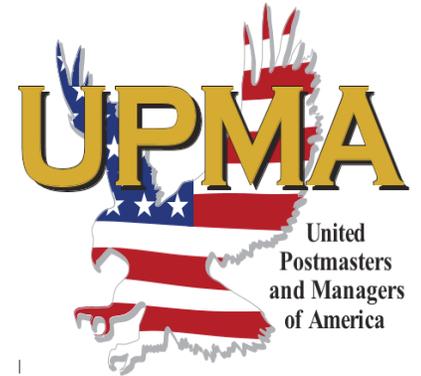


The Baystater

Spring 2017



**Legislative
Conference
Issue**



**May 24-26
MA UPMA
Convention**

MA UPMA Visits The Capital With The Largest Number Of Delegates In The Country

Greetings fellow Postmasters and Managers,

By the time you read this article, the Legislative Advocacy Days will have come and gone. What an event it turned out to be! As I looked around at the Capital Visiting Center Auditorium, 21 Massachusetts delegates attended the Legislative event; this was the highest attendance of any State. Needless to say, I was very proud.

If you were not of the three hundred attendees, you really missed out. Even though this event was put together at the last minute and members were spread out in different hotels, the Advocacy days were very successful.

First we met inside the Capitol Visiting Center Auditorium, which was very spacious and comfortable. The presentation of Legislative Director Bob Levi was superb. There were three good speakers, Congressman Mark Meadows, Congressman Jason Chaffetz and our Deputy Postmaster General, Mr. Ron Stroman.

When this meeting ended, we all walked to the National Postal Museum, enjoyed the interesting history of the Postal Service, and listened to our Postmaster General, Megan Brennan. After her speech, she graciously stayed for pictures with some of the Postmasters and Managers.

The event did not include glitz and sparkle; there was no banquet and entertainment. It was a short two day visit, but we were able to accomplish what we set out to do, connecting with the Congress and champion for the Postal Service and Postal reform.

Serving as your new Education Advisor has its perks, I was able to have the first glance of how E-Learning will work. UPMA has hired a professional company to do all of the filming and in the very near future, with one click on your keyboard, you will be able to watch videos on various topics.

Five subject matter experts took their turn in front of the camera and prompter. Everyone agreed that it was nerve wracking staring at the camera while trying to speak normally. The filming was a huge success and we were able to record ten

different segments for our E-Learning site. I won't divulge who the five experts were; you will need to click on to find out. But I do guarantee you that you will find these training videos very helpful.

In November 2016, I was selected to attend the Budget Kaizen for level 20 and level 21 offices, for the purpose of looking into getting some relief on LDC 80 and 90. We worked with the Postal group headed by Kelly Sigmon, Vice President, Retail and Customer Services. We came away with some good open dialogue and, I am happy to report Postal HQ has adapted our input and soon you will see the result with adjustments added to your FY17 budget. The power point was rolled out last week to the nation's finance offices and budget plans will be revised. So, please stay tuned.

Our attendance for the first ever UPMA National Convention is looking very promising, so if you have not registered for the event don't wait, you certainly do not want to miss out. See you



in Kentucky!

Congressman Jason Chaffetz and Rich Hui

Respectfully,
Richard Hui
National Vice President, Education Advisor

On The Cover:

Hon. Senator Elizabeth Warren, meets with (l to r): Lorna Edie, Brenda Martin, Rich Hui, Donna Legro, and Albina Roy.

Hon. Senator Ed Markey shares a moment with Jerry Robertson and John Fitzpatrick

QWL?

Remember QWL? It was a Rural Initiative intended to improve the “Quality of Work Lives “of Rural Carriers.

We have something even better when it comes to improving the Quality of Work Lives of Postmasters and Postal Managers. Its called **Massachusetts State Convention.**

-Burnt out? Need a little time away? State Convention is the cure.

-Overworked? Understaffed? I would prescribe a daily dose of laughter May 24-26 with your fellow Postmasters and Postal Managers.

-Not getting enough support? Join us at Animal House. We got your support!

-Still not sure? **HOW ABOUT A BOATLOAD OF CASH \$\$\$**

\$5000 will be gifted back to registered attendees throughout the Convention.

You must be present to win.

\$1200 will be drawn for 1 lucky winner.

50/50 raffle\$.

NA\$CAR WINNER\$

(5)\$1000 Scholarships will be awarded to UPMA family members.

..and Postmaster of the Year, election of state officers, election of national officers, new constitution and bylaws, auction, wicked awesome training, pertinent and timely information, some pretty cool t-shirts..and the stories????

Don't be left saying “oh man, I can't believe I missed it”

Register for State Convention today. Early bird prices have been extended!

UPMA Co-President

John

“LOVE IS BLIND. FRIENDSHIP
TRIES NOT TO NOTICE.”
-OTTO VON BISMARCK



Legislative Advocacy Days And HR 756



Donna Legro, Co Secretary-Treasurer

Although the 2017 Legislative Advocacy Days started out slow, overall it was a success. The national office decided late last year to schedule this event, but the whole format was different from the Leadership Conferences of the past. There was no registration fee, there was no host hotel, there was no banquet, and there was no scheduled training for officers. Each state was provided a list of hotels in the area to secure rooms. We were on our own to spread the word about the event and encourage member participation. It felt rushed and disorganized but as usual the state of MA stepped up and spread the word and had a great turnout of 21 members. We were the largest contingent among all the states with 15 Postmasters, 6 Retirees and 1 guest in attendance. We were able to get a great room block rate at one hotel and still had our annual chapter dinner.

Although our Legislative Chair Robin Driscoll was unable to attend, she did a great job scheduling the meetings with our MA legislative representatives prior to our arrival. On Monday afternoon we attended the opening session with Bob Levi. Bob explained the key elements of H.R. 756*, the Postal Reform Act of 2017, which was the hottest item on the legislative agenda this year. H.R. 756 is a bipartisan bill sponsored by Rep Jason Chaffetz R-Utah who is also the Chairman of the Committee on Oversight and Government Reform. The bill is cosponsored by 7 congressmen (4 Democrats and 3 Republicans) including Rep Elijah Cummings D-Maryland, a long time supporter of Postmasters, and the Ranking Member, and by Rep Mark Meadows R-North Carolina, also a member of the committee.

Bob had arranged for the above 3 members to address the group on Monday, but unfortunately Rep Cummings was stuck in traffic. Rep Mark Meadows R-North Carolina and Rep Jason Chaffetz R-Utah and Deputy PMG Ron Stroman did speak to the group.

The key elements of the bill are:

- Bipartisanship
- Lessen the impact the retiree prefunding requirement has on postal solvency and operations
- Encourage postal product and service innovation
- Promote postal pricing that more accurately reflects the true costs of mail acceptance, processing and delivery
- Enhance a universal, accessible and affordable governmental postal system
- Reduces liability by integrating Medicare and FEHBP for Medicare-Eligible Postal Retirees
- Restores 50% of Exigent Rate Adjustment and increased rate flexibility
- Rural Post Office hour reduction pause
- Expands MSPB appeal rights to more USPS managers

Other legislative issues on the agenda included: Equitable Treatment of Postmaster and Postal Manager Benefits; Fair Treatment of CSRS Annuitants; Medicare Hold Harmless Provision.

With 21 attendees, we were able to send at least two members to each congressional and senate office. Our appointments were with the legislative aides, but because Washington was in session during this event, many of us were able to speak directly with the Congressional Representatives and Senators.

