) for the scholarship(s).

The scholarship committee will receive and review all applications and provide reasonable assurance that the individual is capable of further education. It shall also determine that the applicant meets the requirements of eligibility.

Moneys raised by various activities of the Chapter will contribute to the scholarship fund.

The scholarship fund has the right to be named as recipients of wills, bequests and trust funds.

Scholarships awarded each year shall be given the following names:

The Kenneth E. Cox Memorial Scholarship

The Gladys Powling Memorial Scholarship

The Stanley Skamarycz Scholarship

The Winnie McLaughlin Memorial Scholarship

The Donna Legro Scholarship

The naming of a scholarship should have a maximum longevity of ten (10) years to allow the Executive Board to recognize additional members. The Executive Board will determine when a named scholarship should be deleted.

Scholarship recipients must be a son, daughter, grandson, granddaughter, nephew, niece or ward of an active member, retired member, or associate member. Selection(s) shall be based on academics, leadership and character. Payment of the scholarship award is dependent upon successful completion of one full semester.

#### **Article XVIII – Amendments**

All proposed amendment(s) must be submitted in writing to the Chapter President at least sixty (60) days prior to the opening of the annual Chapter Convention. The proposed amendment(s) shall be published or posted prior to the Convention. These bylaws may be amended at any Convention of the Chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the Convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the Convention unless otherwise specified in the amendment.



# *Another First Takes Place at First MA UPMA Convention*

Conventions are always attended by a number of spouses, family, and significant others, and the first MA UPMA Convention was no exception. Ryan DiEorio brought his girlfriend, Rebecca Corshia to the Cape this year, as he had done the year before. So Rebecca knew what to expect from Ryan's colleagues. A few days on the Cape, listen to a few boring postal stories, enjoy beach and the occasional sunshine (which, true to fashion, tried its best to not cooperate). When Rebecca and Ryan arrived on Wednesday they took a stroll on the beach while the weather was accomodating them.

Just a typical convention thing to do, until Ryan faced Rebecca and asked her to come to these conventions forever. Well, maybe he didn't word it *exactly* like that. But he did ask Rebecca to be his wife. Rebecca accepted and the rest of the walk took on a new excitement for them. They broke the news to everyone. And everyone gave their "stamp" of approval.

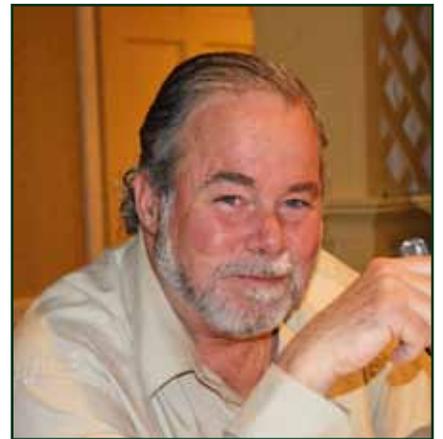
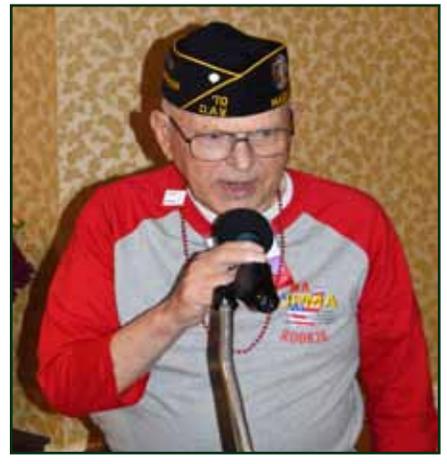
So history was made, as far as anyone there knew. Never before had anyone become engaged at a Massachusetts state convention.

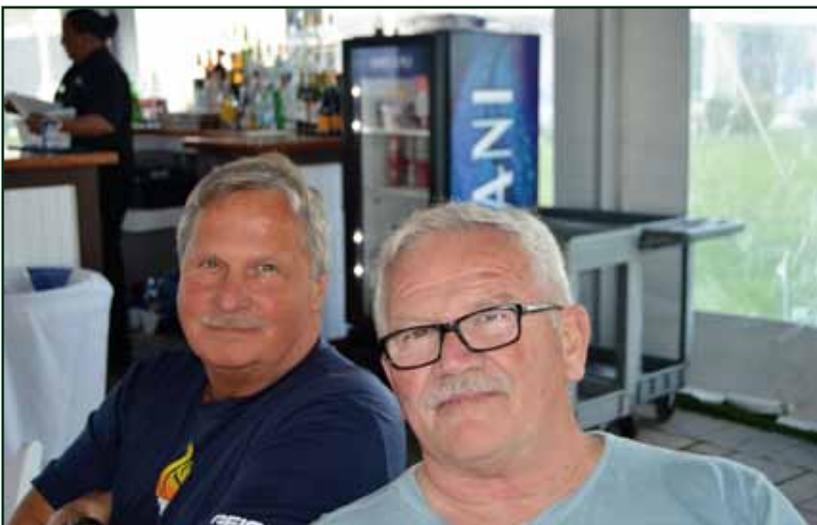
Congratulations Rebecca and Ryan! Thanks for sharing this special moment with all of us!



