

THE BAYSTATER

SPRING EDITION

2018



Greetings Massachusetts Postmasters and Managers,

Now that holiday season is behind us and winter is nearing the end, lets take a deep breath and perpare ourselves for the next chapter in our postal life. I want to thank everyone for making it through such a challenging holiday season. I have had several conversations, emails and text messages throughout the season and I realize how dedicated we are to our offices.

I think of Spring as a fresh start and a chance to clean up the office, organize our files and perpare for the next set of obstacles that we must endure.

I would like to take the time to thank everyone who attended the 2018 Legislation Summit this year. We all know how important it is to adovcate for the the USPS and UPMA. Our voices matter and carrying our voices to Washington D.C always has an impact and it shows how passioante we are about our organization.

Please find some time during this season to do the things you love. We all have a job to do but find time for yourself. Take up a hobby that you have been putting on the back burner, start a book that you have been wanting to read, go for a walk and enjoy nature. It is extremely important to make time for yourself and your loved ones.

Tahnk you all for your support,

Josh

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- * State Convention Agenda
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- * Reno Tours
- * Legal Defense Comparison



New Beginnings

Here's to new beginnings...

So we survived another hectic holiday peak season. Looking back at 2017, I feel we did great as an organization and as a company overall. Even with the rise and fall of night owl drops from the company that must not be named, we prevailed. So I thank all of you for doing what you do for UPMA and USPS.

So now what? Now's the time to reflect back and look through all of your peak season documentation to make sure you get what is rightfully yours. I'm referring to credit, hours, and hopefully some much deserved recognition. You should start by looking at your *eFlash* and financial reports (which I hope you do anyway) to make sure you're made whole (eventually). Next I would keep an eye on the NPA results that are now posted through November. If you don't see what you're looking for or don't know what you're looking at, you should do something about that. I would start by having a chat with your POOM or Manager and get educated. If you still don't have any answers, try speaking with someone in finance. Still in the weeds? Reach out to your local UPMA representative and any of us will be more than happy to discuss your concerns. That's what we're here for after all.

We can all vow to work out more, limit carbs, or stop (insert your favorite gluttonous activity here). Why not stick with something that can help shape your career or most importantly, help save your career and all that you've worked for? Sounds like a no-brainer right? This is why I challenge all of you to at least try one of these three things in 2018:

1. I will take an active role
2. I will educate myself
3. I will help others

I would hope that we as decent human beings and UPMA members would do these things anyway, but I thought I'd throw it out there to see what sticks. What's my point? I'm glad you asked. My point is that our organization is only as good as the people who are involved. We need each other to be successful. Involvement is the key to sustainability. That's why we need people to spread the word about UPMA to those who don't know; we need people to help your brothers and sisters in need; and we need those with the knowledge and desire to step up and share.

As usual, I (and all the dedicated board members) work for you. So feel free to call, email, send a postcard, drop by for a chat, send smoke signals, send carrier pigeons, or use your favorite form of communication to say hi. I'll be waiting. ☺

Respectfully submitted,



Honorable Jeremy M. Pilone, Postmaster
MA State President
Brewster, MA 02631
Email: jeremypilone@gmail.com / cell: (561) 267-7779 /
office: (508) 896-5201



Jeremy Pilone, President

HURRY HURRY HURRY

2ND ANNUAL MA UPMA STATE CONVENTION

EARLY REGISTRATION IS EXPIRING SOON

You are cordially invited to this exciting event:

What: 2nd Annual MA UPMA State Convention

When: April 25-27, 2018

Where: Red Jacket Resort, South Yarmouth

Registration: Early fee is \$49 if postmarked by April 1, 2018

After April 1 and Walk-ins is \$99

Prizes: For the 3rd year, cash prizes will be given away throughout the convention beginning at the Wednesday luncheon with final prizes during the Friday morning business session. You can win more than once, but you must be present to win.

The Red Jacket is located right on the ocean with a beautiful beach, an indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate is \$132 for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is 566477. The reservation block is held until April 3, 2018, so make your reservations now.

The annual state convention is very important for the business of the Chapter. We will be electing a Secretary/Treasurer and Editor for 2 year terms. We will also be voting on submitted proposed bylaws for the MA Chapter. The winter edition of The Baystater contained brief descriptions of the positions and also contained the submitted proposed bylaw changes. If you have any questions about any of the positions, please feel free to call the incumbent or anyone on the Executive Board for information. I urge you all to come to the convention and cast your vote on these important issues.

National elections will also be held at the state convention. We will be voting for a UPMA National President. There are two candidates, our very own Rich Hui, Postmaster of Leominster MA, and Dan Heins, Postmaster of Stewartville MN. Rich currently serves on the UPMA National E-Board in the positions of National VP East and National Adverse Action Representative. Dan is also currently serving on the National E-Board in the position of National VP West. Elections for two positions of 3 year terms for National VP East will also be conducted at the state convention. There are two candidates for two positions, Peter Urbani, Postmaster Waterford CT, and Kathleen Frame, Postmaster

Neffs, PA. All biographies are printed in this issue. All states are required to vote at the state convention for these positions. Votes are required to be cast by written ballot with the outcome being converted to percentages for each candidate. These votes will then be cast at the 2018 national convention in Reno.

The state convention is a great opportunity to network and make new friends. All members, Postmasters and Managers alike, experience the same demands every day. No matter what position you hold with the Postal Service, everyone faces challenges every day. An over abundance of emails, mandates and orders from people you do not report to. You are frustrated that some District staff, the supposed support system, does not answer their phones when you need assistance, and in some cases never responds to emails. You all share the same feelings of unnecessary micromanaging and loss of authority even though you are the ones held accountable. Many members are suffering due to ongoing complement shortages and Amazon demands that seem to have only worsened since inception. Maybe you need some answers or ideas, maybe you need some support, or maybe you just need to vent to someone who is going through the same thing. Whatever you are experiencing and need, the MA State Convention is the place to be. Make the commitment to go, register now, and I know you will not regret it.