We are very fortunate in Massachusetts, as our political leaders are on the same page as UPMA members so we don't have to defend our position. This forum provided us an opportunity to thank each legislator for their support and discuss any of their concerns or concerns of their constituents.



***For an Update on HR756 see the contents of Bob Levi's post from March 16 go to page 9.**



Jo Oberly , Candidate For UPMA National Secretary-Treasurer

My name is Jo Oberly and I am seeking the position of National Secretary-Treasurer. UPMA's future is bright. I believe that to reach its full potential, UPMA must have a strong board that is committed to the betterment of every member. As a national board member, I will work to ensure the organization represents everyone's best interests and provides Postmasters and Managers with the best in education, representation, and support.

For the past 19 years, I have served Postmasters at the county, state, and national levels. In doing so, I have built strong relationships with Postmasters and Postal Management across the spectrum. As the current UPMA Eastern Area Coordinator, I meet with the area VP quarterly and serve as a liaison between the national office and state chapters. Having served in this position for 8 years has given me a wide perspective on the issues that Postmasters and Managers face.

For example, when POSTPlan and DUO were launched, I traveled across the state to educate Postmasters on the effects of these programs. I heard from members that the changes were causing confusion and uncertainty. In response, I created a spreadsheet better known as "The Calculator" which provided an easy and accurate way to determine the earned hours in SOV offices. By using "The Calculator" Postmasters could determine the impact POSTPlan would have on their office and to make the best decision regarding their career. These efforts exemplify my commitment to the education, representation, and support of the members.

In addition to being an area coordinator, I have served in other capacities, as well. At the national level, I have served on the Resolutions, Registration, Banquet, and First Timers Committees. I have also chaired the Page Committee for 6 years and held the position of president of the Vice Presidents Club. At the state level,

I have served as an Adverse Action Counselor, VP, Secretary, and Convention Co-chair. For my county's association, I fulfilled 2 terms as Secretary and 2 terms as Treasurer. My membership efforts have been recognized by the national organization, and my history of service has earned me a national leadership award. I have also been voted PA Postmaster of the Year by my peers.

The National Secretary-Treasurer is responsible for maintaining UPMA's organizational and financial records. I am confident that my experience doing so at the local and state levels has prepared me well for these duties. However, it is my years of service to Postmasters that has best prepared me to serve as a voice for the membership on the National Executive Board and to guide the direction of our new organization.

I have great confidence in our shared future in UPMA. As a unified organization, we can speak with a single voice for Postmasters and Managers across the county. As national secretary treasurer, I pledge to use my skills and experience to grow our organization and to provide members with unparalleled representation, education, and support. I am requesting your vote and support in my election for the position of UPMA National Secretary-Treasurer.



Susan Rice - UPMA East Vice President Candidate Announcement

Making a difference through sound leadership – that's my goal! I'm Susan Rice, candidate for UPMA National Vice President for the East. Being a Postmaster and serving my fellow Postmasters and Postal Managers is a passion of mine. I was on the NAPUS National Executive Board in 2014-2016 as we worked to blend our two organizations, and I welcome the opportunity to serve our membership again as we continue to grow. As a NAPUS National VP, I worked directly with the Northeast, Great Lakes, Eastern, Cap Metro, and Southern Areas. I was an active participant in the national pilot program for Postmaster Essentials training for Level 18 – 20 Postmasters and am a Course Facilitator for the Alabama

District and the Southern Area. I believe that it is important for our organization to continue to encourage our growth as leaders within the USPS with continued training opportunities. I am currently Co-President for the Alabama Chapter and have served my chapter in various capacities through the years.

As a Postmaster, I understand the everyday challenges we face as managers. I will represent the membership of UPMA as we build upon our past to make our future better. Thank you for your consideration.

When Was The Last Time It Felt Like The First Time?

This year will be our first Massachusetts UPMA state convention. It is very important that the retired members of UPMA attend this year's convention. 2017 is a transition year for our organization that will construct a strong foundation for UPMA to take root and flourish for many years to come. We need to be diligent to ensure Massachusetts Chapter Retired UPMA is strong and able to provide support to all of our members and protect our interests.

During this transition year Retired UPMA has two Co-Presidents, two Co-Secretary Treasures and two Co-Vice Presidents.

At this year's Massachusetts State Convention we will need to vote for our first Retired UPMA President, Vice President, and Secretary/Treasurer. We will also have to vote on the new UPMA By Laws. This voting will take place on Wednesday at our semi-annual retiree meeting. The time of this meeting will be finalized after the state's agenda is finalized.

If you would like to get more involved think about running for the available positions or give your support with a vote. Please make every effort to attend this years state convention and rekindle friendships and make new ones. Let us make this convention one for the records and be part of something bigger than ourselves! Commit now to come and bring a friend. Looking forward to seeing you!

Respectfully,

Lorna Edie

Retired UPMA Co-President



Investigative Interview

An Investigative Interview or Pre-disciplinary interview is an interview with your manager. The interview is supposed to be designed to gather more information from you prior to a manager's decision to issue discipline. This interview can be in person or over the phone. In person or over the phone you need a UPMA Representative present.

You should ask the manager what the interview is about. You should also ask if this talk could lead to discipline. If "no" there is no problem but if you get a "yes" or "it depends" call a UPMA Rep. You may want to call a UPMA Rep if you're not sure if you need someone present since it is always better to be safe than sorry.

Don't be intimidated into meeting alone. When any Postmaster or Manager gets an unexpected call your nerves can take over and your thought process may not be clear. It is always better to have a Rep to take notes and keep you from putting yourself in harms way.

You should answer the questions to the best of your knowledge keeping your answers short and precise. Added information may only cloud the information sought by the manager and lead to other issues. You can ask for a break to talk to your Rep if you have a question or don't understand a question.

During the interview you should remain professional and having a UPMA Rep present can help with that. When you let your manager know that you would like to have a Rep present for the interview be calm and professional when exercising your right to representation. A call to a UPMA Rep can make all the difference in the outcome of these interviews.

Remember that all discipline should be challenged. Any time you are issued you need to call your UPMA Rep immediately. Keep a copy of the back page of the Baystater close by so you have contact information when you need it available.

I am here to help!

Lorna Edie

State Adverse Action Rep

Cell: 978-905-9621

March Madness? What About The Other Eleven Months?



Lynne Martineau
017 President, MA UPMA

Recently, while sitting in a pub in New York City, I noticed a TV screen. Basketball was being aired. It dawned on me it was the NCAA Division, Men's Basketball Tournament; a single-elimination tournament played each Spring in the United States and known to many as "March Madness".

I later reflected on my own version of this sort of challenge. Working 12 + hours a day was a one day a week commitment to cover my supervisor's non-schedule day. As additional daily completion requirements grew, so did the number of days in excess of eight hours. Admittedly, the various requests to complete daily tasks require snippets of time. However, when you multiply all of them by the amount of time needed to complete, the commitment is appreciable. Heaven forbid you leave before completing all required tasks! That could result in a call from your POOM to return to the office to address that which you decided could wait until the next day.

I don't know about your office but I have experienced an increase in customer calls. Many such calls begin with, I'm expecting a package. Is it there? Will you hold it so I can come pick it up? I ask if the customer has a tracking number, what their name and address is and what the approximate size of the item may be. The response...I don't have a tracking number. Wanting to provide exceptional service, the search begins. There are those that express gratitude for your efforts and others that exhibit that "you owe me" behavior. Their lack of facts led to your failure to satisfy their inquiry. There are eCC cases without sufficient information (usually a tracking number) to be able to respond to a customer's question. Customers are asking for re-delivery of mail pieces that haven't even arrived in the destination office. These issues can be time consuming.

