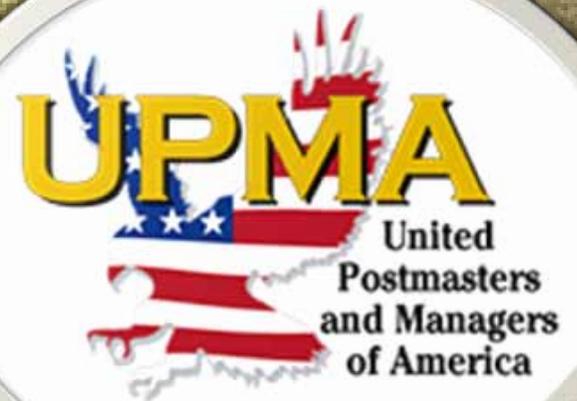


# THE BAYSTATES Autumn 2018



Greetings Massachusetts Postmasters and Managers,

It is that time of year where we store all of our summer supplies and memories away. Not only are we changing seasons, but we are also seeing a lot of change in our organization, including newly elected members both locally and nationally. Change can be difficult and challenging but it also allows for us to grow and develop. We need to establish new working relationships as well as continuing the existing ones. Working together as a whole will help us stay strong and connected to what matters.

I hope you all enjoy this issue of The Baystater. This is my last issue before I step into a new role with our chapter. Damon is eager and ready to take on the position of Editor and I know he will do very well at it.

Thank you all again for your ongoing support and I look forward to taking on some more responsibility for our chapter. Enjoy all the photos and memories from the National Convention in Reno we are sharing in this issue.

I look forward to seeing some new and familiar faces at the Legislative Summit in January!

Joshua Richard

## In This Issue:

\* RENO 2018

\* New England Fall Conference

\*2019 Legislative Summit Registration

\* 2019 State Convention

\* 2019 National Convention



# *This Is Your Captain Speaking!*

I hope I never hear those words again. I hope you are wondering what that means. That is a result of heavily delayed, cancelled, and horrible flights getting to Reno, Nevada and back. I will not get into the gory details, but it was not a great experience for any of us traveling to/from the UPMA national convention. The convention itself was awesome and we all had an excellent time, but I will skip the gory details of that too because you will be inundated in the pages that follow.

Let's talk a little bit about what is going on in the award-winning state of Massachusetts. Yes, you read that right. We won top honors in Reno for everything that we do and the way we conduct business. We are nothing without the help and support of you, the members. For that, I sincerely thank all of you. Now back to the business. We have a new EAS pay package. It is not the best, but it is much better than what USPS wanted to give us originally. Remember, baby steps. We also have a lot going on right now with the Level 18 budget adjustments. I have sent our plight to the Postal Area Coordinator for NEA and HQ intervention and possibly a resolution. I will monitor that closely and promptly disseminate any information as I get it.

This leads me to my point. I was sitting in the general session in Reno with members from across the country when our COO Dave Williams said something that truly struck a nerve in me. Mike Quinn, NH UPMA State President and friend of MA, asked our COO about the fact that NPA is set up for many of us to get no raise this year and what is he going to do about it. His response, "work harder." The groans of disgust were audible and the mood change in the room was palatable. I know all of you work your best every day and go above and beyond to make the impossible, possible. With that, I am by no means telling anyone to work harder. What I am telling you is to know how you need to work in order to get a raise. If you don't know how to find your budget hours and work within it, ask someone. If you don't know what your TOE is, ask someone. If you don't know how your scanning (or lack thereof) will make or break your hard work, ask someone. Are you seeing a pattern here? I surely hope so because you would be amazed how many of us do not know these simple things. As a new Postmaster Essentials instructor, I know this information will slowly, but surely, catch up to the membership as we train all newly promoted or transferring Postmasters.

In closing, I challenge all of you to seek what you do not know. With the exception of a very few that I have had the pleasure to meet during my short career, you may not know all there is to know to run your office properly. With this, I direct you to have a conversation with your supervisor first. If you are not comfortable with that or would rather seek refuge in a colleague, contact the Regional Vice President of your assigned area. If you do not know where to find that information, look at the last page of this publication. If you are an introvert and not comfortable talking to people, I first challenge you to step out of your comfort zone, but you can go to the national UPMA web page and view one of the many training videos posted online. You can find the videos on the internet at <http://eupma.unitedpma.org/>

As always, it is my pleasure and honor to serve our fine state and be YOUR President.