The tentative agenda is included in this issue. The convention will start on Wednesday morning with an Executive Board meeting, followed by a luncheon for everyone at noon honoring convention First Timers and Retirees. This will then be followed by a presentation regarding the MA UPMA proposed bylaws changes that will be brought to the members for a vote on Thursday. The 2 training sessions will be about 45 minutes each. Tentatively one will be about eCareer and writing the narrative to address the KSA's; and the other will be about NPA and where the numbers come from and what you can do to influence them. These sessions will run twice to allow members to attend both. Immediately following the training will be the First Timers' meeting, then the BBQ, the NASCAR races and the Auction. Thursday will include the memorial service, voting on the proposed by-law changes, elections, officer reports, a free afternoon and the banquet featuring live music.

2017 UPMA Leader of the Year: There is still time to nominate a member as UPMA 2017 Leader of the Year. I'm sure there is a member that has been there for you whenever you needed help or just listened when you were overwhelmed and needed to vent. The winning member does not have to be present at the convention to be awarded. The process is easy so take the time to recognize someone who has helped you out.

Auction: The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring an auction item with you. If you cannot attend the convention and would like to donate an item, contact me and I will make arrangements to get your donated item to the convention.

Ad Book: Don't forget to take an ad in the convention Ad Book. This is another fundraising effort to support the scholarship program. Submit a business card, a picture of your kids or grandkids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note and we'll take care of it.

PAC'n A Cure: Sponsor a rider, runner or walker with a donation to PAC'n A Cure event. Proceeds are shared with PAC and the Susan G Komen Breast Cancer Foundation.

There is so much that the MA UPMA State Chapter does for you behind the scenes. Support your chapter,

and yourself, by putting April 25-27 on your calendar, registering early, and submitting your annual leave slip. If you came last year, bring a friend this year. If you bring a First Timer, you are eligible for free registration. 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 guarantee you will not regret it.

State Convention forms and information is available in this issue, the Winter Edition of The Baystater and online at www.maunitedpma.org.

Donna Legro
Your Sec/Treasurer
MA UPMA



Donna Legro, Secretary-Treasurer





ELECT
RICHARD HUI
 UPMA NATIONAL PRESIDENT

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

PROVEN LEADERSHIP FOR A NEW ORGANIZATION

- Transparency
- Dependability
- Honesty
- Collaboration

Career

- Postal Carrier, Fitchburg, MA 1988
- Supervisor, Fitchburg, MA 1995
- Postmaster, Woburn MA EAS 18 2000-2009
- OMC Gardner EAS 21- 2001
- OMC Maynard EAS 20-2002
- OMC Weyland EAS 20- 2004
- Postmaster Webster EAS 21 -2005
- Acting MDO Shrewsbury R&DC EAS 22- 2006
- Service Improvement Team-Massachusetts District 2007-2008
- Postmaster Loxminster 2009-Present

Association

- 2002-2004 NAPUS local chapter president 014-017 area
- 2004 – 2008 NAPUS Massachusetts Chapter President
- 2008-2009 NAPUS Massachusetts Chapter Postmaster Representative, 014-017
- Rules Chairman, 2015 NAPUS National Convention; Mobile, Alabama
- Rules Chairman, 2016 NAPUS National Convention; New Orleans, Louisiana
- 2012- 2013 National Vice President; Area 2 – CT/MA/RI
- 2014 Diversity Chairman, NAPUS
- 2014 - 2016 Postmaster Rep Committee Member, NAPUS
- 2015-2006 NAPUS Area 2 Vice President – CT/RI/DE/DC/ME/MD/MA/MI/NH/NY/PA/VT
- 2017 Adverse Action Member Representative – NJ/NE/MA/RI/NH/VE/CT
- 2017 UPMA National Vice President, East Area
- 2017 UPMA Learning and Development Committee Chair

Special Achievement

- Manager of the year, Level 30-20 2006 Massachusetts District
- Postmaster of the year, 2008 NAPUS
- Employer of the year 2015 ESOR Department of Defense

Education

1980 Bachelor of Science (Economics) Northeastern University

Personal and Community

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



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

Legislation and PAC Update

Fellow Postmasters, OIC's, and Managers,

It's that time of year again, where we put the Holiday/Peak Season behind us (Thankfully!!), and begin a new year full of hope and promise. On the Legislative front, with the recent Government Shutdown, it appears that our Government Officials may have missed the memo on this one! With that said, I continue to work on making appointments to meet with our Congressional Representatives and Senators for the upcoming Legislative Summit in February. At the time of this article, we have 18 Postmasters and Managers from across the state of Massachusetts ready to descend on Washington DC and attend these meetings. Below you will see a brochure that was sent out by UPMA Government Relations Coordinator Bob Levi outlining our 2018 Agenda as well as highlighting some important information about who we are as an organization. We have had multiple telecons over the past month with Mr. Levi, covering a vast amount of Legislative issues. Anyone that would like a copy of the slideshows that were sent out, please feel free to reach out to me at PMRLEARY@YAHOO.com, and I'll be happy to forward them to you.

With the current state of affairs in Congress, PAC will be an even more important topic going forward this year. As things settle down and legislation is once again considered, we need to maintain our strong relationships with members of Congress and form new ones with those new faces on The Hill. PAC funds allow us to gain access to events and meetings that enable us to maintain and form these relationships. There are many ways you can contribute.

Most find that E-PAC is the most efficient way to do this. By signing up, you can have as little as \$1.00 taken directly out of your paycheck. However, a direct contribution is always welcome too! We will have a table setup at the State Convention as well for those wishing to contribute. Also, any Chapter that would like me to come to a meeting and discuss PAC and/or Legislative issues, please let me know and I'll be happy to come out.