# Find Yourself At The MA UPMA Convention









# Momentum

*Managing workplace stress*



USPS EMPLOYEE ASSISTANCE PROGRAM  
**A Program You Can Trust**



**800-327-4968**

(800-EAP-4-YOU) TTY: 877-492-7341  
[www.EAP4YOU.com](http://www.EAP4YOU.com)

## Fitting in fitness breaks

- ✓ The typical office worker spends about nine hours per day sitting. Taking fitness breaks at work is vital for stress relief and better health.
- ✓ Easy in-place exercises include stretching, incline pushups against a desk or wall, bicep curls using reams of paper, progressive muscle tightening/relaxing, stationary jogging, squats and shadow boxing.
- ✓ Mobile activities can include walking around the work complex, taking the stairs, and convening walking meetings instead of desk-bound discussions.

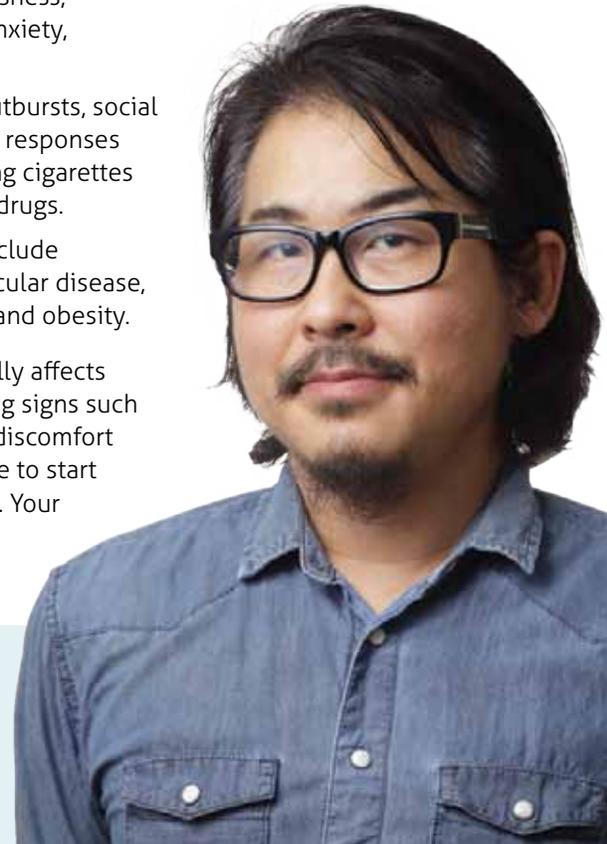
## The impact of excessive stress

If you spot the warning signs of accumulating stress, it's important to adopt coping strategies before serious health problems develop.

In today's world, everyone knows what stress feels like. Some stress can be good—a positive push that helps you rise to daily challenges. However, when stress triggers your body's fight-or-flight stress response—which can result even from everyday events—its effect on your emotional and physical health can be damaging if the stress is prolonged.

- Excessive stress shows up in ways such as muscle tightness and pain, headaches, fatigue, sleep problems, high blood pressure, low libido and digestive problems.
- It also often causes restlessness, concentration problems, anxiety, irritability and depression.
- Stress can lead to angry outbursts, social withdrawal, and unhealthy responses such as overeating, smoking cigarettes or abusing alcohol and/or drugs.
- Longer-term effects can include development of cardiovascular disease, gastrointestinal disorders and obesity.

If you know how stress typically affects you, and you see early warning signs such as emotional upset, physical discomfort and appetite changes, it's time to start actively managing your stress. Your program can help.



Many people are so accustomed to chronic stress that they don't recognize it; over time this can wear down the immune system and lead to illnesses of many kinds.

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# Keeping work stress at work

A rough day at work can sometimes follow you home and spill over into your family relations. Try these techniques that help keep work and home life separate.

- Make a conscious effort to mentally remove yourself from work before coming home. Breathe deeply and release distressing work-related concerns.
- Familiar returning-home rituals can help clear your head and refresh you. Do something simple like changing clothes and washing your face. Or, stand out on the back porch for a moment to breathe. Put on your favorite soothing music or do your favorite exercise. Experiment and find out what works best for you.
- Enjoy a little down time. Don't rush right into preparing a meal if you can help it. Grab at least a few moments of relaxation with your partner, children and/or pets first.
- At home for the evening, avoid work-related email and messaging when possible. If you can't fully avoid it, limit it to a set time, away from the family space.

## Tips for stress management



### Track stressors

Try keeping a journal where you document situations that create excessive stress and how you respond to them. Record your impressions about the environment, including the people and circumstances involved, the physical setting and how you reacted. Think about ways you could potentially change the stressors or respond differently to them.



### Prioritize health, relaxation

Adopt a relaxation technique such as deep breathing, progressive muscle relaxation, yoga, tai chi, or meditation. Keep your diet healthy and well-balanced. Try not to fall back on "comfort" eating with junk food to ease stress. Strive to get more sleep. Follow a regular exercise routine that you can enjoy and sustain.



### Have a "third space"

Although work and family may consume most of your time, be sure that you (and your partner) have a separate space where you can explore your interests and relax. Such spaces and activities—gardening, reading, playing music, crafting, painting, fishing, martial arts, poker nights—help you maintain a distinct, healthy identity.

*Additional sources: WebMD.com, Harvard Business Review.*

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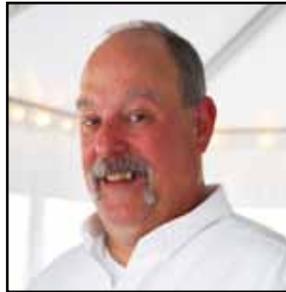
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