

The Massachusetts Baystater



NAPUSSM
Postmasters—Proudly Serving America



As UPMA Becomes A Reality Positive Changes Are Taking Place

Greetings Postmasters and Managers,

The first ever joint National Convention in NOLA, 2016 has come and gone. On November 1, 2016 United Postmaster Managers of America will become our official organization.

Speaking of the National Convention, over 1600 people participated in the festivities in New Orleans. Postmasters and Managers are all pretty sad to see their respective organizations going away, but at the same time, there was plenty of anticipation and excitement for the new UPMA. Somehow being the Charter members of the new UPMA sounds real good.

One of the convention highlight had to be the announcement from our Postmaster General, Megan Brennan. She announced that only vacant level 18 offices will be evaluated in 2017. There was a true sigh of relief for many members, and it had to be the biggest pre-Christmas gift these postmasters and managers received in the past two years.

The other big announcement was from COO of HR, Jeff Williamson. He spoke with the national EXEC board and told us that we will commence with our pay talk starting sometime this September.

With all of the excitement of the new organization and PMG big announcement, there are other issues that the national office of NPAUS still working very hard to accomplish.

The 2015 NPA mitigating factors issues still had not been resolved. We are not dropping this quest simply because far too many postmasters and managers did not receive any financial compensation from a system in which they were set up to fail in fiscal year 2015. This included unreachable budget goals and an unfair method of receiving work hours.

Mr. Williamson did indicate that NPA process in 2016 for mitigating factors will be all completed in PES electronically. This will allow HQ and his team to monitor every request that was submitted in the system, hence there will be accountability moving forward with the new transparent process.

One of the concerns that were brought up during the meeting with Jeff was PC postage. It is being pulled out from local side of the field and put into national area of the NPA. Also, I suggested that Amazon Sunday Hub should be receiving weekly budget for every Sunday. The Sunday program is now two years old and we should have very accurate projections on how many man hours should be put in in advance. There is no need to flex the Sunday budget three to four months after the fact. Jeff acknowledged that both issues will be seriously looked into and hopefully a new plan will be put into place

On a personal note, I was elected as your new Eastern Area National Vice President with the new UPMA starting November 1st. I was rewarded with a three years term. I was also selected by our National President to continue to serve on the national team of the Adverse Action Committee. Thank you for all the support have given me, I will continue to serve you to the best of my ability.

Respectfully,

Richard Hui
National Vice President
NAPUS NEA, Eastern Area



NAPUS NEVERMORE

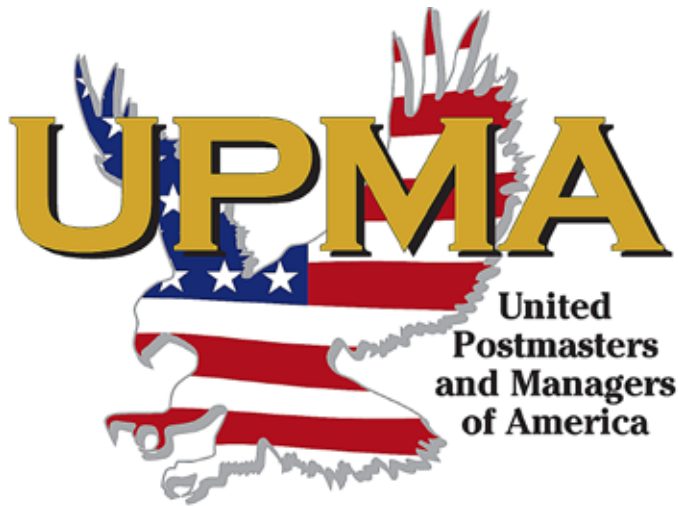
I recently lost 2 individuals from my life who's impact on me I didn't fully appreciate until they were gone. One was an uncle. One was my high school track coach. I always thought there would be more time or at least another opportunity to enjoy their company, but now it's gone and I will never have that chance again. I am sad for these two tremendous individuals who will never again get to sit in the sun, or visit the beach, or have a cold beer at the end of a hot day. I am sad for their families. Really, I am sad for me and my lost opportunity to visit, share a laugh, receive some sage advice and enrich myself by enjoying their company.

