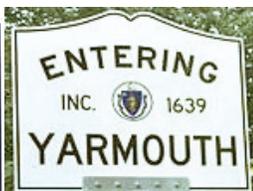
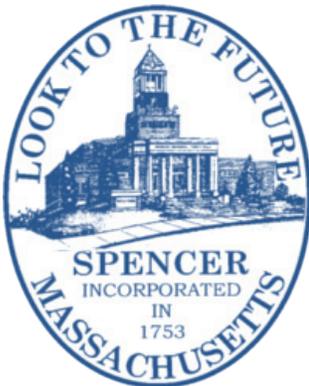
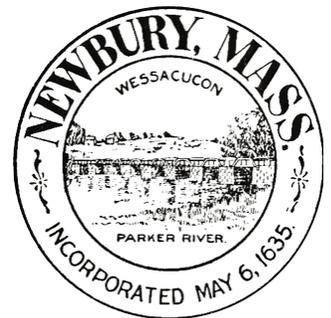
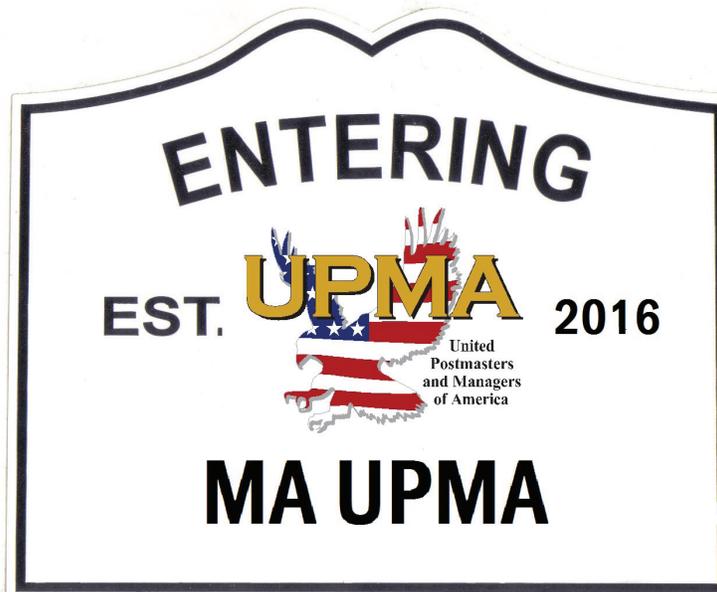
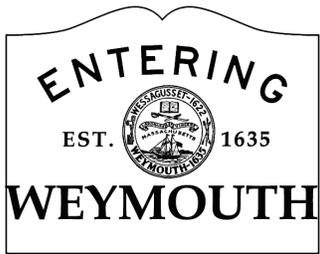


# The Massachusetts Baystater



**INSIDE!**

**Everything you need to attend the first MA UPMA State Convention!**

# Editorial

## This Time I'm Serious



Tell me, how were your “holidays” this year? Did you get to spend enough time with friends and loved ones? Before you answer allow me to thank you all for your valiant efforts this season. And please thank your staff who went way beyond expectations, too. I understand there wasn't much of that going around this year. I'm aggravated, angry, and ready to lash out at the people who sat in cubicles and offices and dictated how you were to run the show. Hell, I'm RETIRED and I'm fed up, I can only imagine your frustration!

I think it's high time that the Postmasters and Supervisors schedule a meeting with the District. The agenda would be real simple. Discussions of failures on the District, Area and HQ this season. Discussion of how next year's telecons start each day with POOMs, OPS “Support,” and their higher ups asking, “What do you need out in the field today to be successful?” NOT “questions about overtime, mandates for mail counts, orders to get every package delivered regardless of when it appears in the office, ignoring staffing needs, expecting you to compensate for plant snafus, and on and on. I'm sure you can add plenty. Incidentally, someone should tell Ops Support, their title is SUPPORT, not badger and demean. Every person who made your holidays hell should have their feet held to the fire. They are the ones who need to provide answers. If any of them tells you they are just the messenger they should look for another position. They should be fighting to make you successful by demanding improvements from the Area and Headquarters.

How many of you worked 12 and 14 hour days and worked 6 and 7 days a week to take care of our customers? I don't even want to know the response you'll get when you try to recapture a fraction of that time. And I heard recently with barely time to catch your breath, Postmasters are being required to count every route in the office. Not the Customer Service Supervisor, he has enough to do running the floor (and he does). The underlying message is that if you are a Postmaster you're not doing much anyway. How insulting is that?

Funny thing is, back in October retirees received a letter from HQ soliciting us to help out during the season. I went online to process an application. But there were no positions approved in MA. Nor were any approved for RI, NH, CT, VT, ME, MD, FL, NY, NJ, or a half dozen other states I looked at.

I don't know how you all did it without having nervous breakdowns and/or heart attacks. My heart goes out to all you Supervisors and Postmasters. But I know it needs to stop. Today.

Turn the telecons around and tell the District, Area and HQ what you expect them to do for your success. And tell them they better figure out a way to regain your trust and respect, too. For what it's worth, you have mine.

I truly hope you all get to take the time you deserve to spend with those who matter to you and had to endure your anger and frustration this season. I always said your positions were a 24/7 obligation. And the USPS took unfair advantage of that belief.

Happy New Year!

Respectfully,  
Jerry Robertson  
Editor  
Massachusetts Baystater

*I came to the conclusion that there is an existential moment in your life when you must decide to speak for yourself; nobody else can speak it for you.*

*-Martin Luther King, Jr.*

# AN INVITATION FOR YOU!

Come To Our First UPMA State Convention  
Relax, Re-connect, Rejuvenate  
Be a UPMA Rookie  
...and Take Home Your Share of over \$5,000.00

For the first time in the history of UPMA we are giving away \$5000.00 over the course of our 3 day State Convention. Actually, combined with the (5) \$1000.00 Scholarships we will be gifting over \$10,000.00 back to our members, plus the NASCAR Races, 50/50 raffles...don't miss out on your share. Details will appear in Donna Legro's, Secretary Report.

Let's face it. This has been one of the most difficult years Postmasters have ever faced. You need this time away from your office. Make plans to have someone cover your office for May 24-26. Send your 3971 to your POOM now (before someone else decides they want the time off).