In closing, please stay close to upcoming Legislative News. I'll be keeping our state updated as new information is passed down. I hope to see many of you at our State Convention in April. If you have never been, please consider attending. This is great event to reconnect with your fellow Postmasters and Managers from across the state, as well as an even better opportunity to meet new people and extend your network.

Regards,
Rob Leary
Legislative Rep.

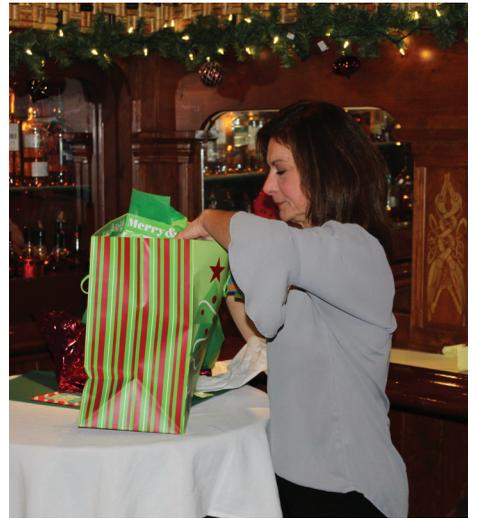


Holiday Highlights

On December 3 Linda and I had the pleasure of being on the Amvets Post 70 Christmas float. It was the 54th Annual Falmouth Christmas Parade the largest on the south shore. Amvets had not put a float in the parade in 30 years and we ended up best of Parade.

Congratulations to Damon and Linda Nix for sharing such a wonderful story with us!





014-017 Holiday Party

What the Season Is About

Please take a moment and read this touching story from Linda Monahan. This is truly remarkable and makes me proud to see one of our members put so much thought and kindness into her community. Thank you, Linda, for sharing these amazing traditions you have established within your post office and your community.

North Uxbridge Holiday Traditions!

Over the past 9 years I have been hosting a little event called FESTIVE FRIDAYS within the North Uxbridge MA 01538 Post Office.

What is Festive Fridays? The first 3 Fridays of December I host a fun way to say thank you to all my customers. These events are provided by me and the money spent is my way of saying thank you to all the amazing customers who come into my office and do business in our facility.

Every Festive Friday there are donuts, coffee, cookies, fruit, candy, and juice boxes for the kids along with a chance to write a letter and place it inside my special Mail box for Santa Letters. I hand write letters back to the children who deposit letters into this box. This year I sent 65 letters to little one's in and around the Uxbridge/North Uxbridge/Linwood/ North-bridge/Whitensville/Leicester and Worcester area.

On the 2nd Friday we have Santa live in the house. Stephen Monahan (AKA Santa) retired Postal Clerk of 29 years, comes in and spends the entire day greeting customers, and taking pictures with them. I had over 155 customers sit on Santa's lap this year. They all receive a copy of their photo, and I also make a special display in my lobby showcasing all the customers who sat on Santa's lap. A very special customer is a young man by the name of John. John's mom just came to my counter to tell me how wonderful it was for her son to sit on Santa's lap and get a letter from him. She went on to say that he really believed that my Santa was the Real Santa. Sadly, John lost his life on Dec 27th to an unexpected medical issue. His mom just told me all this at my counter line as I was preparing this. Tears flowed, hugs were given, and I promised her I would get a copy of the photo taken with Santa to her for a memory. I not only have the pictures of her son, but I have his Santa letter to return to his grieving family. This is what small Post Offices do daily. We not only sell stamps, we provide a foundation for the community and a place where folks can come and feel comfortable talking with a familiar face.

On the 3rd Friday Stephen returns to play live music for all to enjoy out in our lobby. This tradition will last as long as I am Postmaster in this office. I truly love what I do for the Postal Service. Outside of the post office we also donate our time helping the Leicester Christmas Display, playing Santa in our newly made Santa house Every Friday and Saturday Evenings as well as Christmas Eve. We also do a wonderful event in Auburn MA called The Great Christmas Give Away. 600 under privileged families gather for a fun filled day and a wonderful photo with Santa for all the children who attend. This never gets old and you never know who you touch in life. We are blessed in so many ways, it's nice to give back to the wonderful community we serve.





Staying on Top of Things

Once again Massachusetts is leading the nation with a membership rate of 87%. Regrettably though even with such a high percentage it equates to 42 offices (Includes vacancies) that are not represented by UPMA.

I find that disturbing and want to share my thoughts with you.

- UPMA is the only organization that may represent Postmasters in pay consultations, or with concerns specific to postmasters. Our strength comes from our membership, and our member's participation. I believe the Massachusetts Chapter is a perfect example. I can attest that because we represent such a large percentage of EAS employees the district leadership realizes we speak for the benefit of many, and are receptive to our suggestions and concerns as we advocate for the betterment of all.
- As you may know, the support network within the membership in all aspects is strong within Massachusetts. You should all feel comfortable with contacting and sharing your thoughts and suggestions with any member of the executive board. Our names and contact information is provided on the back page of each Baystater issue.
- In the event you were to face a circumstance that could lead to an adverse action, UPMA affords protection at the informal level with experienced advocates, and should it evolve into an adverse action the additional benefit of representation by a skilled attorney is available. (detailed information will appear in the next National issue)
- Current promotional offer for new members is free dues for six months.

Why are there so many offices not represented? Why are the Postmasters, Managers, Supervisors, and OIC's not taking advantage of these valuable benefits or joining in the collective voice advocating for their benefit?

I implore each and every member to reach out to a non-member in your neighboring office. Pick up the phone, network, or if you could find the time share a cup of coffee. Discuss the many benefits you received, and genuine friendships you've made since becoming a member. I honestly believe when the non-member hears first-hand the value of being a member of UPMA like me they may wonder why they didn't join sooner. Joining is simple, just give me a call and I'll take care of the rest.