We all have a tendency to spend too much time at work, paying too much attention to numbers and letters and forms and computer screens... and we spend too little time paying too little attention to our family and friends. Don't wait for it to be too late. We all know someone who is or was a huge positive influence on our lives. Many of us have also been that someone who is or was a huge positive influence in another person's life. Make some time to take some time to say thank you. To give or receive some support or advice. To brighten their day. To brighten your day.

I see a direct parallel between the end of these relationships in my personal life and the end of my relationship with NAPUS which no longer exists, but in memory. The good news is that although I am saddened by the end of NAPUS, the people who made NAPUS great are still here. It is the people that I see and visit and talk with and laugh with and lean on and commiserate with that made me love the organization. It will be the members that will make UPMA great too. With the consolidation there are now more people, to get to know, to network with, to lean on, to commiserate with, to get advice, to share a laugh and maybe, just maybe share a cold beer at the end of a hot day.

John Fitzpatrick





There were 29 Massachusetts Postmasters, Postmasters Retired and guests in attendance. “Laissez les bon temps roulez!” On our first night we cruised the Mississippi on the Steamboat Natchez with live dixieland music, beautiful scenery, and a delicious meal. There were also swamp tours, ghost tours, plantation tours, a trip to Cafe Du Monde for Cafe au Lait and some beignets, cemetery tours, tours of the WW II Museum, outstanding cuisine



magnifique and a few trips to Bourbon Street for some live music, a chance on the mechanical bull and maybe an ice cold beverage or two on a hot summer evening.

Our first General Business session was a joint session with both NAPUS and the League present. There were nearly 1600 Postmasters there to kick off the Convention which started with a Mardi Gras style parade, complete with costumes, floats, great live music and more beads than you'll find on Bourbon Street. Our two main speakers were COO Dave Williams and PMG Megan Brennan. PMG Brennan spoke extemporaneously for a bout 45 min on the state of the USPS, market trends and ended with an announcement about POSPLAN implementation. POSPLAN will only be implemented in vacant offices or offices that have already been impacted (current 6 or 4 hour offices). Any sitting Postmaster will not be impacted. She also announced that the USPS will equalize pay for Postmasters in Part-Time Post Offices. After the General Business Session on

Merriam Webster defines United:

- 1 : made one : combined
- 2 : relating to or produced by joint action; a united effort
- 3 : being in agreement : harmonious ; a united family

Effective November 1, 2017 we are United. We have been made one, combined, produced by a joint action, a united effort, being in agreement, harmonious, a united family.

Our final NAPUS National Convention was held this past August in New Orleans, Louisiana. It was our 112th National Convention. It was a hybrid of sorts. It was a joint convention held with the National League of Postmasters who were celebrating their 114th and final National Convention. There were several joint meetings and several NAPUS meetings. There are still some obstacles to overcome to complete this consolidation. There is no question that we will overcome these



obstacles, but they are still there to be addressed.



Monday each 'area' met to elect a Postal Area Coordinator. The Postal Area Coordinator acts as a liaison between the State Presidents and the Area Vice Presidents. Our newly elected Postal Area Coordinator is Geoff Randall, Honorable Postmaster, Delmar NY.

The Tuesday and Wednesday General Business Sessions were held separate from the League. On Tuesday, we elected 3 Area Vice Presidents. Our own Rich Hui was successful in his bid to become an Area Vice President. Rich was elected to a 3 year term. Drew Martin from North Carolina was elected to a 2 year term and Michael Quinn from NH was elected to a 1 year term.

We also selected the site for our 2018 National Convention. We will be holding our 2nd UPMA National Convention in Reno NV. Wednesday evening we closed the convention with a New Orleans style funeral. The documents for NAPUS and the League were placed in a coffin and marched throughout the banquet hall for all to say their last good byes. It



was a fun and fitting way to say goodbye.

I look forward to next years convention in Louisville KY for our first UPMA National Convention.

Thanks,

John



A Change In The Weather & A Change For The Better

It's official, November 1, 2016 we became UPMA, United Postmasters and Managers of America. Although I am saddened by the dissolution of my beloved NAPUS, it is certainly a change for the better. We welcome our compatriots from the League of Postmasters as we begin our transition from a Postmaster's Association to a Postal Manager's Association. We've expanded access to our association to all Postal Managers. We have begun a process which will cut our combined administrative costs in half and double our resources. A change for the better.