For the longest time I thought it was just me that couldn't read the multitude of eMails that are sent each day. We have calls for assistance in Lean Six Sigma endeavors. Why doesn't someone adopt a "reduce the eMails" initiative? Perhaps then, we could focus on completing necessary tasks. There are a myriad of messages sent to everyone on the District Mailing List; many don't apply to the addressees. Consider the time it takes several people to review, discern and delete those messages. There is a great opportunity for capturing time here.

How's your complement? Are you down employees? Have you submitted a Hiring Request? The hiring process is an arduous process. Prime Time will be upon us in the very near future. Do everything you can, NOW, to go into the vacation season at full complement. Perhaps it will afford you the opportunity to assist a neighboring office.

I have received an influx of calls from fellow Postmasters fretting over work load that isn't getting done and their inability to "catch up". We try to help one another overcome the obstacles we face from time to time but there are occasions when those capable of assisting are inundated with their own duties. Continue to reach out and seek help. Remain determined to continue to forge ahead. In spite of all our daily tasks, we continue to get the mail delivered each day and provide exemplary customer service.

Someone, please stop the madness. You can do this by committing to attend the UPMA State Convention scheduled for May 24 - 26, 2017 at the Red Jacket Inn on the Cape. Plan now! Submit your leave slips for approval and send in your registration and payment NOW. The early bird registration price has been extended. There is a lot of information shared at this convention as well as opportunities for training and networking. This is our first State Convention as UPMA. Come, please! We'll all be "First Timers", you'll be in good company. It may be just the "break" you need to regenerate your leadership.

Damon Nix Seeks The Position Of Editor For MA UPMA



Hello,

My name is Damon Nix. I am running for Editor for MA UPMA.

Here are a few things about me. I have been in the Postal Service for 29 years. I became the Postmaster of Dennisport in 2013 and a year later Falmouth Postmaster. Prior to that I was a Supervisor for many years. I have been a NAPUS/UPMA member since 2013, and in 2015 took on the role of Cape and Islands Chapter President. It has been a great honor to serve my fellow Postmasters. I look forward to the opportunity to serve at a greater capacity on the state level.

I look forward to seeing a lot of you at the state convention in May. This will be my fourth state convention as a Postmaster. Some of you may remember in the past I was also part of the entertainment. I have been your DJ for several years and trivia host. I will be there again this year as your DJ and trivia host it should be a fun time as in the past.

Thank you for your consideration for Editor of Mass UPMA and I would appreciate your vote.

Sincerely,

Damon Nix

Falmouth Postmaster

UPMA Cape and Islands Chapter President.

HR 756 Update: Posted by Bob Levi on 03/16/17

Today, the House Oversight and Government Reform Committee approved H.R. 756, the Postal Reform Act of 2017, by voice vote. The bipartisan bill would help to stabilize postal finances and ensure its operational viability. H.R. 756 was the subject of UPMA lobbying efforts during the association's Legislative Advocacy Days, on the last two days of February. At today's committee meeting, Chairman Jason Chaffetz (R-UT) and other committee members publicly thanked UPMA for its efforts in support of the measure.

Five amendments, other than a technical amendment authored by Chaffetz, were offered at the committee meeting. The chairman and Ranking Member Elijah Cummings (D-MD) opposed all the amendments but one, since those amendments would have destroyed the careful balance so important to the bipartisan bill.

Rep. Mark DeSaulnier (D-CA) offered an amendment to require the Postal service to notify the member of Congress of its intent to close or relocate a retail postal closing or relocation at least 10 days prior to notifying the general public. The amendment passed by voice vote, with the support for Chaffetz and Cummings.

Rep. Darrel Issa offered four amendments; three were withdrawn, prior to a vote, and one was defeated on a voice vote. (Only Issa voted "yes".) The defeated amendment would have converted door-delivery to centralized if the Postal Service failed to break-even. Two of the withdrawn amendments also dealt with centralized delivery; the other withdrawn amendment would have implemented 5-day mail delivery under certain circumstances.

The next steps on the legislative trail are the House Ways and Means Committee, and the House Energy and Commerce Committee. Both committees have jurisdiction over the Medicare program and Medicare integration is a key element of HR 756.

The committee also approved H.R. 760, legislation introduced by Reps. Stephen Lynch (D-MA) and David McKinley (R-WV), to enable the investment of a portion of the Postal Service Retiree Health Benefits Fund in index funds modeled after those established for Thrift Savings Fund investments.

Jim Maher-Candidate for National Secretary Treasurer

After considerable discussion with fellow UPMA members around the country, I have decided to announce my candidacy for the position of National Secretary-Treasurer of the United Postmasters and Managers of America.



Along with serving on the first UPMA Executive Board as a National Vice President from the Western Area, I held the same office on the final NAPUS Executive Board. These last three years serving our members at the National level has provided me a unique perspective with the blending of the two organizations into UPMA, as well as a comprehensive understanding of the focus of our organization moving forward. I served on the National budget committee in 2015, and have a thorough understanding of the financial position of UPMA. On the state level, I have been the Executive VP in Missouri for the last several years and also served as a PM Rep when necessary.

My experience on both the State and National levels makes me uniquely qualified for this position. I believe there is value in maintaining continuity in our leadership at the National level, and I feel my experience in our national and my familiarity with the finances of our organization will benefit our membership moving forward.

I thank you for the confidence and support shown in me during my Vice President campaigns. It is truly an honor to serve this organization, and I would greatly appreciate your vote to become your next National Secretary Treasurer.

Sincerely,
Jim Maher

Angela Greene Seeking East National VP Position

Dear Friends,

My name is Angela Greene, Co-President of the SC Chapter. I write to you today officially announcing my candidacy for National Vice President for the East. I have the gracious support of my state chapter and the full support of my family and wonderful husband, Joe.

Currently I serve as Co-President of the South Carolina chapter. Prior to that I served as President, Executive Vice President, Vice President, Membership Chair and a page for the former National LEAGUE of Postmasters.

Helping Postmasters has always been a driving force for me and I look forward to working with managers of all levels. I have always tried to do what is beneficial for the Postal Service but I am just as passionate about the Postal Service doing what is in the best interest of the managers and Postmasters who help to make our company successful.

What an exciting time it is in the history of our organization as we are in the beginning stages of what will become a premier organization. We have the awesome privilege of experiencing something new and exciting and should do everything we can to ensure we are successful. I look forward to our future knowing we made the right decision to do was right for Postmasters and managers. We definitely adapt and change better than any group I know. With your support, I look forward to helping mold our organization into something great.

Moving forward in UPMA, we need to focus on promoting a unified body of managers because we are stronger now that we are one. Strong leadership and a solid commitment to make a difference are what I would bring to the National board.

I hope to meet with as many of you as possible during the state conventions and speak with you at the National Convention in Louisville, KY. I personally ask for your support in electing me to the National board.