Respectfully submitted,



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



Jeremy Pilone, President

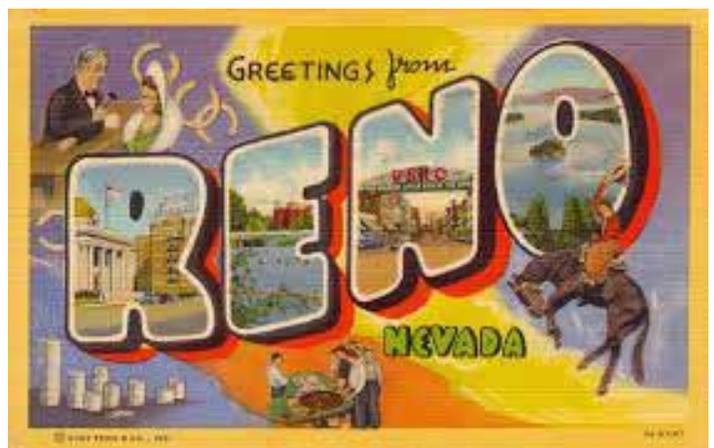
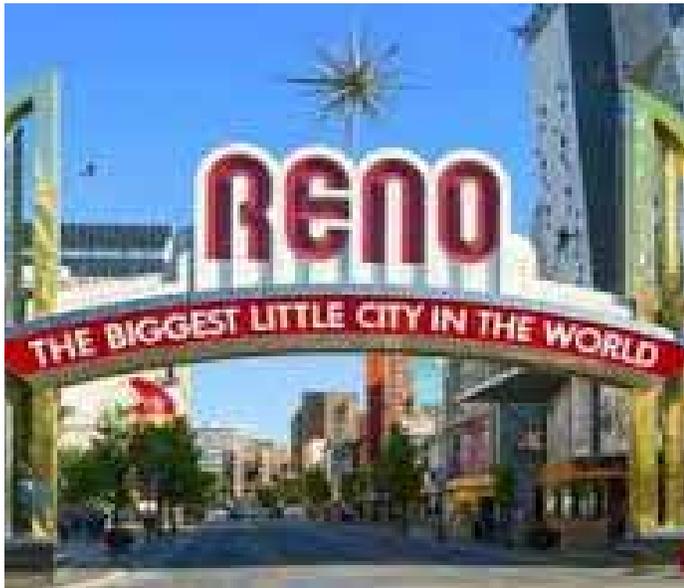
# 2018 National Convention Chapter O Congratulations



# Convention RENO, NV Of The Year Massachusetts









# VIRGINIA CITY NEVADA



# WANTED



DEAD OR ALIVE

\$10,000 REWARD

The 2<sup>nd</sup> Annual National Convention was held in Reno, Nevada July 21-27, 2018. Massachusetts was represented by 8 Postmasters, 1 Manager, 7 Retirees and 3 Guests for a total of 19.

Speakers from Headquarters included PMG Megan Brennan, COO David Williams and Chief HR Officer Jeff Williamson. PMG Brennan thanked Postmasters, Managers and Retirees for the dedication and commitment. Employees are the most important asset, we need to demonstrate the value of the USPS every day by being visible to customers and reinforce our purpose every day, service is the main thing, and encourage customers to sign up for Informed Delivery. She reported that the biggest challenge facing the USPS is in single piece first class volume. Although package volume is over SPLY, the rate of package growth has slowed since the previous year. PMG Brennan went on to say that regardless of the rumors, Amazon is profitable for the Postal Service. Amazon mail is discounted 40%, with the exception of rural zips and packages under one pound. There are 159,000 employees eligible to retire which creates a huge opportunity for the advancement of others.

Mr. Williams discussed the recognizable brand of the USPS, and “touch points” of visibility to every customer. He stated that delivery is the biggest cost with one million delivery points added this year and stressed that we need to master Monday’s for on time delivery. There will be training for MPOO with regard to how to treat people. He reported that Amazon has acknowledged that no one can deliver as good as the USPS, but that they are planning for expected growth.