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Robin Driscoll,
Legislative Representative

Legislative News

In July, H.R.5714- Postal Service Reform Act, was introduced by Rep. Jason Chaffetz (R-UT) in Congress. The four co-sponsors are great proponents of the Postal Service- Rep. Elijah Cummings (D-MD), Rep. Mark Meadows (R-NC), Rep. Grealed Connelly (D-VA) and our own Rep. Stephen Lynch (D-MA). The bill was approved by the House Oversight and Government Reform Committee. We are still waiting for the Congressional Budget Office cost estimate for it to move forward.

The bill would amortize 100% of retiree liability over 40 years; liability to be recomputed each year. It would provide a Postal-only health program within FEHBP; requires Medicare eligible retirees to participate in Medicare parts B and D. Late enrollment waived for current eligible annuitants not participating in Medicare Part B. Three-year Medicare Part B premium subsidy for current Medicare-eligible annuitants not enrolled in Part B. "There is nothing in this bill that will hurt your health options".

Regarding closings and reductions in hours: it would establishes a one-plus year pause in hour reductions for rural post offices during OIG POSTPlan study; Reduces the number of days the PRC has to consider appeals from 120 days to 60 days; Adds factors to consider before closing a post office, including geography, Internet access and distance to next post office, and consider alternatives to closings; and Allows for appeals regarding the closing or

consolidation of post office stations and post office branches. On the conversion of delivery points: Five-year phase-in of centralized delivery for businesses; 40% community approval to implement residential centralized or curbside delivery; vouchers available to postal customers to defray costs; waiver for physical hardship; OIG review of savings attributable to conversion. Reminder that any savings for non-centralized delivery is off-budget. (It is the Postal Service's.)

To see the full text of the bill, go to:
<https://www.congress.gov/bill/114th-congress/house-bill/5714/text>

It is very similar to the Senate bill: S. 2051, introduced by Sen. Carper. The hope is that the two houses will conference and come to an agreement to pass. It is hard to predict what the final bill will look like. However, NAPUS strongly believes the core requirements for any USPS reform include: Retiree Health Prefunding Requirement Through Medicare Integration, Restoration of Exigent Rate, Refund of Excess Retirement, Contributions Greater Price and Product Flexibility.

On [napus.org](http://www.napus.org), under Legislative News, there is a great side by side comparison S. 2051 and H.R 5714.
<http://www.napus.org/wp-content/uploads/2016/08/Comparison-2.pdf>

In other legislative news, there are still eight vacancies on the Board of Governors, and one vacancy on the Postal Regulatory Commission.

Well, the real news, revealed in New Orleans, pertains to PostPlan evaluations. They will be done at the end of the fiscal year, but will only be implemented in vacant offices.

"Until further notice, the decision has been made to implement Post Office evaluations only in vacant offices. The result of this decision is that no office will be downgraded or upgraded unless vacant. As you know, the preliminary data reveals a far greater downside where numerous offices were scheduled for downgrade. Limiting implementation of Post Office evaluations to vacant offices avoids the potential negative impacts of downgrading incumbent Postmasters and the corresponding reduction-in-force activities."

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

From the convention in New Orleans

The SOV training was great. The instructors will be putting their powerpoint on the new website. Some points: 18s should all have PM Admin Hours. Reminder to make sure FDB operating hours are correct, from key in to key out. F4 Budget: If you earn 40, they will only budget 25 (PM's 15). If you have a FTR clerk, you should have at least 40 plus your Saturday hours. If you need more than one clerk in the office at times, you will have to prove it. Cleaning hours go to the APO. Check and print your 150 every month. Anything in yellow is editable. RMPOs should be listed on the right. Make sure your RMPO credits are rolled in. If under 2076 WSC (work service credits), AEWL is used to determine office level. AEWL uses CSV and SOV. If you have any questions, call me.

Robin Driscoll, Legislative Rep

NAPUS Final Convention, A Family Reunion of Over 1600 Guests in The Big Easy



The 2016 National Convention was held in New Orleans and was a joint convention for NAPUS and The League. Massachusetts registrations included 14 Postmasters, 10 Retirees, and 5 Guests. Nationally there were 1632 in attendance with 654 active members, 177 guests of active members, 619 retirees, and 182 retiree guests.

Most arrived on Saturday afternoon, registered for the convention and then explored the immediate area. Many



attended the Saturday night dinner and jazz cruise that ended up being exclusively for convention attendees due to the high number of ticket sales prior to the convention. There was plenty to do in the area of entertainment including Bourbon Street, the French Quarter, the WWII Museum, the casino, swamp tours, city tours, etc and everyone seemed to have a great time.