If you have questions concerning membership recruiting please do not hesitate to contact me.

Happy Recruiting,

Deanna White
Executive VP
Membership Chair





Elect
Kathleen Frame
UPMA
National Vice President East

After much thought and support from several members in my great state of Pennsylvania, I would like to announce my candidacy for

National Vice President East
 UPMA 2018.

I am so anxious to again be a part of the National Board working hard for the success of the mission to bring this organization stronger for the good of our members. I believe I will be a good fit due to my dedication, enthusiasm, experience, and most of all, my love and passion to serve all members of United Postmasters and Managers of America in any and all ways possible.

Association

- 2016-2017 Pennsylvania UPMA
Co-Vice President
- 2014-2015 Pennsylvania NAPUS
Vice President
- 2014-2015 NAPUS National Vice
President, Area 4
- 2013-2014 Pennsylvania NAPUS President
- 2011-2012 Pennsylvania NAPUS
Vice President
- 2010-2012 Pennsylvania NAPUS
Membership Chair
- 2009 Pennsylvania NAPUS
First Timers Chair
- 2007-2010 Pennsylvania NAPUS
Hospitality Chair
- 1997-2004 Pennsylvania NAPUS
Early Bird Chair
- 1994-1996 President, Lehigh Valley 3-Digit
Group 180-183

Career

- 2012-Present Level 18 Postmaster, Neffs, PA
- 2012-Present Central Pennsylvania District Trainer,
Welcome to USPS
- 2011-2012 Level 18 Postmaster, Germansville, PA
- 2010-2011 Level 20 Officer in Charge, Macungie, PA
- 2009-2010 Level 20 Finance Trainer, Wilkes-Barre, PA
- 2004-2011 Level 18 Postmaster, New Tripoli, PA
- 200-2004 Level 15 Postmaster, Germansville, PA
- 1999-2000 Level 20 204B, Palmerton, PA
- Feb. 1999-Apr. 1999 Level 18 Officer in Charge, Orefield, PA
- Jan. 1998-Dec. 1998 Level 18 Officer in Charge, Walnutport, PA
- 1994-2000 Level 13 Postmaster, Cherryville, PA
- 1992-1994 Level 15 Postmaster, Green Lane, PA
- 1990-1992 Full-Time Clerk, Lehigh Valley, PA
- 1987-1990 Part-Time Flexible Clerk, Allentown, PA
- 1986-1987 Full-Time Clerk, Canton, OH
- 1985-1986 Part-Time Flexible Clerk, Canton, OH

Special Achievements

- 1991 - Most Dedicated Employee,
Finance Manager, Lehigh Valley, PA
- 1986 - Most Valuable Employee, Manager
Distribution Operations, Canton, OH

Personal & Community

Presently, I am the lucky mother of two wonderful sons - Shawn, a licensed electrician, and Steve, who works for Allentown Pipe Fitters. These two along with my son, Sam (RIP), have given me so much joy, as well as my nine grandchildren, who light up my life daily: Matthew - 13, Nicholas and Sam Jr. - 11, Cassidy and Campbell - 10, Christopher - 8, Finnegan - 7, and the twins, Braxton Samuel and Grayden Thomas, who will soon be 5.

- 2012 Special Appreciation Days, Neffs, PA
- 1998 Memorial Day Float, Walnutport, PA
- 1994-2000 We Deliver Program, Lehigh Township School
Cherryville, PA
- 1994-2000 Quality Work Life (QWL), Team Member
- 1994-2000 Ask the Postmaster, Town & Country Gazette,
Walnutport, PA
- 1995 Special Community Cancellation, Cherryville, PA



Convention Registration Form
2nd ANNUAL MA UPMA CONVENTION
APRIL 25-27, 2018

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

MEMBERS ONLY: FULL REGISTRATION includes all meals and activities: 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 _____

_____ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY** – Must be postmarked no later than April 1, 2018. Please indicate the MA member that encouraged you to attend so they too can receive free registration: _____

_____ \$49.00 **ALL MEMBERS EARLY BIRD SPECIAL - Must be postmarked no later than April 1, 2018**

_____ \$99.00 **ALL MEMBERS** postmarked after April 1, 2018 and Walk-in Registrations

PARTIAL REGISTRATION FOR MEMBERS ONLY

_____ \$20.00 Daily Fee for members for business and/or training sessions without meals or activities

OR Per meal and/or activity including business and/or training sessions:

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

NON-MEMBERS AND GUESTS: NAME(S): _____

_____ \$150.00 Full registration includes all meals and activities **OR** Partial registration per meal and/or activity

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

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

Reservation cut-off April 3, 2018 Group Code: 566477_

- 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.

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

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

AUCTION APRIL 25, 2018 – PLEASE BRING A QUALITY ITEM

State Convention Agenda

TENTATIVE AGENDA – 2018 MA STATE CONVENTION

CASH GIVEAWAYS WILL BE DRAWN AT THESE EVENTS

WEDNESDAY, APRIL 25, 2018

TBD PAC'N A Cure Event
8:00–4:00 PM Registration, Donate to PAC & Buy your NASCAR
10:00-10:30 AM Executive Board Meeting
TBD Greet PAC'N a Cure participants
12:00-1:00 PM *Lunch for everyone honoring First Timers & Retirees
1:00-2:00 PM *Proposed Bylaw presentation
2:15-4:00 PM *2 Training Sessions TBD (approx 45 minutes each)
2:00-5:00 PM Blue Cross Blue Shield Chair Massages
3:00 PM Hotel Check In
4:15-4:45 PM *First Timer Convention Attendees' Meeting
5:00–7:00 PM *BBQ
7:00-8:00 PM *NASCAR races
8:00 PM - *AUCTION-DON'T FORGET TO DONATE AN ITEM