Come to the first UPMA State Convention

Relax, Re-connect, Rejuvenate

May 24-26

Red Jacket Resort

1 S Shore Dr

S Yarmouth MA 02664

*John*



# Rich Hui, At Your Service!

Greetings Fellow Postmasters and Managers, Happy New Year, I hope this article finds you well. First and foremost, please allow me to introduce myself. My name is Richard Hui, one of the twelve newly elected National Vice Presidents for our new organization, United Postmasters and Managers of America. I elected to a three year term as Vice President. In addition, I am one of twelve members appointed to the National Adverse Action Council Committee. My territories as Adverse Action Representative include Massachusetts, Rhode Island, Connecticut, New Hampshire, Maine, Vermont, and New Jersey.

There are several areas of concern I would like to bring up to all the members, one is protocol. If you have any issues unresolved you must notify your State President and look for support. Your State President will then champion for you at the State level. If his or her effort fails, a resolution log will then be submitted to your Area Coordinator. If all else fails, the resolution log will then be forwarded to the National Office so we can represent you to the fullest.

On the other hand, if you need representation for corrective action, notify your State member representative (PM Rep), they will try to resolve any low level corrective action, such as letters of warning, suspensions with pay, etc. If the level of corrective action reaches adverse action, please notify one of the twelve National Adverse Action Council members, and we can help you from there. Please bear in mind, with any representation for adverse action, (down-grade, removal) etc, there will be an upfront retainer, please visit our website, ([www.unitedpma.org](http://www.unitedpma.org)) to fully understand the fee structure.

I heard some concerns recently about how we should represent in a case if a Postmaster/Manager gives corrective action to a Supervisor and both members in our organization. The answer is simple, we will represent any member party that is in trouble, No different than before when a Postmaster issued corrective action against a PMR or associate members.

One of the common denominators of our members' frustration is NPA goals setting from the PES in 2017. The goals seem to be getting harder and harder to obtain in order for anyone of us to receive any type of financial compensation. Please know that both of our National Co-Presidents, Tony and Sean, are working diligently to get more reasonable goal. 97% of our members received some sort of NPA payout last year and we can certainly hope that this trend continues.

We as Postmasters and Managers are dealing with day to

day issues, such as short staffing, late Plant mail arrival, and unpredictable quarterly route books from Amazon drops. We must not allow these elements that are out of our control to affect our managerial ability. Report any discrepancies to the proper channels, and more importantly, do not let it affect your personal health. Always seek ways to decompress and maintain a healthy balance; it will serve you well in the long run.

Lastly, there are two events that I would like to promote. One is the Legislative days on Feb 27 and 28. We will be attending a legislative forum on the 27th, walk the hill on the 28th, or March 1 if needed. Please bear in mind, Congress is now under one party majority, and protection to the Universal Postal Service and our federal benefits becomes extremely important. Continued open dialogue with the Congressional folks is crucial for our protection.

The other major event is our first ever UPMA National Convention, which will be held at Galt House Hotel in Louisville, Kentucky in August. I had the privilege to visit the site and I will tell you that you will not be disappointed. The hotel is first class and everything is under one roof. Major attractions are within walking distance and you and your family will enjoy Louisville. So join us and we can make history together.

At your service,

Hon. Richard G. Hui  
National Vice President  
United Postmasters and Managers of America



# Ready For A Challenge? Here's A Couple For You To Consider

Hon. John Fitzpatrick  
Co- President  
MA UPMA



You make a living by what you get. You make a life by what you give. (Winston Churchill)

As I write this article I am already 2 months into my final year as State President. It has been one of the most challenging, most rewarding things I have ever done. The challenges have helped me grow even more than I ever thought I needed or wanted. The friendships forged with fellow members and peers have allowed the most fulfilling and enriching work-life I have experienced to date. The support and guidance and wisdom I have received from the State Executive Board have been so incredibly valuable. I am so glad I decided to take on this challenge.

It is time for you to take on this challenge. Time for you to continue your development and growth. We want you to step up and represent us.

Next State Convention we will be holding elections for the entire Executive Board.

**We need you.**

**State President:** 2 Year Term/limited to 2 consecutive terms. You will be the first MA Chapter UPMA State President ever elected and you will always be the first MA Chapter UPMA State President. I have fulfilled my 2 terms and cannot run. We need you.

**Vice President:** 2 Year Term/limited to 2 consecutive terms. Currently vacant due to the UPMA transitional memorandum. We have 2 State Co-Presidents.

**Secretary/Treasurer:** 1 Year Term for this first UPMA election cycle. 2 Year Term after that. No limit to number of terms.

**Editor:** 1 Year Term for this first UPMA election cycle. 2 Year Term after that. No limit to number of terms.

If you are interested in running for any of these positions please reach out to me, any of the Executive Board members listed on the back of this publication or your Local Chapter President.

# COLA INCREASE IN 2017

The holidays are now over and we begin the New Year with a COLA increase. We will see a cost of living increase by 0.3 percent in 2017. This is a very minimal increase from 2016, which was a big ZERO. The COLA applies to Social Security as well as your annuity and because it is less than 2% the increase is the same for Federal Employees Retirement System (FERS) as well as Civil Service Retirement System (CSRS). The COLA is determined by comparing the change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from year to year based on the average of the third-quarter months for July, August, and September. In order to get a COLA the upcoming year the CPI-W for third quarter must be greater than the highest previous third quarter average. Since there was no COLA for 2016 the reference quarter to determine the 2017 COLA was the 2014 third quarter. AHHHHHHHH!

Before you go out on a spree with your 0.3% increase (a little sarcasm) there will also be a disproportionate increase in Medicare Part B premiums for many retirees unless Congress acts. UPMA along with other organizations have petitioned Congress to prevent this unfair increase and we have yet to see if they listened. Keep contacting your representative and do your part to protect our benefits. Because of the importance of information on PAC I am having a reminder printed and hope all of you act now.

Contributing to our Political Action Committee provides support of legislation near and dear to the hearts of all those issues affecting all the members of our organization and the Postal Service. Money talks and we need to put our money where our mouths are.

There are three ways to start an OPM Annuity Allotment.