Mr. Williamson discussed safety, reporting that 145 postal employees went to work in the last 5 years, but didn’t go home. He stressed that management’s engagement has a direct impact on accidents. The hiring process needs to be changed as it is now taking an average of 176 days to hire a new employee. Career development and leadership programs are increasing.

The members elected Dan Heins from Minnesota to serve as the next National President beginning November 1. He vowed to make Postmaster/Managers’ lives better 3 years from now than it is today and encouraged everyone to look at what is and what can be.

Co-Presidents Tony and Sean announced the details of the new pay package, including the creation of a Level 18-B Postmaster, who will receive a 2% increase in their base pay. If you are a Level 18 Postmaster, check your PS 150 to see if you have more than 2067 work service credits. The full pay package is posted on the national UPMA website and printed in the August 2018 issue of The Leader.

At the New England Council meeting, there was much discussion about the upcoming fall conference scheduled for Saturday, October 20 and Sunday, October 21. President Barbara Swiderski, PM Retired from ME, reviewed the tentative agenda with suggestions for workshops and training, supplied the registration form, hotel information, a map of the Freeport ME area, and reviewed some areas of interest. Members of the SOC (Southern Officers’ Conference) are going to send her some information for planning. Jennifer Erickson from W Kingston RI, was elected to serve as Secretary for a 2 year term. Rich Hui thanked everyone for their support during his campaign for National President.

The 2019 Legislative Advocacy Days will be held January 28-30, 2019. Early registration is \$25 and the form is available on the national and state websites. Like last year, I will work with the sales office of the hotel to obtain a room block for our members that register to attend and pass the information along to Josh Richard, our Sec/Treas elect. The room block will only be available up to 30 days prior to the event, so register early. As a reminder, we still have funds available in our legislative account to help offset some, if not all, of the expenses of any non-officer members that attend. Our submission to continue this assessment was approved by the National Office in August.

The 2019 national convention will be held at Mohegan Sun in Connecticut, July 27- Aug 2, 2019. Registration forms and hotel information is available on the national website.