Sunday consisted of officer breakout sessions where we learned that NAPUS and The League will be merging instead of consolidating effective November 1, 2016 to become UPMA (United Postmasters and Managers of America). This decision was made because it could take up to 16 months for the IRS to approve a non-profit status for UPMA, if approved at all. By merging, we are able to maintain the NAPUS current federal tax ID, with NAPUS and The League approval, and just submit for a name change. The New England Council meeting was held Sunday afternoon where

there was much discussion about the future and fate of the NEC with the merger of the organizations. It was agreed to table this subject until after the first of the year while we wait for more guidance from the national office concerning future legislative conferences and leadership training.

The first general business session was Monday morning with a Mardi Gras parade in which the current national officers entered in costumes. We heard from several speakers, including PMG Megan Brennan. Megan stated that Level 18 offices will be POSTPlan evaluated as scheduled, but there will be no downgrading of offices unless or until the office is vacant. This was a relief for those offices that thought they would be affected next spring. However, no one knows how long this process will be in place.

We voted for the new UPMA East Vice-Presidents and I am happy to report that Postmaster Rich Hui of Gardner MA was elected for a 3-year term, Postmaster Drew



Martin from North Carolina was elected for a 2-year term and Postmaster Mike Quinn of Tilton NH (formerly Dracut MA) was elected for a 1-year term.

We also voted for the 2018 National Convention site. Albuquerque New Mexico,

Reno Nevada and Minneapolis Minnesota were the choices. Reno Nevada won by a landslide.

Next year will be the 1st Annual Convention of UPMA. It is scheduled to be held in Louisville Kentucky from August 5-10, 2017. The hotel is situated on the waterfront of the Ohio River in the center of the business and entertainment district. It is only 7 miles from Louisville International Airport. Local attractions include Louisville Slugger Field and Museum and Bat Factory, Muhammad Ali Center, Urban Bourbon Trail, KFC Yum! Center, Kentucky Derby Museum and much more. The first early registration was in New Orleans, and the 2nd early registration expires on December 31, 2016. Information and on-line registration is available at www.napus.org.

As of now, there are no definitive plans for a Legislative Conference in DC next year. We are waiting to hear the national office's plan for visiting our legislators and also for training our state officers as this was always done at the conference. We still have funds in our account that was established for the legislators' visit and we will continue to hold that money aside as long as necessary.

Our new UPMA E-Board will be meeting in November where will make decisions regarding the 2017 State Convention. We have a proposal to return to the Red Jacket that will be discussed as well as any other ideas. We held the convention prior to Memorial Day weekend last year and it seemed to work well for people.

Look for important information regarding any plans for a UPMA Legislative/Leadership Conference, the 2017 State Convention, the 2017 scholarship deadline, etc, on our website and in the next issue of the Baystater early next year.





“Thanks For Being There...” ...And A Couple More Things, While I’m At It

Lynne Martineau



As the Fiscal Year comes to a close, I have found myself reflecting on the events of the last 12 months. For me personally, it was a difficult year. I worked for months without a day off and without a supervisor. What kept me going? I strove to provide superior customer service. That was my focus. Add to that the unexpected appearance of fellow postmasters on their non-scheduled day to aid me in “catching up”! How can you give up with such support? It was these acts of kindness and concern that allowed me to remain determined to finish the holiday mailing season and make it successful for the customers served by my office. I survived but I couldn’t have done it without the support of my fellow postmasters.

Keep that in mind when you are contemplating reaching out to a new or neighboring manager. They may be too busy, proud or embarrassed to ask for help. They may not realize they need the help! Make an offer! Better yet; just show up. It is likely you won’t be turned away.

As this holiday season quickly approaches, don’t lose sight of the goal. It is an opportunity for the Postal Service to prove to customers that we will get the job done. Many customers come into our lobby only during this time of year. Approach tasks enthusiastically! Your co-workers may follow your lead.

Most importantly, look for the silver lining. Be thankful that we are represented by so many dedicated, determined, thoughtful people. And be thankful that there are people who realize what you may not and do their best to help you through difficult times. No good deed goes unrewarded. To my fellow supporters, thank you for giving me the strength to get through 2016. As the demands of our jobs continue to grow, lean on one another; it will lighten the load.

Let’s carry our NAPUS spirit into our new organization – UPMA. Get involved!