THURSDAY, APRIL 26, 2018

7:30– 8:15 AM Registration
8:15 AM-1:15 PM *General Business Session
Memorial Service
Pledge of Allegiance
Presidents' Address
Voting on proposed Bylaw changes
Officer Reports
Nominations & Elections for Sec/Treasurer, Editor, National President and 2 National VP's East
FREE AFTERNOON
6:30 PM Cash Bar
7:00 PM *Banquet & Entertainment (Business Casual)
Newly Elected Officers Swearing In
Scholarship Awards
First Timer Awards
2017 UPMA Leader of the Year Award
50/50 Raffle for PAC
Entertainment –

FRIDAY, APRIL 27, 2018

8:30 AM *General Business Session
Continental Breakfast
Guest Speaker TBD
Unfinished Business
*Presidents' Closing Remarks

AGENDA IS SUBJECT TO CHANGE AND IS POSTED AT MAUNITEDPMA.ORG

A memory worth treasuring!

CONGRATULATIONS STANLEY SKAMARYCZ:

from Walt Borla

Stanley Syamarycz, (Stan the Man), Postmaster Retired of Westminster, MA, recently celebrated a banner day in his retirement life. The special occasion was the donation of his official Congressional appointment proclamation to his local library. The significance of the proclamation and the search for it is a story in itself. Stan was sworn in as postmaster of Westminister in 1965 and retired in 1992.

A thought occurred to Stan recently that he was the last postmaster for Westminister appointed by the President of the United States with the approval of the U.S. Senate. The Postal Reorganization Act of 1971 took the appointments of postmasters out of politics. In trying to find the proclamation, Stan asked for help from Congresswoman Niki Tsongas of Massachusetts. Searches were done through the National Archives. The proclamation was finally found on a high microfilm, and was signed by President Lyndon B. Johnson.

In donating the framed proclamation to the library

for permanent display, Stan proudly noted that not only is it signed by the late president, but also by the only Polish Postmaster General in history, one who shares Stan's heritage, John Gronouski. In driving his automobile around Westminister, Local residents note the odd combination of numbers on his license plates, 01473, which is Westminister's Zip Code.



NEW MEMBER ID'S

The UPMA national office announced their plan to provide all current members with a membership ID card. This will be a one-time offering. The March issue of the *Leader* will have a cover wrap on heavy paper stock that will include a punch-out membership card. Be sure to look for it, and save it. The National Office will not be able to provide extra copies.

KEEP AN EYE OUT FOR THE MARCH ISSUE OF THE LEADER

UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED SCHOLARSHIP PROGRAM 2018

THE UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED awards scholarships to qualifying students.

- The applicant must be the child or grandchild of an active or Retired Postmaster or Manager, who is a member of the **UNITED POSTMASTERS AND MANAGERS OF AMERICA**.
- Applicant must be accepted as a **FIRST, SECOND, THIRD OR FOURTH YEAR STUDENT** for admission to an accredited college, university or trade school.
- The applicant must have a 2.5 Grade Point Average (GPA) overall including a 2.5 average for the last full year of high school, and must provide a transcript of their grades covering the most recent year of school.

If the recipient leaves school for any reason except for sickness or death the money must be returned to the UPMA Retired organization.

The winners will be announced at the annual national convention of The United Postmasters and Managers of America.

The **APPLICATION** and all additional pages must be submitted to the Chairman of the UPMA Retired Scholarship Committee. Please read instructions carefully. **INCOMPLETE** applications will be disqualified. Type or print all additional information on 8-1/2" x 11" sheets of paper. Place your full name on top of each page submitted and staple all sheets together.

STUDENT INFORMATION:

1. Full name: _____

Address: _____

Phone: _____

2. Birth Date: _____

3. Name and address of the relative who is a UPMA member:

4. UPMA member's relationship to you: _____

5. School you plan to attend:

Name: _____

Address: _____

6. **FIRST YEAR STUDENTS:** Have you applied for admission? _____ Have you been accepted? _____
(Include acceptance letter with application)*

7. Applicant must write and sign a letter (not more than 400 words) describing awards, community service, school activities, positions or offices, paid and/or volunteer jobs, future plans and any other pertinent information to assist the selecting committee evaluate the applications. Provide information that you believe would be helpful to the Scholarship Committee in assessing your personal or financial need. *

Ramblings.....

Last issue, our Executive Vice President, the Honorable Deanna White, started off her column by writing: Winter is Coming. Grrrrrrrrrrrrrrrr! You had to go and say something! And in comes the below zero wind chill factors, temps below freezing for over a week after Christmas! I'd be lying if I told you I wasn't worried every day for my employees' safety out there in those extreme temperatures. While we did what we could with hand warmers and bringing in extra cold weather gear from home, I was always afraid it wasn't enough. We've got 4 new CCA's that started with us right before Christmas. You know these poor kids weren't ready for this weather. The fact that they haven't quit yet is a testament to either their commitment or insanity!

Peak is finally over! I hope you all survived. I know we all put in extra hours (= free), some going so far as to open the bldg. for Night Owls then coming back to close the building at the end of the day. You all deserve the gratitude from the USPS. Without your incredible efforts, this season would have been a failure for the company and more importantly, for our customers. Thanks for making our customers your focus. There is no successful PEAK season without you.

Well, I'm here to tell you that Summer is Coming! (Please Please Please Please) I'm a four season type of guy. When people talk about retiring to Florida, I always say to myself it's too hot, I'd miss the seasons. But after the winter of endless snow 2 years ago to now the Arctic temps and winds, well, the land of Mickey Mouse isn't looking so bad. I haven't been this cold since my deployment to Alaska way back in 1985!