Respectfully,
Angela Greene

After Serving In Several Positions, Leary Asks For Your Vote As MA UPMA ExecutiveVP



Greetings Fellow Postmasters, OIC's, Managers,

Our annual State Convention will soon be upon us, and with that said, it is my honor to announce that I am running for the position of Executive Vice President of the Massachusetts Chapter. I have been a UPMA/NAPUS member since 2005, and since that time, I have served as a Chapter President on two separate occasions. Once as the 014 Chapter President, and I am currently serving in the 015 area in that capacity. In 2014, I was the interim Secretary/Treasurer for our Central MA Chapter. In addition, I also was a part of the Scholarship Committee from 2011-2016(Chair from 2013-2016), and I also currently assist with the Postmaster Representative/Adverse Action duties when called upon. I have also been fortunate enough to attend the annual Legislative Conference in Washington DC twice.

It has been a true pleasure serving in the previous positions I have worked in over the past twelve years, and I look forward to the opportunity to serve as your State Executive Vice President. As Postmasters and Managers, we face many challenges in the coming years, and I am confident we will navigate those challenges through solid teamwork and honest effort. Please consider casting your vote for me at our State Convention this year. I look forward to seeing all of you there!

Sincerely,

Rob Leary

015 Chapter President

“We’ve Only Just Begun...”

Fellow UPMA members:

I am Deanna White, Honorable Postmaster of North Chelmsford, and I am excited to announce my candidacy for the position of Executive Vice President in the Massachusetts Chapter of United Postmasters and Managers of America.

For those that may not know me I would like to take a moment of your time to familiarize you with my career and NAPUS accomplishments. Like many, I began my postal career learning the business as a craft employee, starting as a clerk in 1989 and transferring to letter carrier in 1998. In 2001 I was afforded a higher level opportunity detail as a Supervisor, Customer Service in a large city delivery office in the Boston District. After securing the position as a Supervisor, I continued to develop myself and was afforded the opportunity of several other higher-level assignments as a Station Manager. In 2008 I transferred to the Massachusetts District as an OIC and secured my first Postmaster position in 2009.

I have been a proud member of NAPUS since joining in 2008. I embraced the organization and membership in support of its mission. I currently serve as social media chair. I have held various positions including local chapter President and State Editor. During the 2015 National Convention in Mobile AL, I was awarded Editor of the Year. I was humbled to have received this peer recognition by State Editors across the country, and view their recognition as the ultimate compliment.

This is an exciting time for our organization, and just like the lyrics of the Carpenter’s Song “We’ve Only Just Begun”. I believe my professionalism, abilities, commitment, and determination are qualities needed for this position. In addition, my prior experience in the organization will benefit our membership moving forward as UPMA. I respectfully ask for your support and vote at state convention in May.

Sincerely,

Deanna

Deanna White



Why Join....Here Are A Few Reasons Why...

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- All national UPMA leaders and state presidents are current USPS employees.
- National officers serve one term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- A national website—unitedpma.org—that offers the latest information regarding the organization, legislative issues, interactive training and videos and Postal Service information that affects your career.
- A national magazine and state publications that contain information important to you in your current position and will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- After you have been a dues-paying member for six months, you have the benefit of our Legal Defense Plan and network of Adverse Action Member reps, should the need arise.
- You gain a network of Postmasters and Managers who can assist you in your day-to-day duties and mentor you for future opportunities.

Benefits of joining UPMA as an Associate

- UPMA wants to help you meet your goals and is the premier management organization that allows you to become a member before being promoted to an EAS position.
- A network of active postal employees who will help prepare you to take advantage of opportunities for upward mobility.

- All national UPMA leaders and state presidents are current USPS employees.
- A national website—unitedpma.org—that offers the latest information regarding the organization, legislative issues, interactive training and videos and Postal Service information that affects your career.
- A national magazine and state publications that contain information important to you and in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.

Massachusetts is currently going strong with 282 PM's, 66 SCS/Managers, 31 Associates, 1 PMR, 187 retired and 8 Comp. members.

The national office is still running the promotion of offering 6 months of dues absolutely FREE for new EAS members. Now is the perfect time to sign new members and allow them the chance to see how much UPMA can do for them.

Now the question isn't "Why Join" the real question is "Why not join?"

Happy recruiting
Pam Boudreau
MA UPMA State
Membership Chair



In Memoriam

Below is a list of our loved ones lost so far this year. Please keep their families in your thoughts and prayers.

Joseph Fanciullo, retired PM from Lawrence
William J. Stuka, brother of Heidi salmon, PM of Berlin
Antoinette McClain-Robinson, cousin of Wanda Poteat, PM of Jefferson
Donald W. Berry, father of Donna Pratt, Manager of HR, GBD
Roy P Tansey, father of Rich Tansey, PM of South Hamilton
John F. "Jake" Condon, PM retired, Beverly
Margaret J Coons, mother of John Coons Sr., PM of Millbury
John Howell, brother of Mark Howell, POOM 014-017

Helen Nugent, mother of Linda Monahan, PM of N. Uxbridge
Sharon McLaughlin, sister of Brenda Martin, PM of Danvers
Susan Branga, mother of David Branga, PM of Tewksbury
Helen Boyle, wife of PM retired Charlie Boyle
John Sartori, father of Maria Kelleher, Staffing Specialist in Local Services

If I have neglected to list somebody please send me an email as we do not want to omit anyone from our memorial service at the UPMA State Convention in May.

Respectfully submitted,

Pam Boudreau
MA UPMA State Chaplain

Joshua Richard Announces His Candidacy For Editor Of The Massachusetts Chapter Of UPMA



Hello fellow Postmasters and Managers:

It is with great pleasure that I am announcing this wonderful news. My name is Joshua Richard and I am the Postmaster of Townsend. I was promoted to Postmaster in April 2016 and the first thing I did after my appointment was to join NAPUS, now UPMA. Being involved and active in this organization has created many new relationships for me and has strengthened existing friendships that I have already established.

I am running for Editor because I believe it is a perfect match for my personality. This position will allow me to stay connected with our team and share all of the current information that UPMA has to offer. If elected for this position, I look forward to establishing an even stronger and larger network of Postmasters and Managers. It would be a great honor to serve the MA UPMA membership. I am therefore requesting your support and vote for Editor of the MA Chapter of UPMA at the 1st UPMA State Convention in May. Thank you for your support and I look forward to meeting you at the state convention if our paths haven't already crossed.

Sincerely,

Josh

Lorna Edie Hopes To Continue As Retired President Under MA UPMA



Dear Postmasters and Managers Retired,

I would appreciate your support and your vote for me as your UPMA Retired President. This vote will take place at our semi-annual meeting at the state convention and become effective November 1st, 2017. Presently I am your Co-President for Retirees and have been since November 2015. I have been a member of NAPUS for over 20 years and now active in UPMA. Currently I am your UPMA Co-President, the Adverse Action Committee Chair (PM Rep) for the state, Scholarship Committee Chair and member of this year's Postmaster of the Year Committee. In past years, I have held the office of State President, Vice President/Legislation Rep, Local Chapter President, Local Chapter Secretary and many committees. I am humbled to have been able to serve in these positions and I am committed to serving Postmasters and Managers both retired and active.

I ask for your support and vote to become your first Retired UPMA President at this years Massachusetts State Convention.

Thank You ,

Lorna

Don't Miss The 1st Annual UPMA State Convention

WE'RE GIVING AWAY LOTS OF CASH

Don't waste another minute thinking about whether you should go to the 2017 MA State Convention this year. The answer is, "YOU SHOULD NOT MISS IT!" This is an important year as we continue to transition into a successful state chapter of UPMA. In case you forgot, that stands for United Postmasters and Managers of America.

By the time you read this newsletter, the early registration deadline of April 1st has expired, but your Co-Presidents John Fitzpatrick and Glenn Cook extended this deadline to May 1st. You don't want to miss this extension or the convention.