1. TELEPHONE: Dial 1-888-767-6738 the toll-free number for the Office of Personnel Management (OPM) Interactive Voice Response (IVR) telephone system. Have your CSA number and PIN on hand when you call.
2. THE INTERNET: Go to [www.opm.gov](http://www.opm.gov) click on 'Employment and Benefits'; Under Retirement Services Click on "Services Online"; Enter your CSA number and Pin Number and log in; Click on "allotments to Organizations"; Select 'Start' to begin a new allotment; Click on "Choose an organization" and select "National Association of Postmasters of the US-NAPUS PAC; Enter the amount of your monthly contribution then click SAVE. If entered in the first two weeks of the month your deductions will start the following month and later entries your deductions will be the second month after.
3. SEND A LETTER: to the Office of Personnel Management, Retirement Operations Center, Boyers PA 16017. Be sure to include your CSA Number, the amount you wish to contribute each month, and the organization-National Association of Postmasters of the US-UPMA PAC. Send a copy of the letter to Attn. UPMA PAC for Postmasters, 8 Herbert St. Alexandria VA 22305-2600.

Retirees who do not have a PIN can obtain one by contacting OPM by the above same telephone, email or mailing address. Your PIN will be sent to you by mail.

I know that money can sometimes be tight but we ALL need to do our part and protect what is ours earned fair and square. CONTRIBUTE TODAY, IT'S EASY!

Happy New Year!  
*Lorna Edie*

Lorna Edie  
Co-President  
MA UPMA Retirees



*Thanks to the COLA increase we replaced the 12 oz. bottles with 16 ounces!*

# 2017 NEW YEAR RESOLUTIONS FOR POSTMASTERS AND MANAGERS

## THIS YEAR I WILL:

1. ATTEND MY LOCAL UPMA CHAPTER MEETING AND STATE CONVENTION.
2. SUPPORT MY UPMA POLITICAL ACTION COMMITTEE PAC .
3. ALWAYS LET MY BOSS KNOW WHEN I AM NOT IN MY OFFICE AND I WILL FILL OUT A PS3971 FOR MY LEAVE TAKEN.
4. I WILL NOT SHARE MY PASSWORD.
5. I WILL NOT CHANGE CLOCK RINGS IN TACS WITHOUT SUPPORTING DOCUMENTATION.
6. I WILL TREAT MY EMPLOYEES, CUSTOMERS, POSTAL MANAGERS AND SUPPORT PERSONNEL WITH DIGNITY AND RESPECT. EVEN WHEN “THEY GO LOW I WILL GO HIGH.”
7. I WILL HAVE A WITNESS WHEN COUNTING AND TAKING IN STOCK.
8. I WILL STAY CURRENT WITH COUNTS AND ALL FINANCIAL RESPONSIBILITIES.
9. I WILL NOT FALSIFY ANY POSTAL DOCUMENT OR CERTIFICATION JUST TO MEET SOMEONES UNREASONABLE DEADLINE.
10. I WILL ASK FOR HELP AND LET MY BOSS KNOW IF I AM UNABLE TO COMPLETE AN ASSIGNMENT BY A DEADLINE.
11. I WILL NOT STEAL.
12. I WILL NOT CONSUME ALCOHOL OR TAKE DRUGS DURING WORK HOURS.
13. I WILL REQUEST A UPMA REPRESENTATIVE IF VISITED BY THE POSTAL INSPECTION SERVICE OR THE OIG. **‘IT IS YOUR RIGHT!’**
14. I WILL ASK IF I AM THE SUBJECT OF THE INVESTIGATION.
15. I WILL ASK FOR A UPMA REPRESENTATIVE IF MY BOSS WANTS TO TALK TO ME AND WON’T TELL ME WHAT IT IS ABOUT.
16. IF SOMETHING I DID OR DIDN’T DO IS KEEPING ME UP AT NIGHT I WILL CALL A UPMA REPRESENTATIVE TO TALK.
17. I WILL ALWAYS TRY AND DO THE RIGHT THING IN ALL SITUATIONS AND I WILL TAKE CARE OF MYSELF

HERE’S TO A GREAT  
NEW YEAR!

*Lorna Edie*



# Upcoming National Events:

- Legislative Advocacy Days
- National Convention

**Legislative Advocacy Days:** The former Leadership Conference in DC no longer exists as it was. The National Office of UPMA decided to sponsor UPMA Legislative Advocacy Days on February 27 and 28. Members of UPMA will fly into Washington DC on Sunday, Feb 26. There will be one legislative training session on Monday, Feb 27 and then MA members will visit their members of Congress and the Senate on Tuesday, Feb 28, flying home late afternoon/early evening the same day. The State will be hosting a dinner for all MA member attendees on either Sunday or Monday night. The national office has supplied a list of local hotels for each state to consider in making their reservations.

Co-Sec/Treasurer Donna Legro has booked a small block of rooms for MA members at the Renaissance Arlington Capital View Hotel in Arlington VA. This is the hotel where the national office will also be staying. The regular rate is \$214, the group rate is \$194, and the group government rate is \$182. I was able to block 12 rooms at that rate, but the block expires on January 26, 2017 and the rooms will be released to the public. If we need more rooms, I should be able to expand the block but only up until Jan. 26.



If you want more information regarding this event and the accommodations, please contact Donna Legro at 978-430-1303 or via email at [dmlegro@gmail.com](mailto:dmlegro@gmail.com)

Direct hotel information is:  
Renaissance Arlington Capital View Hotel  
2800 South Potomac Avenue  
Arlington VA 22202  
(703) 413-1300  
<http://www.marriott.com/hotels/travel/waspy-renaissance-arlington-capital-view-hotel/>

The hotel is located about ½ mile from Reagan National Airport in Crystal City; the Metro is about 6 blocks from the front door

of the hotel. Complimentary shuttle is provided to and from the airport and to and from the Metro. Many restaurants and retail shops are within an easy walking distance of the hotel. Guests can provide Marriott Rewards member number and they will provide complimentary internet. If any of the guests are not a Marriott Rewards member, they can sign up at the front desk and receive complimentary internet in their guest room.