Glenn Cook Co-President Of Mass UPMA

I’m proud to be able to present myself to myou as a CO-President of the Massachusetts UPMA Board with John Fitzpatrick. Having been the President of the former League of Postmasters I look forward to the coming year with our newly merged organization. I have worked with John for twenty years on the Cape as the Postmaster of Harwich. John and I share a common vision for the future of Mass. UPMA.



I’ve been attending the NAPUS board meetings for six months and have become familiar with all of the chapter presidents.

I will be available to all who have questions or concerns, whether with UOMA, the USPS, or your particular position. I’ll be reaching out to you allas the labor management meetings draw near. Please don’t hesitate to get in touch with me as we begin this new journey as members of UPMA.

Best wishes

Glenn Cook
Co-President, Mass UPMA



Protecting What We Have With PAC

All of us are enjoying the “fruits of our labor,” as they say. Although this is well deserved we do need to keep our eyes and ears open for actions that will try to pick away our fruits. Some of this legislation could affect our federal health benefits and Medicare. 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 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 and 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 week 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-NAPUS PAC.. Send a copy of the letter to Attn. NAPUS 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!

Respectfully

Lorna



Thank You For Supporting PAC

It is with a heavy heart that I announced at the last executive board meeting my resignation as the state PAC chair. After much thought, I felt that there are others out there better qualified than myself. I want to thank Jeremy Pilone, honorable Postmaster of Provincetown for stepping in and taking over and to Rick Auricchio, honorable Postmaster from Byfield for volunteering to assist Jeremy. To Jeremy and Rich – if you need any help, just ask!

I also want to thank you, the UPMA members for all of your very generous donations these past 2 years. You have shown me just how charitable you can be, especially to such a worthy cause. It seems like the post office is always in the crosshairs of the politicians as an example of a poorly run agency. Nothing could be further from the truth! Our fiscal problems as a company are a direct result of these same legislators. They created this crisis and the only way to get it fixed is to lobby those same people to fix it thru comprehensive legislation. And the way with do that is with old fashioned do-re-mi- money!

Again, I thank you all for the support and generous donations in the past and I know you will continue to open you wallets and purses for Jeremy.

David Branga



David Branga



Jeremy Pilone

Momentum

Coping with depression; preventing suicide

USPS EMPLOYEE ASSISTANCE PROGRAM
A Program You Can Trust



800-327-4968

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

Responding to depression's challenges

- ✓ Depression usually involves intense feelings of sadness, hopelessness and despair that continue for two weeks or more.
- ✓ Physical symptoms may include dramatic loss of energy; insomnia, early awakening, or oversleeping; appetite and weight changes; and unexplained aches and pains in the body.
- ✓ Behavioral symptoms may include intense sorrow; a loss of interest in one's usual activities; restlessness, irritability or anger; poor concentration and decision making; and low self-esteem or feelings of worthlessness.

When you recognize depression symptoms, promptly see your physician or a mental health professional for a confidential evaluation. Pediatricians can play a vital role by screening adolescents for suicidal thoughts and risk factors.

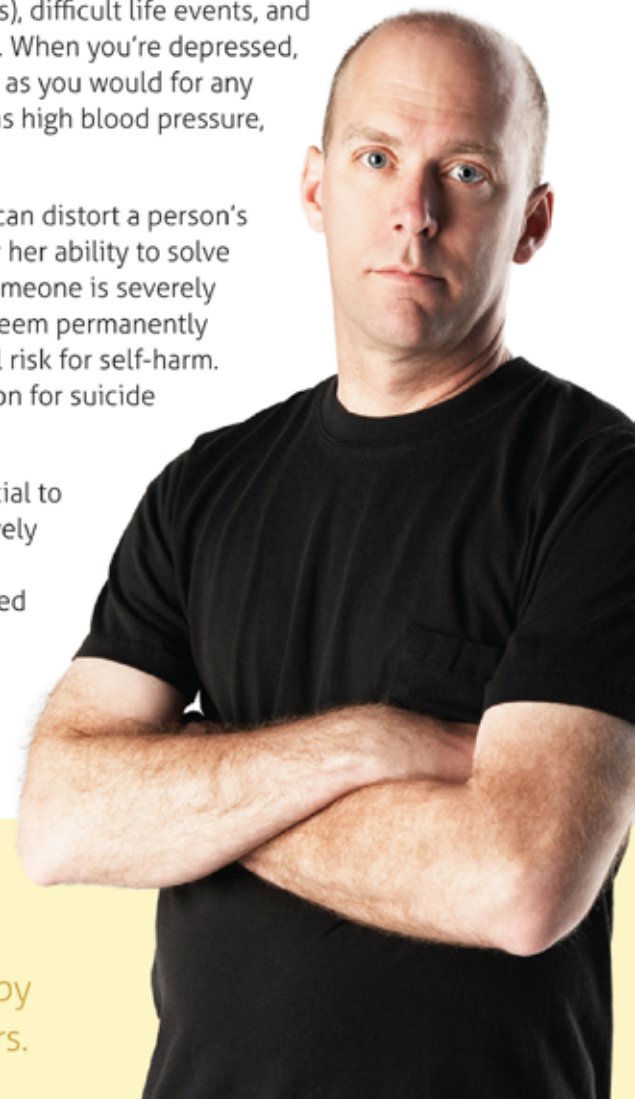
What is depression?