The convention this year is very important. We are electing a President, an Executive Vice President, a Secretary/Treasurer, an Editor and a President Retired Members for the MA UPMA Chapter. We will also be voting on new bylaws for the Chapter. I urge you all to come to the convention and cast your vote for the people you to represent you or perhaps you want to run for an office. In this issue, I have listed information about each position for your information and a copy of the proposed bylaws. If you have any questions about any of the positions, please feel free to call the incumbent or anyone on the executive board for information.

This is a great opportunity to network and make new friends. All members, Postmasters and Managers alike, experience the same demands every day. No matter what size office you

work in or which District you belong to, you all face the same challenges every day. You receive similar emails, mandates and orders from people you do not report to. You are frustrated that the District staff, the supposed support system, does not answer their phones when you need assistance, and in some cases never respond to emails. You all share the same feelings of unnecessary micromanaging and loss of authority even though you are the ones held accountable for your offices. Many members are suffering due the ongoing complement shortages and Amazon demands that seem to have only worsened since inception. Maybe you need some answers or ideas, maybe you need some support, or maybe you just need to vent to someone who is going through the same thing. Whatever you are experiencing and need, the MA State Convention is the place to be. Make the commitment to go, register now, and I know you will not regret it.

DATES: May 24-26, 2017

PLACE: Red Jacket Resort in South Yarmouth

EARLY REGISTRATION: \$95 – Extended to May 1 (\$90 for Retirees)

Find the registration form in this issue or online at and send it in ASAP.

Due to scheduling conflicts with Postal leadership and time constraints with UPMA necessary business this year, we had to make agenda changes since the last printing so be sure to check out the new agenda in this issue. The convention will start on Wednesday morning with an Executive Board meeting, followed by a luncheon for everyone at noon honoring convention First Timers and Retirees.



This will then be followed by a presentation regarding the MA UPMA proposed bylaws that will be brought to the members for a voting on Thursday. There will be 2 training sessions of about 45 minutes each on stamp stock compliance with the OIG and Purchasing and Ebuy. These sessions will run twice to allow members to attend both. Immediately following the training will be the First Timers' meeting, then the BBQ which will include a 50/50 raffle for the scholarship fund, the NASCAR races and the Auction. The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring an auction item with you. If you cannot attend the convention and would like to donate an item, contact me and I will make arrangements to get your donated item to the convention.

Again this year, there will be some free time on Thursday afternoon for everyone. The registration form with the hotel information and a tentative agenda are included in this newsletter and on the website. Due to increased convention costs such as meeting space and supplies, there will be a Daily Business Session Fee of \$20 for persons attending only the business and/or training sessions. Anyone deciding to stay for meals will have to pay the individual meal costs.

The Red Jacket is in the heart of Cape Cod and is located right on the ocean with a beautiful beach, an outside and indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate is \$132 for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is 422480.

There is still time to nominate a Postmaster for 2016 Postmaster of the Year. I'm sure there is a Postmaster that has been there for you whenever you needed help or just listened when you were overwhelmed and needed to vent. The winning Postmaster does not have to be present at the convention to be awarded. The process is easy so take the time to recognize someone who has helped you out.

Don't forget to take an ad in the convention Ad Book. This is another fundraising effort to support the scholarship program. Submit a business card, a picture of your kids or grandkids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything



Donna Legro
Co-Secretary/Treasurer

is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note and we'll take care of it.

There is so much that your MA UPMA State Convention has to offer. Make the commitment and put May 24-26 on your calendar and register early. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

**REMEMBER TO DONATE AN
ITEM FOR THE AUCTION!**

**AND DON'T FORGET ABOUT
THE CASH GIVEAWAYS!**



Convention Registration Form
UPMA STATE CONVENTION MAY 24-26, 2017

NAME: _____ TITLE: _____ TELEPHONE: _____

OFFICE: _____ ZIP: _____ ARRIVAL DATE: _____

MEMBERS ONLY: FULL REGISTRATION INCLUDES ALL MEALS & ACTIVITIES: Wednesday luncheon, Wednesday BBQ, Thursday Banquet with Entertainment and Friday Continental Breakfast. Dress for the Banquet is business casual. If not attending all meals, please indicate which meals you will be attending to ensure proper meal counts.

_____ Wed Lunch _____ Wed BBQ _____ Thurs Banquet _____ Fri Breakfast

RETIREEES: _____ \$90.00 Postmarked by May 1, 2017 _____ \$110.00 Postmarked after May 1, 2017 & Walk-ins

_____ FREE FIRST TIME CONVENTION ATTENDEES FOR EAS MEMBERS ONLY –
Must be postmarked no later than May 1, 2017

_____ \$95.00 MEMBER EARLY BIRD SPECIAL - Must be postmarked no later than May 1, 2017

_____ \$125.00 Member Registration – Postmarked after May 1, 2017 & Walk-in Registrations

NON-MEMBERS & GUESTS: _____ \$150.00 Full Registration includes all meals & activities

GUEST NAME _____

PARTIAL REGISTRATION FOR MEMBERS AND NON-MEMBERS. Check all that apply:

_____ \$20.00 DAILY BUSINESS SESSION FEE without meals

DAILY BUSINESS SESSION WITH A MEAL:

_____ Wed Lunch \$25.00 _____ Wed BBQ \$40.00 _____ Thurs Banquet \$65.00 _____ Fri Breakfast \$20.00

Make checks payable to: MA UPMA and mail completed registration form and payment to:
Donna Legro, Co-Secretary/Treasurer, 6 Cedar St, Wilmington MA 01887-3612

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA, 1-800-672-0500
Reservation cut-off May 1, 2017 Group Code: 422480

- Rooms \$132.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee. Guest deposits will be forfeited in the event of "no shows" and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.

AUCTION MAY 24, 2017 – PLEASE BRING A QUALITY ITEM



**HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA
1-800-672-0500**

Reservation cut-off:

May 1, 2017 Group Code: 422480

- Rooms \$132.00 per room/per night, plus taxes (quad occupancy maximum)-
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AUCTION MAY 24, 2017 – PLEASE BRING A QUALITY ITEM



Provincetown PM Asks For Your Vote As The New MA UPMA President

Hon. PM Jeremy Pilone

Greetings Fellow UPMA Members:

As you may (or may not) know, I am running for President of the Massachusetts Chapter of UPMA. I would like to take a second to outline my background and capabilities so you can know a little more about me.

Before I get started, I'd like to thank the current Co-Presidents, PM John Fitzpatrick and PM Glenn Cook, for their leadership and service to our chapter during this transitional and historic period.

I feel that I am qualified, driven, and experienced to properly lead and represent our state. Although I have only been with USPS for a short time in comparison to the majority of you, my background more than makes up for what I may lack. In case you may not know, I had a 20 year law enforcement career in Miami, FL where I retired as a Captain with experience in all aspects of law enforcement and administration. I came to MA after Miami and took a position as Chief of Police in a small Berkshire County town. I left that position to focus more on my family and start a second career outside of the increasingly unpopular field of law enforcement. This brings me to my current position with USPS.

I started with USPS as a PSE SSDA in East Falmouth, MA (Level 21 City Delivery). I was quickly identified and given the opportunity to serve in management as an Acting Supervisor Customer Service in Brewster, MA (Level 20 Rural Delivery) and Acting Supervisor Customer Service in Provincetown, MA (Level 20 City Delivery). I was then appointed as the Postmaster

in Provincetown, MA in November 2014 where I have been ever since.