*By Donna Legro  
Sec/Treas*

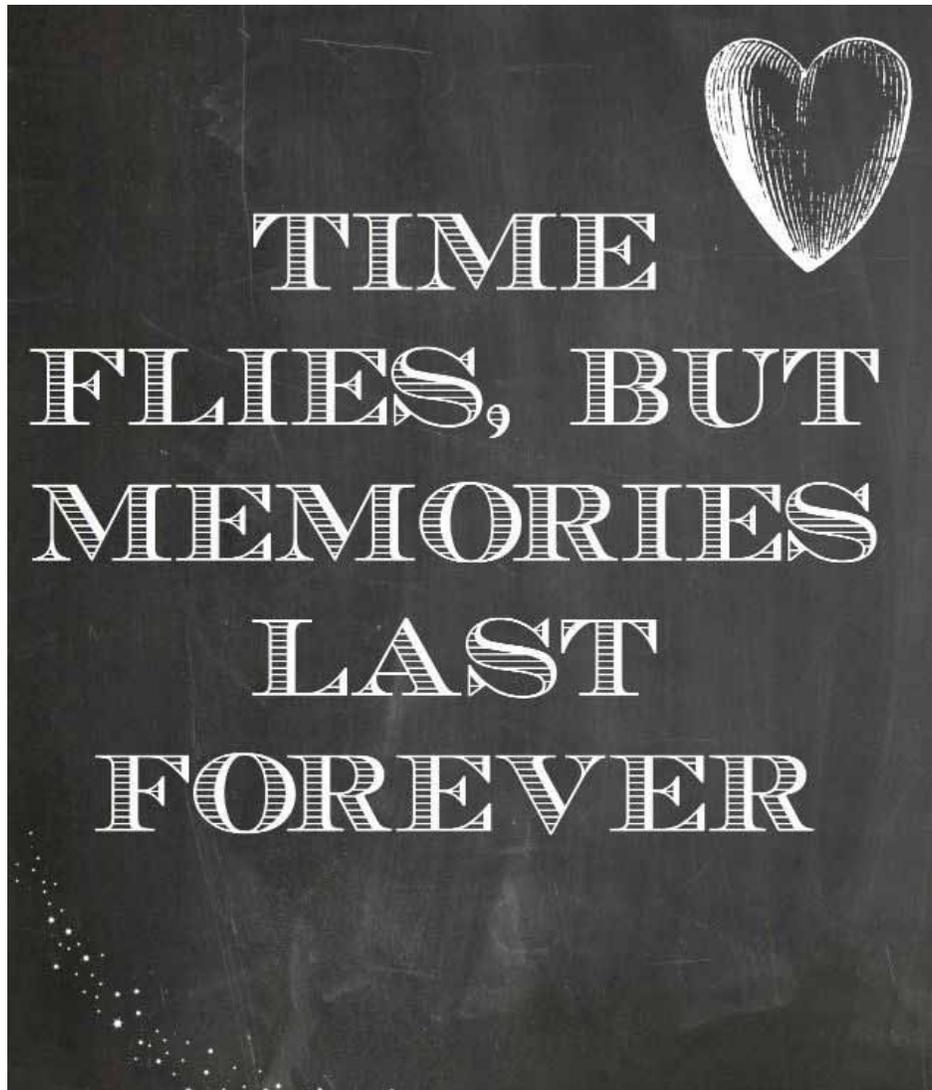
## TIME FLIES

This saying has been around since the beginning of time and everyone realizes it at different milestones in their lives. In the past 2 years, I have had this realization both personally and professionally. Personally, last year at this time, when my son got married, professionally when I retired 2 years ago and presently as I prepare to turn over the reins of the Sec/Treasurer position to Joshua Richard.

I have thoroughly enjoyed the time I served as the MA Sec/Treasurer. I have always made decisions and voted in ways that I believed were in the best interest of all NAPUS and now UPMA members. I have always maintained the highest level of integrity and never put my personal interests over that of the members. It has been my pleasure to work with so many different people on the Executive Board. I have made many friends across the state and across the country. I have assisted many individuals that have held various positions on the Executive Board. I have always tried to share my knowledge and experience with everyone when I believed it would be helpful and have mentored Sec/Treasurers from other states.

I would like to thank the people who encouraged me to hold various positions at the state level. I began as a training and development chair and served as a PM rep prior to and after becoming Sec/Treasurer. I would like to thank all the members who supported and voted for me for Sec/Treasurer over the years. I express my heartfelt appreciation to all the friends who assisted me during the many state conventions that I was involved in. There is so much work to be done and I could not have done it without you. I wish Josh tremendous success in this position and hope he has at least half the fun that I had.

Donna Legro  
Sec/Tres



# 014-017 Chapter Meeting

The Central MA 014-017 UPMA Chapters met on July 17th, 2018. The new idea of meeting at an off-site venue was well received. 20 members from these chapters enjoyed lunch and/or ice cream at Kimball Farms in Lancaster MA. Some even enjoyed a little shopping. These members braved the pouring rain and thunderstorms and were surprised to find indoor meeting space in the loft.

Members heard the news from the District Managers meeting. Pay Talks, PM workhours survey and other local issues were some of the topics discussed. The meeting proved to be more informative than a meet and greet.

The next Central MA meeting will be hosted by the 017 Chapter. An off-site venue will be selected and would allow for the retirees from this area to join.

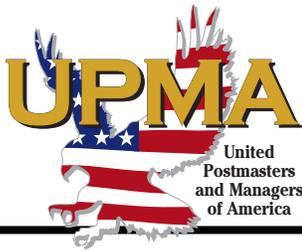


**We look forward to seeing you at our next meeting!**

# Cape Cod Postmaster Installations

Congratulations Diane Brown, Sarah Etro, Hilary Sandwich &  
Frank Miller on your new positions. Best of Luck!





# Form 1187

## Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

*Fill Out Form On-line, Print it out, and Return to UPMA National Office at the Address Below for Processing*

### Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

**Section B (Check One):**    **Postmaster**    **Manager/Supervisor**    **Associate**    **PMR**

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

### Section C: For Use by the Employee Organization



Mail completed form to: **United Postmasters and Managers of America (UPMA)**  
**8 Herbert Street**  
**Alexandria, Virginia 22305-2600**

**Visit the UPMA website [unitedpma.org](http://unitedpma.org) for membership benefit information.**

### Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
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### Section E

Check this box to signify you've read and understood the terms in Section D of this form.