Speaking of summer, we have the state convention coming up. And while it won't quite be summer for us down the Cape, there will be plenty of warm friendship and camaraderie to be had. April 25th thru April 27th will be the dates. If you haven't come to a state convention, you really are missing out on not only a good time, but you are missing on a little break from work to treat yourself right. Take a swim in the indoor pool, focus on yourself a bit, and take a nap (you'll need it after the hospitality house!) If you haven't been in a while, come back. You know you miss us! Bring your spouse and make it a getaway. Nothing says romance like partying, err I mean learning, with 75 of your nearest and dearest!

We all get the Postal Proud emails every day. Have you seen any of your employees featured? Why not? Are they not proud to be a USPS employee? Do you post the postal proud emails anywhere? I know I haven't and I've had employees featured. Shame on me. One of the things I am going to do is taking down an old bulletin board with stuff from 1992 (we all have them) and creating a Postal Proud bulletin board. I'll be posting the daily email, but also encouraging my employees to come in with a picture of something they are proud of. It can be a picture of anything. Maybe they have an antique car they put in shows, maybe their daughter had a play or dance recital or scored the winning goal in soccer. Maybe their son got accepted to college, a lot of us have kids in that age group now. Does that mean we are getting old??? I'm not sure how well it will catch on, but I'm going to give it a try. It's got to be better than a bulletin board filled with postings signed by Greg French!

I'll leave you with this tidbit - A lady bought a stamp at the post office and asked the clerk,

“Shall I stick it on myself?”

The clerk replied, “It'll get there faster if you stick it on the envelope.”

Dave Branga
018-019 RVP



Nomination Form

UPMA Leader of the Year for 2017

This first **UPMA Leader of the Year Award** will be awarded at the 2018 UPMA State Convention. This award can be conferred upon any member of MA UPMA. The MA Executive Board encourages all members to take the time to nominate someone. There are many individuals who are deserving of this award. Neither the nominator nor the nominee is required to attend the convention. The only two requirements for nomination are:

1. Nominee must have been an active member of MA UPMA during 2017
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 2017 Leader of the Year:

Nominee's Name: _____

Nominee's Title: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____

Your Phone and email: _____

Your Office: _____

Your Signature: _____

Nominations must be received no later than April 1, 2018

You may submit this form along with your narrative by mail or email to:

**Lorna Edie, Chairperson
47 Oak St
N Billerica MA 01862**

or

lornasan@aol.com

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

1 / 4 PAGE - only \$25.00

1 / 2 PAGE – only \$50.00

FULL PAGE – ONLY \$100.00

**DEADLINE
APRIL 1, 2018**

**MA UPMA
STATE CONVENTION
OFFICIAL PROGRAM BOOKLET**

Contact Name: _____

Company Name: _____

Address: _____

City: _____ State: ____ Zip: _____

Telephone: _____

E-Mail: _____

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

If desired, email or enclose a picture, business card, advertisement or just words on a piece of paper for your ad.

Or, we would be happy to design an ad for you. Just let us know the size and we'll do the work.

Please make your check payable to
MA UPMA and mail to:
Donna Legro
6 Cedar Street
Wilmington, MA 01887

Send emails to:
Joshuarichard45@yahoo.com

**DO NOT USE PENALTY ENVELOPES FOR
UPMA BUSINESS**

AD BOOK – SCHOLARSHIP FUNDRAISER

The Official Program Booklet provides a means for the organization to offer scholarships to deserving recipients. Last year MA UPMA awarded five \$1000 scholarships, and this year your Executive Board has committed to awarding six \$1,000 scholarships.

Scholarships are supported 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. It is as simple as sending in a business card or you can design your own ad or submit a picture or a greeting to your fellow members. Or, if you prefer, we can design an ad for you. Regional chapter ads are appreciated as well.

We also accept ads from friends, family and businesses. If you think a business you know may want to advertise in the booklet, please ask a retiree to contact them for you. Remember, you as an active Postal employee should not solicit ads from your customers.

Thanking you in advance for your support. The deadline is April 1, 2018.

*Donna Legro
Sec/Treasurer*

WORTH REPEATING UNTIL EVERYONE DOES IT

Active_UPMA Members continue to find themselves on the receiving end of Discipline that ranges from Letters of Warning up to and including Removals from the Postal Service. If you clear away the entire BS from our jobs it is clear what you must do to stay out of trouble.

1. Keep your FINANCES in order.
2. Get the Mail Delivered
3. Treat your Employees, Customers and others with Dignity and Respect.

Keeping your Finances in order encounters a wide range of areas but simply "if it has a \$\$\$\$\$\$ attached to it handle with care". Time records need to be accurate with supporting documents to any changes made in TACS. **NEVER** take time away, add time, or change function codes without backup documentation and the employees signed consent and knowledge. Employees should be making proper clock rings and moves so hold them accountable for doing it correctly. You should **NEVER** misuse postal funds, which includes misuse of credit cards, e-buy, e-travel etc.

Stay current and follow proper procedure verifying records and do your counts timely. If you are not sure about a procedure or if the financial situation in your office is not right reach out to you a peer or your local chapter president to put you in the right direction and on the right track.

Getting the mail delivered is our most basic responsibility we have to the communities we serve. Don't lose sight of this in the sea of emails and micro managing instructions. Although we have several factors such as lack of staffing, lack of vehicles, and budgets, you need to make your best decisions to get the mail delivered while being responsible to our employees, our communities and to the Postal Service. Delivering the mail is not brain surgery so don't make it that. Nobody got fired for using extra overtime if the workload requires it to get the mail delivered. Just do it!

It is hard when you feel disrespected and beaten down to keep a positive attitude. You need to keep a good attitude because this will affect the way you treat your employees and your customers. A bad attitude is like a cancer in the workplace and will make every one's job harder. It takes a lot of work to keep a good attitude, but it is one thing that is completely in your control. You need to be a professional always and keep your guard up. If you need to vent use a lifeline and call a friend or take a quick break from the situation. Don't let the heat of the moment define you or come back to bite you. You became a manager because you had more to offer and had the ability to be a team leader.