If you have never attended a legislative event, this is your chance to make a difference. The results of the recent presidential election were unexpected and could have profound and long lasting effects on the Postal Service, the employees and the retirees. Only 2 days of annual leave are needed to attend this worthwhile event. Although the practice of collecting a \$2.00 a month assessment from all active members was discontinued as of November 2016, there is still money available in the fund to be used solely to help offset, if not completely cover, eligible expenses for members to attend this year's Legislative Advocacy Days. The payouts are determined by how many members attend the event, the cost of eligible expenses, and the state's bylaws. Last year most attendees received 100% reimbursement for registration, transportation and shared hotel rooms. Washington DC is an exciting place. Don't miss this opportunity to meet with the senate and congressional representatives of Massachusetts to discuss postal issues that are important to all UPMA members and have some, if not all, of your expenses reimbursed by your state chapter of UPMA.



The 1st National Convention of UPMA will be held in Louisville, Kentucky, August 5-10, 2017. The registration form and hotel information is available at [www.unitedpma.org](http://www.unitedpma.org). The earlier you register the more money you save as registration fees increase on March 31, 2017 and again on July 15, 2017. Look for more specific information about the National Convention in upcoming issues of the new UPMA Leader magazine and on the website.

# New Legislative Format!



*Hon. Robin Driscoll,*  
Legislative Representative

Please read Donna's article about Legislative Advocacy Days, and join MA UPMA in this venture. MA UPMA offers reimbursement of expenses, because it is that important. The dates have changed, and this time Congress will be in session.

What's new in Congress? Rep. Mark Meadows, Chairman of the SubCommittee on Government Operations, advised the UPMA Presidents and Bob Levi that a postal bill will be introduced within the first week of congress – with a new number, of course. That's why it's important to attend, give our opinion, and be heard.

Here is a list of likely Senate Homeland Security and Governmental Affairs Committee in 2017. Although the Republicans have yet to unveil their committee line-up, Bob Levi does not believe it will change from 2016. It's his understanding that the committee partisan ratio will be 8 Republicans and 7 Democrats. It's also important to note that President-Elect Trump has interviewed Sen. Heidi Heitkamp (D-ND) for a cabinet post. There are two new members of the committee (Senators Hassan and Harris), and two departed (Senator Ayotte was defeated and Senator Baldwin moved to another committee).

## **"Assumed" GOP Committee Members**

Ron Johnson (R-WI), chair  
John McCain (R-AZ)  
Rob Portman (R-OH)  
Rand Paul (R-KY)  
James Lankford (R-OK)  
Mike Enzi (R-WY)  
Joni Ernst (R-IA)  
Ben Sasse (R-NE)

## **Assigned Democratic Committee Members**

Claire McCaskill (D-MO), ranking  
Tom Carper (D-DE)  
Jon Tester (D-MT)  
Heidi Heitkamp (D-ND)  
Gary Peters (D-MI)  
Maggie Hassan (D-NH)  
Kamala Harris (D-CA)

Please contact Donna or me with any questions.

Thank you,  
Robin Driscoll, Legislative Representative

## 010-013 Chapter Holds First MA UPMA Meeting In W. Springfield

Tuesday, December 13, 2016, was the 010-013 first meeting as UPMA. We gathered at the Tap House Grille in West Springfield. Although the number of attendees did not reflect a good percentage to total members, the attendees did represent an excellent picture of what is going on out in our offices.

Nita Fournier, from the CT Valley Labor Department, our guest speaker for the evening reviewed and addressed Article 12 and maximization concerns. Her words sparked a flow of discussion that carried through the evening. The offices represented at the meeting each shared some unique concern. But like many situations in the Post Office, we are all doing the same thing differently. We are each unique but bound to the same rules.

Nita spoke later to adverse action concerns. As we sometimes get creative in getting the job done, we must understand that certain procedures may not be compromised. We rely on each other for help and advice and sometimes just for the companionship of like interests and duties, but many times just to insure ourselves that we are on track.

We also discussed installations for newly appointed Postmasters. We have set up a committee to assure every Postmaster has the opportunity to be introduced to the community and honored in a celebration of an oath taken to accept the duties and honors of being a Postmaster.

We look forward to meeting next quarter in the 013 area. Perhaps we will be a larger group or just a different group, but we will all be in the same boat.

Hon. Albina Roy  
UPMA  
President 010 area



# Introducing The New England Postal Area Coordinator

**M**y name is Geoffrey Randall and I am the current NE Postal Area Coordinator for UPMA. I wanted to introduce myself and give you a glimpse at my background. After all, because I am representing your concerns, I thought you might like to know.

I was a NAPUS member from 2000 when I was appointed Postmaster until 10/31/2016. I started my career in 1990 as a city letter carrier in Newburgh, NY 12550. I became a clerk, Supervisor and acting MCS where I stayed until 2000.

I have been in many places since then. Five districts in three states and numerous job titles. But, my NAPUS background is what may be more important here.

I have served my fellow postmasters of NY as district director, legislative co-chair, state secretary-treasurer, state president, Postmaster rep (state and national), national PM development co-chair, and national vice president for two different terms. I was lucky enough to be on the board as we discussed the possibilities of combining The League and NAPUS. We imagined it but held our breath as others had failed at the same attempt.

The convention in New Orleans convinced me that the right path has been chosen and we are now one big family as of 11/01/2016.

As part of the bylaws for UPMA, there is a provision for Postal Area Coordinators as follows:

## Article VII Section 1

The National Executive Board shall establish Postal Area Coordinators who must be active members. These Coordinators, along with their Executive Board Advisor, shall provide channels of communication between the Organization and the U.S. Postal Service Areas to protect the interest and welfare of Postmasters.

I have spoken to Dave Ravenelle to change that last sentence to UPMA members. Basically anything that cannot be resolved at the District level and needs to go forward to an area level would be my area of concern.

We will, as Postal Area Coordinators, be hosting a monthly telecom of state presidents in our respective areas. The purpose is to communicate issues that are of concern. We can also disseminate info back to the state levels as needed.

The hopes are these telecoms will be brief, meaning everything is fine but it will make it easier to identify issues that may spread over an area that need resolution. I know the last thing anyone of us want is another telecom. However, to be effective in addressing our members concerns, this appears to be a good solution.

I look forward to the opportunity to represent our area in this capacity. It is a new position for me and hopefully my background in NAPUS serves me and all of you well in this endeavor.