Many external factors can lead a person to consider suicide, from bullying to relationship breakups to financial crises. However, the internal impact on a person's emotions—depression—is the dark cloud that makes self-harm more likely.

Depression is a serious health condition typically caused by some combination of brain chemical imbalances, genetic factors (i.e., family history of the illness), difficult life events, and co-existing medical conditions. When you're depressed, it's essential to seek treatment as you would for any other medical condition such as high blood pressure, diabetes or allergies.

The experience of depression can distort a person's thinking, interfering with his or her ability to solve painful life problems. When someone is severely depressed, the problems can seem permanently inescapable, and there is a real risk for self-harm. In fact, the most common reason for suicide is *untreated depression*.

In cases of depression, it's crucial to get treatment—which is relatively easy to access and often quite effective. If you, a friend or loved one are severely depressed, do everything you can to promptly arrange immediate professional help.



Talk About Making It Count

People often ask me why they should join NAPUS/UPMA and what makes us different than anyone other organization. You know, the typical “What have you done for me lately” question.

The answer became blatantly obvious to many curious Postmasters/OIC’s/managers a few weeks ago. You see, the local 014-017 Chapter is very committed to listening to their members concerns and try to fulfil their needs whenever possible. One of their needs is always quality training. The 014-017 local chapter asks their members at their local meeting what area they need training in. Their latest request was loud and clear...FINANCE. The chapter officers then created their own finance training to provide to their chapter. The response was so overwhelming that they filled the room to capacity. The topics included everything from OIG visits, credit card reconciliation and record keeping procedures, proper procedures for stamp stock maintenance and several other key categories. The feedback from the participants was very favorable and they definitely expressed appreciation for providing the training.

We are also very active in guiding new Postmasters in conducting an Official Postmaster Installation ceremony. Sincere appreciation goes out to retired PM, Jerry Robertson for making every effort to attend each and every one of these important events. He takes great pictures and creates unique memories for the newly installed Postmaster. When you have an Installation it truly shows your employees, members of the community, political dignitaries, colleagues, and most important, your family just how significant your role as Postmaster is in your community. No matter what zip code area you work in there is a team of Postmasters available to guide you through the process. The installation team will be with you every step of the way to ensure success.

I have listed just a few things that make us stand out as a valued organization. There is so much more that is done for you behind the scenes as well. To name a few: President John Fitzpatrick always has an open ear to any concerns you might have and we also have Richard Hui , who is the Northeast Area executive Vice President. (He represents members in over 24 states for adverse actions. We are very fortunate to have Rich looking

out for us). We also have retired PM Donna Legro who works tirelessly to coordinate fabulous state conventions that are full of information sharing, training and networking. If you have never attended a state convention you just need to talk to a fellow member that has and you will be hooked and eager to sign up for next year’s convention.

As you can see being a member of this great organization is a bridge to being part of something much bigger than yourself. You become part of a team that will forever have your back and be there for you no matter what! Who doesn’t need that support system in their life?

I look forward to hearing from you regarding any potential leads for new members.