As managers we must juggle many tasks but make the above three your priority.
If you think you may be in trouble don't wait to call a UPMA officer right away for advice.

Take care of yourself, your family and the people you are entrusted to manage.

Respectfully

Lorna

UPMA State Adverse Action Chair/Rep.

A graphic with a white background and a border of the American flag. The text is centered and reads:

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.



Elect
Peter Urbani
UPMA
National Vice President
for the East Area

I am excited to announce my candidacy for National Vice President for the East Area. I possess many assets that would make me a great addition to the UPMA Executive board. I'm enthusiastic, caring and willing to put our greatest asset, the members, at the forefront no matter what I'm doing. I have the will, the drive, and the passion to be an effective leader in the organization.

Career

- 2017-Present Managing Partner, City Carrier Academy
- 2013-Present Postmaster Waterford, CT EAS 21
- 2012-2013 Postmaster Wakefield, RI EAS 21
- 2008-2012 Postmaster Stonington, CT EAS 20
- 2007-2008 OIC Mystic, CT EAS 20
- 2002-2007 Supervisor Shelton, CT EAS 17
- 2001-2002 Distribution Clerk Monroe, CT
- 2000-2001 City Carrier Bridgeport, CT

Association

- 2017-Present President Elect CT UPMA
- 2016-Present Co-President CT UPMA
- 2015 NAPUS National Vice President Area 2
- 2013-2016 President CT/RI NAPUS
- 2012-2013 President RI NAPUS
- 2011 Scholarship Committee CT NAPUS
- 2008-2012 Convention Committee CT NAPUS

Education

- 1996 Bachelor of Science (Business Management)
University of Miami

Special Achievements

- Postmaster of the Year 2014 CT/RI NAPUS

Personal & Community

A lifetime resident of the state of Connecticut and happily married to my wife Tristen for ten years. She has supported me from the beginning, both in my USPS career and UPMA journey.

- 2015 Speaker at the Waterford Rotary Club
- 2013 First Day of Issue Ceremony Pt. Judith Lighthouse Stamp Narragansett, RI
- 2013 Pictorial Postmark Narragansett, RI
- 2012 Pictorial Postmark Stonington, CT



LEGAL DEFENSE COMPARISON

In its January, 2018 edition, the National Association of Postal Supervisors (NAPS) ran an article in their publication The Postal Supervisor, titled NAPS and UPMA: Weighing the Disciplinary Fund Difference. The article compares member out-of-pocket cost for legal defense when covered by NAPS's Disciplinary Defense Fund (DDF) to UPMA's Adverse Action Legal Defense Plan (AALDP).

In order to provide a complete, fair, and accurate comparison of a member's legal coverage, an estimate of the actual cost for legal representation would be required. NAPS does not provide this information in its estimate of cost. Because their legal defense plan caps their liability at \$3,500, one should consider the cost of representation when determining financial exposure. UPMA experience show that the expense for the defense of a Postmaster or manager facing dismissal typically costs \$30,000, when the member is represented by a qualified attorney. NAPS asserts that there would be "no cost" to members facing removal, however its Defense Fund states that its plan covers fees and expenses up to \$3,500. A member facing removal will be personally responsible to the provider for additional expenses exceeding the \$3,500 cap.

The UPMA Adverse Action Plan Legal defense Plan requires a onetime deposit of \$6,000, in cases of removal, and \$3,000 in cases of demotions and suspension. Members are personally responsible for twenty percent of the total cost of representation, with a \$6,000 maximum cap. If a member's legal cost exceeds the cap, UPMA will pay 100 percent of the additional cost through the end of the MSPB final decision.

MEMBER COSTS COMPARISON

CASE COSTS	UPMA (@20%)	NAPS (\$3500 CAP)	
\$ 4,000.00	\$ 800.00	\$ 500.00	
\$ 4,500.00	\$ 900.00	\$ 1,000.00	
\$ 5,000.00	\$ 1,000.00	\$ 1,500.00	
\$ 10,000.00	\$ 2,000.00	\$ 6,500.00	
\$ 20,000.00	\$ 4,000.00	\$ 16,500.00	
\$ 30,000.00	\$ 6,000.00	\$ 26,500.00	AVERAGE CASE COST
\$ 40,000.00	\$ 6,000.00	\$ 36,500.00	
\$ 50,000.00	\$ 6,000.00	\$ 46,500.00	

Most importantly, the NAPS plan does not guarantee that representation will be provided by an attorney. If faced with a life-threatening medical condition, most people would insist on being treated by a board certified physician. If faced with loss of job, one should insist on being represented by an attorney. The UPMA defense plan guarantees that your case will only be handled by a qualified, effective attorney.

If you were issued a removal notice, what legal defense coverage would you want? A *limited benefit plan* with a \$3,500 cap and representation that may, or may not, include an attorney, or a *comprehensive benefit plan* with a qualified attorney for representation. The choice is obvious. Run, don't walk to your nearest computer, go to unitedpma.org, click on JOIN NOW and sleep better tonight.

Enjoying Retirement and Staying Active in UPMA

First of all congratulations to all of our members who have taken the plunge and have decided it is their time to retire. Now it is time to see that the grass really is greener on the other side and enjoy everyday doing what you want to do when you want to do it. Getting used to retirement takes some time and it varies with the individual. For me it was about a day but others it may take much longer. I think you still need some kind of routine but your new routine will include those things that you really enjoy and now have the time to spend on them.