Hon. Geoffrey Randall  
NE Area Postal Area Coordinator  
UPMA

## Jim Maher Announces Candidacy For National Secretary/Treasurer

**I** hope everyone is enjoying a great holiday season...and has survived another postal Christmas!

For those of you I have not met yet, my name is Jim Maher from the Missouri Chapter. I am a National Vice President on the UPMA Executive Board. 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, I was also a National VP on the final NAPUS Executive Board. This experience has provided me a great deal of insight with the blending of the two organizations into UPMA, as well as an understanding of the operation of our organization moving forward. I also was on the National budget committee in 2015, so I am familiar with the financial position of our organization. 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 overall experience on both the State and National levels makes me uniquely qualified for this position. I appreciate the support I have received during my Vice President campaigns on the western side of our country and look forward to the opportunity to serve all our members on the national level again as your next National Secretary Treasurer.

Thank you,

Jim Maher





SSSSS-Aaaaaa-  
 FFFFFFFF-Eeeeeee-  
 Tttttttt-Yyyyyy  
 SaFeTy....DaNce

I know some of you are now running that song through your heads and will probably have it stuck there all day! For that, I apologize and I hope I got your attention. While this year's weather isn't as bad as last year, there are still a large number of accidents occurring in our district.

Safety is one of those things that when it's going great, you don't want to rock the boat and say something because you know the minute you do, you'll have an accident. But really, why is your office running safely? What are you doing to keep safety #1? Some offices look like superstars with zero accidents yet your sitting in your office wondering why you have 3 or 4. Do you care any less about safety than Postmaster X? I doubt that. Truth is, the office with zero may be doing the bare minimum to nothing while the office with 5 may be having their S & H meetings, giving one on ones, holding C.A.R.E. meetings regularly and performing quality observations. Safety really comes down to the individual.

Sure, we all know that we are all responsible for safety. As much as we preach and coach safety, it still comes down to the individual. So how do we change the current thinking or culture of safety? I think it has to start with the interview process. Right off the bat, the interviewee needs to be put on notice that safety is their first priority. Above everything else, their first responsibility is to work safely. They have to be drilled about safety. When you think about it, they really are taking a safety job, not a delivery or processing job. How they do the job is more important than what the job is.

During the interview process let them know they can be fired for having a poor safety record and that they could lose a career. Because the Post Office isn't a job, it is a career. At least that's how I've always felt. Once they are on board, they have to be blanketed by management with observations and personal conversations. They have to fully understand their role in the workplace and how working safely impacts not just the company but their fellow workers and their families. But even that's not enough. They also have to see management bend over and pick up rubber bands off the floor... stop employees from pushing/pulling two pieces of equipment. All

the preaching and coaching is meaningless if they see their leaders ignoring safety hazards right in front of them.

Safety is not a case of "do as I say not as I do". It literally is, "do as I say AND as I do". Safety is easy when nothing goes wrong. It's easy to take it for granted. But for our employees to be truly safe, they have to see, hear and understand that safety is part of everything they do. Every turn of the body, every time they reach to put that flat in the third rack, each time they squat down to sweep a machine or empty equipment, even walking to the restroom involves a conscious effort to be safe.

Establishing a safe work environment and a culture of safety is a lot of work. But it is a lot less work than having employees with unscheduled leave, multiple accidents, managing claim forms and explaining to your boss why your OT or POT is high or why your employees keep getting hurt. Besides, safety is simply the right thing to do for our people. And when has doing the right thing ever been wrong?

Hon. David Branga  
 018-019 Chapter President



# Who Can Resist This Offer?

The UPMA Executive Board has approved 6 months of FREE membership for new EAS members who join from now until December 31, 2017.

Now is the time for ALL of us to recruit. Simply send me your lead and I will gladly help the new member complete the 1187.

Our National Executive Board is well represented by qualified and dedicated EAS members. We have now transitioned from NAPUS and League into one united organization, UPMA.

We're quite fortunate in MA because we have Rich Hui, PM of Leominster right in our own neighborhood.

Rich was overwhelming nominated to be the East Area Vice President. He continues to serve many states selflessly simply because he truly cares about our well being and wants to be sure that we are treated right. The next time you see Rich please be sure to thank him for his generous service to UPMA on our behalf.

One of our finest benefits as members is the right to attend OUR State Convention. The date of the convention will be May 24-26. Make plans now to attend. It is a great opportunity to network with your peers and to build lasting friendships with new acquaintances. Some of my most cherished friendships have started because of time spent getting to know others at State Convention. (Shout out to cottage 5 girls!)

The State Convention is not only fun filled but also offers quality training and business sessions. You will have the opportunity to speak with your State Executive Board and share your concerns and ideas for UPMA. In addition you will meet a representative from the National UPMA office.

Of course, you will also get to hear some great speakers from the NEA. Ann Mailloux's (NEA HR Manager) presentation last year will be tough to beat but nevertheless, they will try.



Ann Mailloux, NEA HR Manager

Now is the best time to join UPMA. We currently have approximately 375 active members. With the 6 months FREE dues we will surely see that number climb. Please help make membership important and invite new members to our great organization.

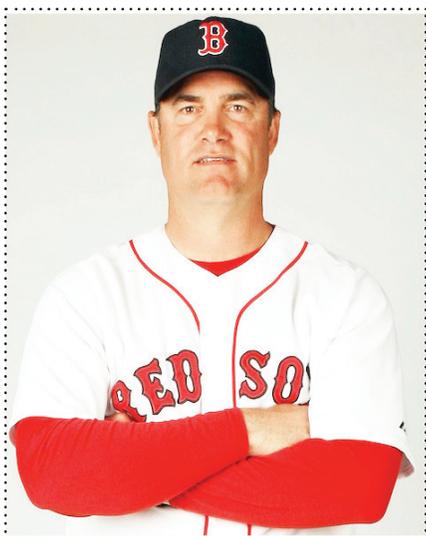
Respectfully submitted,

*Pam*

Hon. Pam Boudreau



# MA UPMA TRAINING MANUAL



Okay, you rookies, listen up! The next several pages contain everything you need to get yourselves to the MA UPMA State Convention. Training Day starts on May 24. Go page by page and fill out, or rather, fill IN, all the forms. ALL of them. Get on the tele-electronic gizmo of your choice and make the reservation. Do it by the deadlines. You DO NOT want to be late. Then march yourself to a store of your choice and buy a thoughtful,

exciting gift for the auction. Something that would look nice or be useful in your own dugout. Or bar.