Regards,

Pam Boudreau



Jefferson, Massachusetts

Wanda Poteat, Postmaster

June 25, 2016



Anthony Renzoni, Chairman,
Board Of Selectmen



Russell Holmes Mass. State Rep.
6th Suffolk District



Rep. Russell Holmes, Anthony Renzoni, Hon. Postmaster Wanda Poteat, State Rep., 1st District Kimberly Ferguson, Post Office Operations Mgr. Mark Howell, Hon. Postmaster Nick Francesucci, Boston

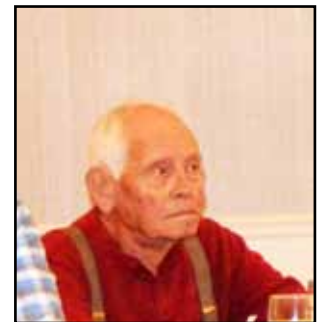
Shirley Massachusetts Sylvain Labelle, Postmaster March 19, 2016



State Senator James Eldridge, Nathalie Labelle, Hon. Postmaster Sylvain Labelle, State Rep., 37th District, Jennifer Benson, District Manager John "Mike" Powers



Retiree Luncheon Held At Sterling MA October 13, 2016



Who? What? Ware?

Albina Roy
Postmaster Ware MA.
165 West Street
Ware MA. 01082-9998
Ph:(413)967-9918
FX: (413)967-3649
Email:albina.a.roy@usps.gov

Greetings!

WARE am I!

Yes, that's right and HERE I am for you!

As of October 1st, I became the new 010 NAPUS Chapter President.

As of November 1st, my position was changed to 010 UPMA Chapter President.

I have been the Postmaster of Ware since November of 2012. It has been 4 great years out of my total of 30 with the USPS!

I look forward to hearing from you. Please, feel free to call, write, or email concerns, great moments or anecdotes! I am here in Ware for you!





Welcome To UPMA And Your Massachusetts Baystater

Originally intended to be the last NAPUS Newsletter for Massachusetts, this issue has become numero uno for MA UPMA. I'm glad to be able to welcome the former members of NAPUS, the League of Postmasters, and newly eligible Supervisors and Administration EAS employees.

The Massachusetts Baystater will keep you up to date with news about your careers, legislative issues, events across the state and beyond, and even hopefully inspire you and perhaps make you smile.

Browse through this issue, especially if you are looking at your first issue. The "Baystater" has more contributors than nearly any other state newsletter. As the editor, I try to include photos beyond the usual hand shaking or group photos that look like a class reunion. Granted, sometimes it's inevitable. I don't take myself too seriously, as many of you know, and try to interject my twisted humor into my articles when appropriate.

This is your newsletter (my wife calls it a magazine!). You are encouraged to send in articles, opinions, photos, and news events in your area. At the bottom of my article I will try to alert you to the next deadline for submissions. Massachusettspostmasters@gmail.com is the email to use for submissions. Use this email to get in touch with me anytime.

On the next few pages you will find forms for submitting convention ads and registering for the 2017 National Convention in Louisville. Future issues will include Scholarship applications, State Convention information, and any other events you may be interested in. Please get involved!

As UPMA adjusts to its role as representativess for you this newsletter as well as the National publication (I'm pretty sure it's name will be changing from its current "Postmaster's Gazette") will keep you apprised of changes and developments. As a merged organization, UPMA will have a stronger voice in standing up for your careers and the USPS. Let's face it, we are the oil that keeps this great machine running. We deserve the recognition for that, and our opinions and proposals need to be heard. As a member of this organization, you can help our membership by sharing these publications with your peers who may not be members or would consider dual membership with NAPS.

Thanks for taking the time to read this and all the articlews in this issue. Enjoy the photographs. And, once again, welcome to the MA UPMA!



Jerry Robertson
Editor
Massachusetts Baystater

Deadline for next issue: December 15, 2016

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. Yo'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

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

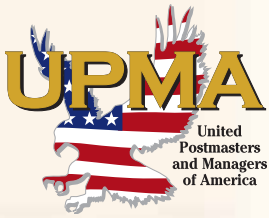
Please make checks payable to UPMA. Send to:

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



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
 OIC Your Mailing Address: _____

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* <i>(PM Retired Luncheon included)</i>	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include PM Retired Luncheon)</i>	\$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.**

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.

Questions? Call 703-683-9027





Tony Leonardi
CO-President



Sean Acord
Co-President



Dan Heins
Co Secretary- Treasurer



Stephanie Jett
Co Secretary-Treasurer



Rich Hui
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Michael Quinn
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Drew Martin
East VP One Year Term

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* Opinions expressed in the Massachusetts BayState Postmaster
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