As soon as I became an EAS employee, I joined NAPUS and became heavily involved in my local chapter and the state executive board. I was a member of the Scholarship Committee 2015 and 2016; I was the chair of the First Timer Committee 2016 and will be again this year; I am currently the Secretary of the Cape & Islands Chapter (since 2015) and I am the State PAC Chair and Training & Development Coordinator (since 2016).

My entire career in the USPS has been dedicated to absorbing as much knowledge and information as humanly possible, and then using that to better serve my colleagues and our customers. I routinely serve as the only TACS instructor for the Cape & Islands and will always lend a helping hand where needed. I plan on continuing this practice if elected your next President. With the help of our knowledgeable executive board and dedicated membership I feel I will be able to serve MA UPMA well.

I look forward to seeing everyone at our 2017 State Convention to cast your vote. Our convention will be held on May 24-26, 2017 at the Red Jacket Resort in South Yarmouth, MA. Please contact me if you have any questions or if you would simply like to chat.

I thank you in advance for your support.

Jeremy M. Pilone
Cell: (561) 267-7779
Email: jeremypilone@gmail.com

PAC Raffle: You Can't Win If You Don't Get A Ticket

It's real simple:

\$10.00 /ticket

250 tickets

1 winner*

\$1200 in your pocket

Don't have to be present to win

***(actually 2 winners- you and PAC!)**

see your UPMA Chapter President for yours!



GOLF

**Because all the other four
letter words were taken**

We will be playing golf on Thursday afternoon so bring your clubs. We'll make as many foursomes as we can. Teams will be set at the convention.



**Sign up at the registration table on
Wednesday when you register.**

Get Your Ad In Early

The 2017 UPMA State Convention is scheduled for May 24-26, 2017, at the Red Jacket Resort in So Yarmouth MA. If you've attended conventions in the past, you realize the important part the Official Program Booklet plays.

The Official Program Booklet provides a means for the organization to offer scholarships to deserving recipients. Last year MA NAPUS awarded five \$1000 scholarships. One way in which these scholarships are supported is through the sale of advertisements in the program booklet.

As a member, this is a unique and easy way for you to support the scholarship program. Ad prices start at \$25.00 and go up to \$100 for a full page. The schematic and submission address is in this issue of the Baystater. Simply send in your business card or just your name and address on a piece of paper along with \$25.00 and we'll make sure a quality ad appears in the program booklet. You can also design your own ad or submit a picture or a greeting to your fellow members. Local Chapter ads are appreciated as well.

If you know any companies that you think would like to advertise, please ask a retiree to contact them for you. Remember, you as an active Postal employee should not solicit your customers. Thanking you in advance for your support. The deadline is May 1, 2017.

State Convention Ad Book - Get It In Early

Please send your ad TODAY so we can get it to press before the eleventh hour. Follow the instructions below. You'll make my job easier. And Donna can have more time to hunt you down for the money! **DEADLINE: May 1, 2017**

Thanks,
Jerry

MA UPMA STATE CONVENTION OFFICIAL PROGRAM BOOKLET

Contact Name_____

Company Name_____

Address_____

City_____ State___ Zip_____

Phone_____

e mail_____

Check One:

\$25 - 1/4 Page

\$50 - 1/2 page

\$100 - Full Page

If desired, e-mail or enclose a picture, business card, ad, or words on a piece of paper for your ad. Send it to :

Jerry Robertson
37 Bay Path Rd
Spencer MA 01562-1601

or e- mail to Masspostmasters@gmail.com

If preferred, we'll be happy to design an ad for you. Just let us know.

Please make checks payable to UPMA. Send to:

Donna Legro
6 Cedar St
Wilmington MA 01887-3612

1 / 4 PAGE - only \$25.00

1 / 2 PAGE – only \$50.00

FULL PAGE – ONLY \$100.00

So The USPS Has Given You A Smartphone And A Laptop ...Gee That's Swell What Could Possibly Go Wrong?



John Fitzpatrick,

MA UPMA Co-President

Although you are allowed limited personal use of these devices, that is not the intent. Do not use them inappropriately. They are not intended to run your side business while you are on the clock and they are not intended to allow you to run your office remotely. Do not make the mistake of abusing these tools that are intended to “improve overall operational efficiency”. Personal use of Postal Service issued electronic devices is outlined in MI EL-660-2009-10 (on the following page).

You do not have either “a right nor an expectation of privacy”. Anything and everything you do with either your laptop or smartphone is very easily tracked....every keystroke, every location...recorded. Any OIG Inspector who wants to see what you have been up to can see exactly what and where and what time you were doing it. Don't misuse these tools. What if you lose or misplace your USPS issued electronic device? Immediately report it to your supervisor and to Cyber Security Operations Center (CSOC) at CyberSafe@usps.gov. What if it gets stolen? Immediately report it to your supervisor and to Cyber Security Operations Center (CSOC) at CyberSafe@usps.gov. If you run into issues with any of these scenarios, call your UPMA Adverse Action Representative immediately.

Smartphones To All EAS-18 And Above Exempt Postmasters

The Postal Service notified UPMA in December 2016 of its intention to expand eligibility for smartphones to all EAS-18-and-above exempt Postmasters. The notification cited that the reason for the expanded eligibility was to improve overall operational efficiency. Postmasters will have mobile access to real-time actionable information and mobile aware applications and not be dependent on a desktop computer or landline. The projected date of full deployment is Postal Quarter 4 of FY17.

Unfortunately, we have been made aware that some POOMs are instructing Postmasters that they must keep their postal smartphones with them outside of normal business hours and, when contacted, respond to phone calls and emails immediately, 24 hours a day. The deployment of smartphones to Postmasters has not changed existing postal policy, nor has it created policy that would require that Postmasters be “on call.”

There always have been service-related issues and emergencies, such as reports of employee accidents and security alarm notifications. Postmasters understand their responsibilities and have been responsive to these types of issues.

Personal use of your Postal Service-issued smartphone is outlined in Management Instruction (EL-660-2009-10). The policy limits personal use of your postal cell phone, provided such use does not:

- Reduce or otherwise adversely affect the employee's productivity during work hours.
- Interfere with the mission or operations of the Postal Service.
- Violate the Standard for Ethical Conduct for Employees of the Executive Branch (5CFR 2635).

Be aware, you may use your postal-issued cell phone for limited personal use within these guidelines; you have neither a right nor any expectation of privacy. Use of the phone for Internet and email for personal reasons or purposes imply consent to the disclosure of the contents of any files or information maintained or passed through the phone and to monitoring and/or recording of such use, at any time, with or without cause.

Postmasters are responsible keeping their postal-issued cell phones safe and protecting any sensitive and critical information stored on them.

-Posted to unitedpma.org by Frank Augustosky on 02/06/17

The Full Text Of MI EL-660-2009-10

Management Instruction

Limited Personal Use of Government Office Equipment and Information Technology

This management instruction (MI) provides Postal Service™ policy and procedures for employees' limited use of office equipment, including information technology, for personal reasons and purposes.

Overview

Policy

Management at each Postal Service employment installation may permit employees to make limited personal use of Postal Service office equipment, including information technology, provided such use does not:

- Reduce or otherwise adversely affect the employee's productivity during work hours.
- Interfere with the mission or operations of the Postal Service.
- Violate the Standards for Ethical Conduct for Employees of the Executive Branch (5 CFR 2635).