There is NO TEAM BUS for you, you will be responsible to get here on your own. It is in your own best interest that you show up and participate. Failure to show may cause you to lose money.



By the way, you're ALL rookies. Enough talk, it's time for action! Time to start fielding and running those bases. Let's begin!

As my pal Bob Seger said...



Turn The Page...

# WELCOME TO THE 2017 MA UPMA STATE CONVENTION



Donna Legro  
Co-Secretary/Treasurer

Last year NAPUS voted to merge with the LEAGUE of Postmasters to become one organization known as The United Postmasters and Managers of America effective November 1, 2016. We have changed our name by filing new Articles of Incorporation with the Secretary of State and have acquired a new EIN number through the IRS. We are now known as the MA Chapter of the United Postmasters and Managers of America, or MA UPMA. We have a new website, [massupma.shutterfly.com](http://massupma.shutterfly.com), which I encourage everyone to check out for the latest information regarding your organization.

The 2017 state convention will be the 1st official MA UPMA state convention. This past year, the MA Executive Board has been working hard for the membership to make the merge smooth with no interruption to the MA Chapter, of which they were successful. We are now working hard to make the transition year just as smooth. The first year of the merge mandates that from November 1, 2016-October 31, 2017, the MA NAPUS President, Secretary-Treasurer and MA Retiree President serve as Co-Officers with the MA League President, Secretary-Treasurer and MA Retiree President.

It is time to mark your calendar and register for the 1st MA UPMA State Convention to be held at the Red Jacket Resort in South Yarmouth beginning at noon on Wednesday, May 24 and ending late morning on Friday May 26, 2017. Again this year, CASH prizes will be given away at every event beginning

on Wednesday at the luncheon, then at the District Managers' panel, at each of the training sessions, and at the BBQ during the dinner, the NASCAR races and the Auction. More CASH prizes will be given away on Thursday during the general business session and at the banquet. And on Friday there will be more CASH prizes at the general business session. The amounts will vary, but at the end of the convention, a total of \$5,000 will be awarded to attendees. You can win more than once during the convention, but only once at each event. The catch: YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.

There will be important elections at the 2017 state convention for a new President, Executive Vice-President, Secretary-Treasurer and Editor for the MA UPMA Chapter. I urge you all to come to this historical convention and cast your vote for the people you want to represent you for the next several years.

This particular State Convention is also very important because with the merge comes the requirement to develop bylaws for the new MA UPMA Chapter. The new bylaws must be voted on at the 2017 State Convention.

Although the Red Jacket raised their room rate to \$132 per night, these rates are still below past rates. 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. As I already said, the room rate this year will be \$132 per room for up to 4 people. The phone number is 1-800-672-0500 and the Group Code is 42280. The cut-off for this room rate will be in May 1, 2017 so book early.

The registration form and hotel information is included in this newsletter and also on our new website at [www.massupma.shutterfly.com](http://www.massupma.shutterfly.com). All EAS members attending a state convention for the first time do not have to pay a registration fee if they register by May 1, 2017. All other members (past attendees, OIC's, associate members and guests) have a reduced registration fee for registering early. Don't miss the chance to save some money! The Early Bird registration fee is \$95 if postmarked by April 1. The fee increases to \$115 for postmarks after April 1 and then increases to \$125 for postmarks after May 1 and for walk-in registrants. The Retirees registration fee is \$90 if postmarked by May 1 and \$110 after the May 1 deadline. Due to increased convention costs such as meeting space and supplies, there will be a Daily Business Session Fee of \$20. This fee is for persons attending only the business and/or training sessions and does not include any meals. Anyone deciding to stay for meals would have to pay the individual meal costs outlined on the registration form under partial registration for members and non-members. Plan ahead and take advantage of the Early Bird Special.



We will follow the same agenda as the last couple of years as it seems to work well for most people. Keep in mind that registration opens at 8:00 AM Wednesday morning with an E-Board meeting at 10 AM. Chapter events begin with greeting the PAC'n A Cure participants late morning in front of the hotel, followed by a luncheon for everyone at 12:00 PM which leads right into the District Managers' panel in the same room. Two training sessions will be held from 2:15-3:00 and then again 3:15-4:00 PM and the First Timers meet and greet will be 4:15 PM on Wednesday. The First Timers' Committee is gearing up to ensure that all EAS members new to the convention navigate the convention with ease and have a great time. I have yet to find a first timer that has not thoroughly enjoyed themselves and made many new friends. The BBQ, raffles, NASCAR races and auction will be held in the evening. The perfect place to renew and begin friendships is at the BBQ the first night. This is followed with the very serious NASCAR races and then our ever important scholarship auction. The auction is the biggest fundraising event to support the MA Scholarship Program. PLEASE BE SURE TO BRING A NEW ITEM TO THE AUCTION on Wednesday. Also, please encourage other members who cannot attend the convention to donate an item for the auction and volunteer to bring it with you or find someone who is going so they can bring it.

We will be having two training sessions that will be conducted twice, back to back, so that anyone who wants to can attend both. One training session is about stamp stock compliance and the OIG, who will be present at the session. The other training will be regarding purchasing and Ebay. More information about the training sessions will be posted on the website as it becomes available.

The general business session will begin at 8:15 AM on Thursday with the opening ceremony, officer reports, voting on the bylaws, and officer elections. There will be some long needed free time for everyone in the afternoon before the banquet. Play golf, go fishing, go shopping, go out to lunch, or just relax with some old and new friends.

Newly elected officers will be sworn in at the banquet and the last Postmaster of the Year Award will be presented. We will also be inviting the scholarship winners and their parents to attend the banquet for a presentation. Of course, we understand that many of the kids can't join us due to senior activities or jobs.

The Friday business session will include a continental breakfast, one guest speaker to be determined, and any unfinished business if needed. We should be able to close the convention around 10:30 AM allowing everyone an early start home, a day to enjoy on the Cape or an early return to their office. Hopefully many of you will be leaving with \$\$\$\$ in your pockets.

If you are interested in running for the position of either President or VP/ Legislative Chair, you can contact the incumbents, or any member of the State Executive Board for more information about the positions. You can also view a description of the duties outlined in the current bylaws posted on our website.

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. Please take the time to nominate a NAPUS Postmaster for 2016 Postmaster of the Year. I'm sure you know someone who is deserving of this award. Take a few minutes to complete the nomination form and submit it with a narrative explaining why your candidate deserves to be selected. The Postmaster does not have to be present at the convention to be awarded.