The first effective day of your retirement you are no longer an employee of the USPS but after so many years this connection is part of who you are as a person. Many friendships and connections with peers have been forged and for most this is the hardest part of leaving. This is just one important reason to continue your membership with United Postmaster and Managers Association. Staying connected to something bigger than yourself gives you opportunity to just show up at a luncheon and see old acquaintances, take a mini vacation with a hundred friends at a State Convention or travel to another part of the country and be with friends that are just glad you came at a National Convention. You may say I can just call and get together anytime but even in retirement you get busy. Sometimes I wonder when I even had time to work.

UPMA provides preplanned opportunities that if you just commit to going you never regret your decision and it is more fun after retirement. You get first hand information on retirement, insurances, and legislation that may affect your hard earned retirement. As soon as you get your CSA number fill out an **1187R** and stay connected and get involved even if you weren't in the past. Contact me if you need help either on my cell or by email if you have any questions and I will be happy to help.

Enjoy and take care of yourself,

Lorna

Lorna Edie

UPMA President Retired

Spring Social Anyone?

ANNOUNCEMENT: ALL INVITED

I was thinking it would be nice for those who would like to get together on the first day of spring for a social event. Nashoba Winery has wine tasting, spirits, or brew for a cost of \$10, which includes a complimentary glass. They also have snacks and lunch boxes in the store for purchase and a restaurant that serves lunches. Drop me a line if you think you would like to go so I can give them a heads up so they can adjust their staffing.

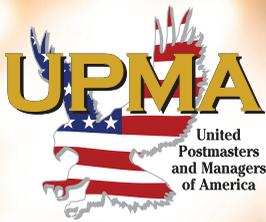
WHEN: MARCH 21, 2018

TIME: 11:30AM

WHAT: WINE TASTING AND/OR LUNCH

WHERE: NASHOBA WINERY AT 100 WATTAQUADOCK HILL ROAD, BOLTON MA 01740

COST: ON YOUR OWN



2nd UPMA National Convention

July 21-27, 2018

Official Registration Form

Registration also available at www.unitedpma.org

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 _____

UPMA Retired

Spouse Cell Phone: _____

Guest E-mail: _____

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

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/10/17- 12/31/17	1/1/18- 2/28/18	3/1/18- 6/15/18	After 6/15/18
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* <i>(UPMA Retired Luncheon included)</i>	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ UPMA member Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$142.50	\$161.25	\$180	198.75

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

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

Grand Banquet: July 26, 2018

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA 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, 2017. 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, 2018.** 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 June 1, 2018, or all rooms in the block are sold, whichever comes first.

Nugget Casino Resort

1-800-843-2427
\$90—single/double/triple/quad

Be sure to request the UPMA 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, 2018, for 75 percent refund; and by May 1, 2018, for 50 percent refund. No refunds after June 1, 2018. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.

Reno, Nevada

See the Sights During the 2018



Lake Tahoe Sightseeing Luncheon Cruise

Sunday, July 22, 12:45 to 4:30 p.m. (cruise sails at 2:30; lunch included)

Experience the beauty of Lake Tahoe on this two-hour, narrated sightseeing tour. Enjoy panoramic views of Emerald Bay, as well as the dazzling vistas of the Sierras, Fannette Island and Vikingsholm Castle.



Scenic Tahoe Sierra Circle Tour

Tuesday, July 24, 8:30 a.m. to 12:30 p.m. (lunch not included)

Travel up to Mt. Rose to see the beautiful scenery of Lake Tahoe. There will be short stops along the shore to experience the clarity and panoramic beauty of the lake. Then it's on to Carson City to learn about Nevada history, including visiting the Nevada State Capitol, Governor's Mansion and Legislature.



Lauren Kerns

Historic Virginia City

Tuesday, July 24, 9 a.m. to 2 p.m. (lunch not included)

Established in 1859, Virginia City became the richest mining town in the world. Today, the city looks remarkably the same as it was in its heyday, with wooden sidewalks, restored mansions, Old West saloons and the Piper Opera House. A trolley ride through this unique city is included.



VisitRenoTahoe.com

Lake Tahoe Dinner Cruise

Tuesday, July 24, 3:45 p.m. to 11 p.m.

Memories will be made as you experience the majestic beauty of Lake Tahoe from a vantage point few get to see. Aboard an authentic paddle wheeler, you will enjoy dinner, impressive views and live music for dancing. This is an experience of a lifetime!

UPMA National Convention

Tours Registration Form



The registration deadline is July 6. All tours leave from the Nugget Casino Resort in Certificate of Public Convenience and Necessity licensed vehicles. Convention Activities reserves the right to cancel tours and refund the event price due to lack of registration or weather conditions. All tours are subject to minimum participation levels. Full payment must be received to confirm your registration. Confirmation will be sent via email or mail. Refunds and cancellations will be allowed with 48 hours' advance notice. Any cancellations for emergency situations will be evaluated on an individual basis.

Convention Activities

16 Hardy Dr., Sparks, NV 89431; (775) 786-8687
toni@conventionactivities.com



Register by doing one of the following:

1. Completing the registration form at ConventionActivities.com
2. Completing the registration form here and mailing it to Convention Activities.
3. Calling Convention Activities.

Date	Tour	Time	Price	Number of Guests	Total
July 22	Lake Tahoe Sightseeing Luncheon Cruise	12:45 - 4:30 p.m.	\$128	_____	_____
July 24	Scenic Tahoe Sierra Circle Tour	8:30 a.m. – 12:30 p.m.	\$41	_____	_____
July 24	Historic Virginia City	9 a.m. – 2 p.m.	\$48	_____	_____
July 24	Lake Tahoe Dinner Cruise	3:45 – 11 p.m.	\$142	_____	_____
				Total:	_____

Name: _____ Cell phone: _____

Address: _____

City: _____ State _____ ZIP _____

Email address: _____

Credit card # _____

Expires: _____ Security Code: _____

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027 Regional VP

PM Darlene Travers
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Office: 508-669-6308