Definition

Limited personal use of Postal Service office equipment, including information technology, means occasional use that meets the following criteria:

- Is of limited duration, length, or size, and does not interfere with employees' official duties or the transaction of Postal Service business.
- Results in minimal, if any, additional expense to the Postal Service or minimal wear and tear on Postal Service office equipment; uses a small amount of storage data; has only a small-to-moderate transmission impact; or requires only small amounts of consumable office products (such as ink, paper, toner, and computer memory).
Some examples of limited personal use:
 - Making a few photocopies.
 - Making occasional, brief telephone calls that result in little or no cost.
 - Sending an occasional facsimile of a few pages.
 - Sending a brief e-mail message.

Procedures

Equipment Covered by This Policy

The office equipment governed by this policy includes, but is not limited to: personal computers, personal digital assistants (including BlackBerry® devices), peripherals (such as printers and modems), computer software (including Web browsers), telephones, cell phones, facsimile machines, photocopiers, scanners, label writers, consumable office products, office supplies, library resources, Internet connectivity, and e-mail.

Limitations on Personal Use

Limited personal use of Postal Service office equipment must not:

- Reduce employee productivity or interfere with official Postal Service business (e.g., congest, delay, or disrupt any Postal Service system or equipment).
- Be for the purpose of maintaining or promoting a personal or private business.
- Be for the purpose of posting unauthorized commercial or advertising materials.
- Include receiving news feeds, "push" data updates, or continuous data streams unless the material is required for official Postal Service business.
- Be for any illegal purpose, including, but not limited to:
 - – Gaining unauthorized access to other systems.
 - – Disseminating any discriminatory or hate-based materials or speech.
 - – Reproducing or distributing copyrighted, trademarked, proprietary, or export-controlled data or software.
- Include chain letters or other unauthorized mass mailings.
- Be in relation to sexually explicit or sexually oriented materials.
- Refer or relate to illegal gambling, illegal weapons, and/or terrorist activities.
- Be for the purpose of fundraising, endorsing any product or service, lobbying, or participating in any prohibited partisan political activity.
- Be for the purpose of using applications and/or software that have not been approved by the Postal Service and that occupy or affect official computer or network processing time.
- Result in the disclosure of any Postal Service information that is not otherwise public.

Limitations on Privacy

Employees have neither a right to, nor any expectation of, privacy while using Postal Service office equipment or information technology at any time. By using Postal Service office equipment or information technology, including the Internet and e-mail, for personal reasons or purposes, employees imply their consent to the disclosure of the contents of any files or information maintained or passed through that equipment and to the monitoring and/or recording of such use, at any time, with or without cause.

The Corporate Information Security Office and the Privacy Office have established policies and procedures to conduct monitoring, which are contained in MI AS-870-2007-7, Electronic Messaging.

Sanctions for Misuse

Use of Postal Service office equipment in violation or excess of the limited personal use permitted by this policy may result in limitations on future use, administrative action, criminal penalty, and/or personal financial liability.

For advice on how to avoid violating this policy and the prohibitions on misuse of government property contained in the Standards of Ethical Conduct for Employees of the Executive Branch, call the Postal Service's Ethics Helpline at 202-268-6346 or send an e-mail to ethics.help@usps.gov.

Nomination Form

Postmaster of the Year for 2016

Due to the change in the organization from NAPUS to UPMA and the change in eligible members effective November 1, 2016, this will be the last year we will be presenting a Postmaster of the Year Award. This award can be conferred upon any Postmaster. The only two requirements are listed below. The MA Executive Board encourages all members to take the time to nominate a Postmaster. Many Postmasters are deserving of this award and need only be nominated. If you feel that a Postmaster you know is deserving of this award, take a moment of your time and nominate that Postmaster. The annual Postmaster of the Year Award will be conferred upon a Postmaster at the 2017 UPMA State Convention. Neither the nominator nor the nominee is required to attend the convention. Requirements for nomination are simple:

1. Nominee must have been an active Postmaster during 2016
2. Nominee must have been in good standing in the Chapter

Please include the below information with your nomination and a narrative stating the reasons you feel this Postmaster should be selected. Please be as specific as possible.

I nominate as 2016 Postmaster of the Year:

Nominee's Name: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____
(Postmaster, OIC, Retired PM, or Associate Member)

Your Phone: () _____

Your Office: (if any): _____

Your Signature: _____

Nominations must be received no later than May 1, 2017.

Submit a narrative with this form, or if you prefer, email your nomination to pmpam01432@gmail.com including the above information and a narrative.

Hon. Pam Boudreau, Chairperson
218 Dorset Rd
Athol MA 01331-3252

TENTATIVE AGENDA – 2017 MA STATE CONVENTION

CASH PRIZES WILL BE DRAWN AT THESE EVENTS

WEDNESDAY, MAY 24, 2017

| | |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------|
| TBD | PAC'N A Cure Event |
| 8:00–4:00 PM | Registration, Donate to PAC & Buy your NASCAR |
| 10:00-10:30 AM | Executive Board Meeting |
| TBD | Greet PAC'N a Cure participants |
| 12:00-1:00 PM | *Lunch for everyone honoring First Timers & Retirees |
| 1:00-2:00 PM | Proposed Bylaw Presentation |
| 2:15-4:00 PM | *2 Training Sessions -Stamp Stock Compliance with the OIG -Purchasing and Ebuy Blue Cross Blue Shield Chair Massages |
| 3:00 PM | Hotel Check In |
| 4:15-4:45 PM | *First Timers Convention Attendees Meeting |
| 5:00–7:00 PM | *BBQ & 50/50 Raffle for Scholarship Fund |
| 7:00-8:00 PM | *NASCAR races |
| 8:00 PM - | *AUCTION-DON'T FORGET TO DONATE AN ITEM |

THURSDAY, MAY 25, 2017

| | |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7:30– 8:15 AM | Registration |
| 8:15 AM-1:15 PM | *General Business Session Memorial Service Pledge of Allegiance Presidents' Address Voting On New Bylaws Officer Reports Elections of President, Executive VP, Sec/Treasurer & Editor FREE AFTERNOON |
| 6:30 PM | Cash Bar |
| 7:00 PM | *Banquet & Entertainment (Business Casual) Newly Elected Officers Swearing In Scholarship Awards First Timer Awards 2016 Postmaster of the Year Award 50/50 Raffle for PAC & General Fund Entertainment – Madd Brothers DJ & DAnCing |

FRIDAY, MAY 26, 2017

| | |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:30 AM | *General Business Session Continental Breakfast Sean Accord, UPMA NAtional Co-President Unfinished Business Presidents' Closing Remarks |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------|

AGENDA IS SUBJECT TO CHANGE AND IS POSTED ON MASSUPMA.SHUTTERFLY.COM



Minutes 025-0226 Cape Cod And The Islands Chapter Of MA UPMA March 16, 2017



Happy St. Patrick's Day!

The Cape Cod & Islands Chapter of UPMA met at the Hyannis Post Office on March 16, 2017 at 2:00pm.

Attendance: Damon Nix, Linda Nix, Peter Clarke, Jeremy Pilone, Michelle Crowley, Barry Prada, Bob O'Connor, Dianne Calderwood, Heather Higgins, Laurel Lynch, Hilary Gaffney, Rob Norris, and John Fitzpatrick.

The meeting was called to order by Damon Nix @ 2:16pm.

SECRETARY'S REPORT:

The minutes from our last meeting were read by Jeremy Pilone and accepted at 2:20pm.