Don't forget to put an ad in the Convention

Ad Book and ask your family and friends to purchase an ad too. This is another fundraising effort to support the MA 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 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 to Co-Sec/Treasurer Donna Legro and she'll be sure it is taken care of for you. Please purchase an ad to support the kids and entertain your fellow members.

There is so much that your MA UPMA State Convention has to offer and I have only touched on some. Make the commitment and put May 24th – May 26th on your calendar and register early to save money. 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.

Donna Legro  
Co- Secretary / Treasurer

REMEMBER: THE AUCTION WILL BE WEDNESDAY NIGHT SO BRING A NEW ITEM WITH YOU. ENCOURAGE OTHER MEMBERS TO DONATE AN ITEM THAT YOU CAN BRING FOR THEM.

\$\$\$\$\$ MONEY \$\$\$\$\$ MONEY \$\$\$\$\$  
\$\$\$\$\$ MONEY \$\$\$\$\$



**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 April 1, 2017

\_\_\_\_ \$115.00 Member Registration – 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: 42880

- 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**

# Jeremy Pilone Accepts The Challenge As The MA UPMA PAC and Training Chairperson



I am honored to be appointed as the new PAC/Training & Development Chair for the Massachusetts Chapter of UPMA. I would first like to thank the Honorable David Branga for his hard work and dedication to the position as his successor.

I, like many of you, was unaware of what PAC really was when I first joined NAPUS/UPMA. For those of you who are unfamiliar, here's a little bit about our PAC (Political Action Committee):

The PAC fund was established in 1978. The fund is comprised of voluntary contributions solicited from UPMA members (including former NAPUS and League) and their families. The sole purpose of PAC is to provide bipartisan political and financial support to Members of Congress and congressional candidates who champion the UPMA legislative agenda. PAC contributions are legally separate from the UPMA operating budget and strictly regulated by the Federal Election Commission (FEC). A strong PAC enables UPMA to alert legislators of key Postmaster and Supervisor legislative issues. An aggressive PAC also demonstrates that Postmasters and Supervisors will financially support legislators and candidates who respond to the needs of UPMA members. Contributions can be made via cash, check, single credit card contributions, a recurring credit card authorization, PostalEase allotment (for active PMs and Supervisors), OPM annuity allotment (for retired PMs and Supervisors), or a Signature Federal Credit Union direct debit (SFCU members only). Feel free to contact me at any time for further information or to assist you in your PAC contributions.

As a trainer, I am amazed at what I (and many of my colleagues) do not know as opposed to what we are supposed to know. Many of the policies we abide by daily are confusing, unclear, or muddled by language dangerous enough to scare away any unsuspecting attorney. I plan on submitting articles with some tidbits to help you (the members of UPMA) and anyone who glances in, make sense of the senselessness. First of all, I would like the support of the members by fielding suggestions of topics you struggle with or would like to know more about. Considering I am the TACS instructor for the Cape & Islands, I thought I'd start there. Again, feel free to email or call with your suggestions and I will add you to the list (this is a good list, I promise).

With that, I look forward to the future of our fine, newly merged, organization. I am especially looking forward to the next state convention to share some time and memories with my old friends from NAPUS, new friends from the League, and Supervisors who are now part of our Association. See you in May!

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



# 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 consider getting your ad in early 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!

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](mailto: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**

# 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: (    ) \_\_\_\_\_

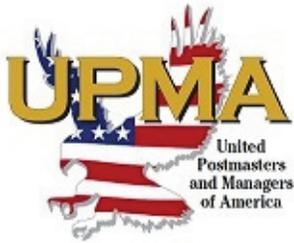
Your Office: (if any): \_\_\_\_\_

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](mailto:pmpam01432@gmail.com) including the above information and a narrative.

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



**MASSACHUSETTS CHAPTER OF  
THE UNITED POSTMASTERS AND  
MANAGERS  
OF THE UNITED STATES**

**SCHOLARSHIP APPLICATION**

**Must be postmarked no later than April 1, 2017**

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_ Zip: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Name of Member: \_\_\_\_\_ Relationship: \_\_\_\_\_

Title & PO Office of Member: \_\_\_\_\_

Address of Member: \_\_\_\_\_ City/State: \_\_\_\_\_ Zip: \_\_\_\_\_

**LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED**

Name of School	Location	Dates Attended
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---

---

Have you applied to college? Yes \_\_\_ No \_\_\_ Are you currently enrolled in College? Yes \_\_\_ No \_\_\_

When do you expect to graduate? \_\_\_ Expected college major: \_\_\_\_\_

**CHOICES OF COLLEGES**

1ST Choice: \_\_\_\_\_

2nd Choice: \_\_\_\_\_

3rd Choice: \_\_\_\_\_

**REQUIRED INFORMATION**

- 1) Please attach an essay stating your educational objectives.
- 2) Please attach official transcripts of grades, GPA and SAT composite scores.
- 3) Please attach at least one teacher recommendation.

Continue to other side...

4) Please list other scholarships you have already received:

5) What honors, prizes or recognition have you received in high school/college?

6) What school activities have you participated in (include year(s) of your participation and any offices held)?

7) List NON-school activities that you have participated in:

Submit completed application with attachments to: **Lorna Edie**  
**47 Oak Street**  
**No Billerica MA 01862**

**Must be postmarked no later than April 1, 2017**

Certification

All of the above statements are true and correct. I believe that I am eligible to apply for a scholarship, and agree to abide by the decision of the selection committee.

Applicant's signature: \_\_\_\_\_ Date: \_\_\_\_\_

**THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT**

Grade Point Average: \_\_\_\_\_ SAT/ACT Score: \_\_\_\_\_  
Class Rank: \_\_\_\_\_ out of \_\_\_\_\_ (Total seniors)

The grade point average, SAT/ACT Composite score and class rank have been verified by the Guidance Department.