TREASURER'S REPORT:

Michelle Crowley advised that as of 03/16/17, our account has a balance of \$772.05. Her report was accepted to file at 2:22pm.

E-BOARD REPORT:

The minutes of the last E-Board meeting were reviewed individually. See E-Board minutes from February 2017.

OLD BUSINESS

There was discussion about the recent Legislative Days trip to Washington, D.C. John Fitzpatrick spoke about how Massachusetts had the largest turnout (21 Postmasters in attendance!) and we had "face time" with all of our keys legislators. It was an overwhelming success. Please try to attend next year.

NEW BUSINESS

Damon Nix discussed the upcoming state convention and how important it is for members of our chapter to be in attendance. At this point there are potentially three members of our local chapter up for election in key state positions. In addition to the position voting, there will be votes on our new state by-laws and constitution. This is your opportunity to voice your opinion on how our state chapter is governed.

- A copy of the old NAPUS by-laws and a copy of the transitional UPMA national by-laws is attached.

Our local chapter will be conducting a vote for Secretary and Treasurer since the current terms are up. There will be further discussion next month and voting/nominations will commence during our regular meeting in May prior to the convention.

Peter Clarke discussed the recent EDDM event at the Hyannis PO on 03/15/17. He said it was a success and felt that the individuals who attended will likely present new business for POOM 9. Please feel free to contact Peter if you need assistance with a lead or general business connect assistance. "How good is that?" ~Peter Clarke

John Fitzpatrick discussed the continuing 1260 issues. According to the DAS Agreement if a PM puts his/her drawer in and utilizes the PM EOD button in RSS in lieu of cashing out, the whole time the drawer is in is chargeable time worked. This is in contrast to the

understood terms in which the PM EOD button was created for in the first place. There will be further discussion and clarification in months to come as many grievances have gone to step 3 for a ruling. In order to avoid these issues in the meantime, revert to the old method of cashing out when you leave the window.

The meeting was adjourned @ 3:00pm.

A 50/50 raffle was conducted with the \$27 prize going to John Fitzpatrick.

The next meeting is scheduled for April 13, 2017 @ 2:00pm at the Hyannis Post Office.

There are two upcoming Postmaster installations in our chapter:

1. Jeanne Genna will be installed on May 5, 2017 @ 2:00pm at the Eastham Library.
2. Leigh Vanderhoop, John Hirt, and Lisa Panaccione will be installed on May 16, 2017 @ 2:00pm at a location TBD on the Vineyard.

Contact Michelle Crowley for additional information. Please try to attend to show your support for our members.

Respectfully Submitted,

Jeremy M. Pilone
Cape Cod & Islands Chapter Secretary
United Postmasters and Managers of
America

All The News We Could Cram In One Issue!

I know what you're thinking. You're this far into this issue of the Baystater and you haven't read an article by me. I usually take up one of the opening pages to give you my opinions or stories (when you're the editor you can do that and nobody can do much about it). But here I am in the middle of this issue. Lots of stuff in here. A whole new set of bylaws hammered out by your E-Board. People running for various positions, presumably because they have time management down to a science and need to fill some weird void that exists. Reports on the latest Legislative Conference. And pictures. Just in case someone forgot what they look like.

And, of course, the convention. Where we fit a five day agenda into just two and a half days. But this is different. It's the very first MA UPMA convention. Makes you all rookies. Since you are all rookies, I'll tell you what is the single most important event during this half week: **A-U-C-T-I-O-N**. Not because it's a lot of fun. Not because it historically raises over \$3,000 for scholarships every year. Not because you can come away with some cool stuff. It's important because it's the only damn thing they let me do! So if you don't show up, all of the above things don't happen. And I don't have a job. And if I don't have a job, well, you know.

Just to review, here's your course of action:

- Go buy or make a quality item to place on the auction table. Don't wait until you get to the Cape to do it. Be innovative.
- If you are attending the convention and know someone who is, God forbid, not joining us, tell them you'll be glad to bring their auction item down for them.
- The day before the convention, take some cash out of your ATM (or bring your checkbook). You're gonna' need it.
- At the convention try to win some money to spend at the auction.
- Attend the auction. Bid. Bid high. Bid Often.
- Feel good about yourself.

That's all there is to it. Last year was one of our best years ever, so let's try to top it. And just remember, the faster we get through it the less you'll have to put up with me.

On another note, this issue is coming to you a little late because of the many last minute revisions to the new bylaws and the latest agenda for the convention. Thanks to everyone who helped put this together- especially the E-Board who persevered to bring you what is hopefully a clear and fair set of rules by which MA UPMA will be run. I'm also impressed by the number of folks who are running for the various state positions. And thanks for your articles. Please keep in mind that anyone can submit an article. Or you can send a letter to the editor. Make your opinion heard.

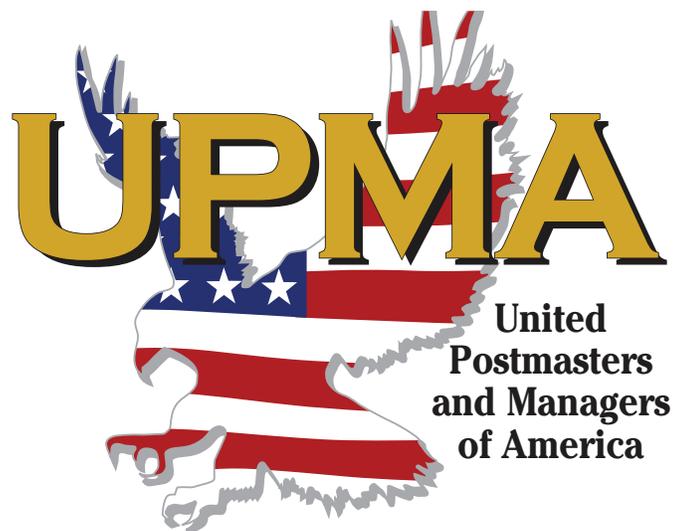
Jerry
Jerry Robertson, Editor

Deadline for next issue: June 10, 2017



PROPOSED MA UPMA BYLAWS

With the merger of the League and NAPUS last November, the MA State Co-Officers were tasked with developing MA UPMA bylaws to be voted on at this year's convention. A copy of the proposed bylaws is printed in this issue of *The Baystater*, is posted on the website, and will be available at the state convention. Please note that Article V, Election of Officers, has two options. There will be a bylaw discussion at the convention on Wednesday after the luncheon with voting taking place on Thursday morning.



PROPOSED BYLAWS

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.

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.

OPTION 1: 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.

OPTION 2: The President and Executive Vice President 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. 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 shall 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, immediate Past President, who shall serve a term of one year beginning on November 1st of the year a newly elected President assumes office, President Retired Members, and Editor.

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 | Area | Zip Codes |
|-------------|------------------|-------------|------------------|
| 1- | 010-011 | 6- | 017 |
| 2- | 012 | 7- | 018-019 |
| 3- | 013 | 8- | 020-023 |
| 4- | 014 | 9- | 025-026 |
| 5- | 015-016 | 10- | 027 |

Article XII – Sergeant-At-Arms

At the opening of each convention the President shall 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. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion 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.

Legislative Conference 2017



Deputy PMG Ron Stroman and Rich Hui



Congressman Mark Edwards



Congressman Jason Chaffetz





MA UPMA Members with PMG Megan Brennan



MA UPMA Members with Congressman Seth Moulton



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* Opinions expressed in The Baystater
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