Signature of Guidance Counselor: \_\_\_\_\_ Date: \_\_\_\_\_

# 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	<b>*Lunch for everyone honoring First Timers &amp; Retirees</b> Speaker to be determined
1:00-2:00 PM	District Managers' Panel
2:15-4:00 PM	<b>*2 Training Sessions</b> -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	<b>*First Timers Convention Attendees Meeting</b>
5:00–7:00 PM	<b>*BBQ &amp; 50/50 Raffle for Scholarship Fund</b>
7:00-8:00 PM	<b>*NASCAR races</b>
8:00 PM -	<b>*AUCTION-DON'T FORGET TO DONATE AN ITEM</b>

## THURSDAY, MAY 25, 2017

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

## FRIDAY, MAY 26, 2017

8:30 AM	<b>*General Business Session</b> Continental Breakfast Speaker to be determined Unfinished Business Presidents' Closing Remarks
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**AGENDA IS SUBJECT TO CHANGE AND IS POSTED ON MASSUPMA.SHUTTERFLY.COM**

# UPMA

POSTMASTERS - EAS MEMBERS

WHAT YOU NEED TO DO FOR OIG VISIT OR  
POOM INVESTIGATIVE INTERVIEW

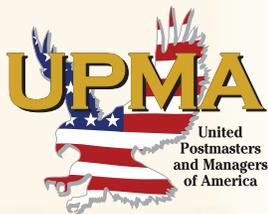
**ASK:**

*“Am I the subject of the investigation?”*  
*“Can this interview lead to discipline?”*

**CALL YOUR REP**

TEL#: \_\_\_\_\_

**YOU HAVE THE RIGHT TO REPRESENTATION.**



# 1st UPMA National Convention

Aug. 5-10, 2017

## Official Registration Form

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

**Title:** First Name (for your badge): \_\_\_\_\_

Postmaster  
 Supervisor Post Office You Represent City: \_\_\_\_\_ State: \_\_\_\_\_

Manager Your Mailing Address: \_\_\_\_\_

OIC  
 Associate City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP+4 \_\_\_\_\_

PM Retired  
 Spouse Cell Phone: \_\_\_\_\_

Guest E-mail: \_\_\_\_\_

**First-Timer/  
PM Retired  
First-Timer?**  
 Yes  No

### Convention Registration (only one person per form):

Please circle the appropriate fee:

	9/1/16- 12/31/16	1/1/17- 3/31/17	4/1/17- 7/15/17	After 7/16/17
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
Postmasters Retired or Guest* (PM Retired Luncheon included)	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ Postmaster Guest (Does NOT include PM Retired Luncheon)	\$142.50	\$161.25	\$180	198.75

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

\*PM Retired member may have one guest (not an active PM) register for the same price.

Grand Banquet: Aug. 9, 2017

### Payment Information

Convention Fee: \$ \_\_\_\_\_

\_\_\_\_\_ Additional tickets for Postmasters

Retired Luncheon @ \$25 each \$ \_\_\_\_\_

**Total Payment:** \$ \_\_\_\_\_

Check payable to UPMA

Visa/MasterCard

Card number \_\_\_\_\_

Card security code: \_\_\_\_\_ Expiration date: \_\_\_\_\_

(3- or 4-digit code  
imprinted on card)

Signature: \_\_\_\_\_

**Mail with full payment to UPMA National Convention  
Registration, 8 Herbert St., Alexandria, VA 22305-2600.**

**Questions? Call 703-683-9027**

### Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 1, 2016. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after May 1, 2017.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 1, 2017, or all rooms in the block are sold, whichever comes first.

#### Galt House Louisville

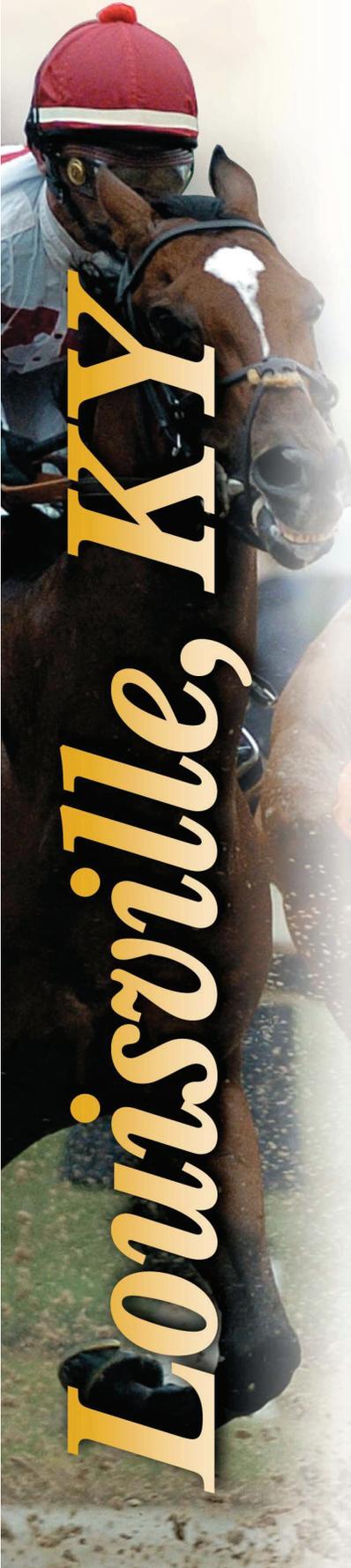
1-800-THE-GALT  
 (1-800-843-4258)  
 \$119—single/double/triple/quad

**Be sure to request the  
Postmaster convention rate.**

### Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by April 1, 2017, for 75 percent refund; and by July 1, 2017, for 50 percent refund. No refunds after July 1, 2017. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.

**Louisville, KY**



Baystater Editor  
37 Bay Path Rd.  
Spencer MA 01562-1601

## Return Service Requested

NON PROFIT ORG  
U.S.POSTAGE PAID  
MANCHESTER NH  
PERMIT NO. 417



**CO-PRESIDENT**  
PM John Fitzpatrick  
Hyannis, MA  
Office: 508-775-7344  
Cell: 508-566-5507  
pmjohn02655@gmail.com



**CO-PRESIDENT**  
PM Glenn Cook  
Harwich, MA  
Office: 508-432-8473  
Cell: 508-574-7089  
gcook52@comcast.net

### LEGISLATIVE REPRESENTATIVE

PM Robin Driscoll  
Deerfield MA  
Office: 413-773-3222  
Cell: 508-308-8509  
msfrypan@gmail.com

### CO-PRESIDENT PM RETIRED

Retired Postmaster  
Lorna Edie  
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