#### Who/what most influenced your decision to join UPMA?

Person's Name \_\_\_\_\_

Career Awareness Conference    USPS Provided Training    Other \_\_\_\_\_

**UPMA NATIONAL OFFICE FOR PROCESSING**

# RETIRED MEMBERS CORNER

At the UPMA National Convention in Reno, Massachusetts was chosen #1 STAR CHAPTER in the country. We all can be proud of being part of a chapter that was built on a strong foundation and continues to be recognized and respected. This status can only continue if all members active and retired strive to improve, recruit and realize that it takes a village. I believe that an injustice was done when the retired members vote was taken away at the State level and retired members could not run competitively for MA Secretary-Treasurer or MA State Editor. I also believe that the UPMA organization is still in its infancy and needs to be more inclusive at the state level, which means changes to the MA Bylaws. We all need to work at setting this right and keep our MA Chapter strong.

Several retired members from Massachusetts attended the National Convention and all had a great time. The National President Retired, Jack Wilkins, encouraged the National Office to purchase a flag that represents each branch of the armed forces and had our veterans proudly carry them into the business meetings and be recognized for their service. Legislation was discussed against privatizing the USPS that could jeopardize our retirement. We all have a voice and need to advocate for Bill HR 993 that supports the need for a US Postal Service. The National website has the script to use to contact your representatives and have your voice heard.

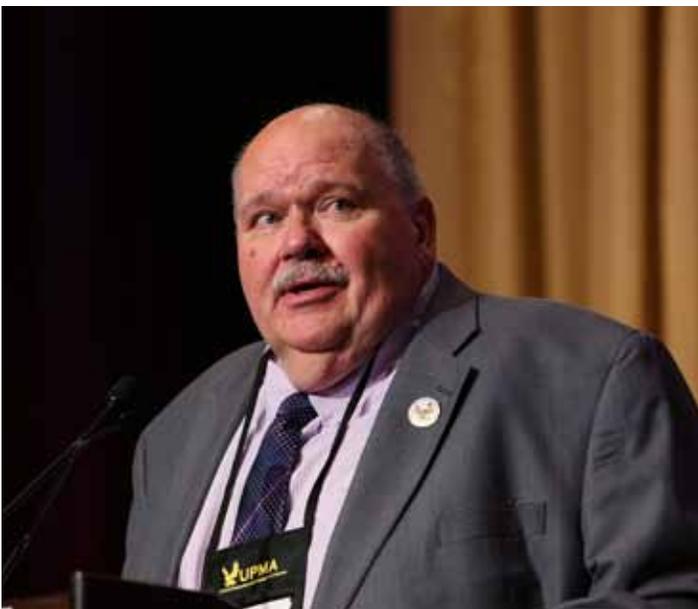
Being a member of UPMA allows us to be part of something bigger than ourselves. It provides information and gives us a louder voice when it comes to protecting our rights and benefits even in retirement. Most importantly it gives us a venue that brings us together to rekindle old friendships and foster new ones. Please continue to support this organization and encourage both retired and active employees to sign an 1187 or 1187R. MA Chapter needs everyone's help with membership.

Our fall meeting will be November 1, 2018 at 11:00 at the Chocksette Inn in Sterling MA so mark your calendars. We will have our UPMA State Officers speaking and a BC/BS representative to answer our questions on changes to health plans and Medicare information before Open Season. Watch your mailbox for more information and make it a point to come and share a meal with old friends. We will also have a get together sometime in September or October for wine tasting at Nashoba Valley Winery in Berlin MA and I will post that information on MAUnitedPMA.org and MA Retired PMA on Facebook. Hope to see you all. It'll be fun!

Until then stay happy, healthy and live each day to it's fullest.



*Lorna*  
Lorna Edie  
UPMA President Retired



# Greetings Massachusetts Postmasters and Managers,

First and foremost, I would like to thank everyone for the tremendous support from Bay State Postmasters and Managers during my quest for the National Presidency of UPMA. Unfortunately, even though the campaign was extremely close, it wasn't close enough.

I was very proud of how we conducted ourselves in this campaign. We kept it professional, with dignity and integrity. The campaign was well organized by my team. I thanked each one of them during the National Convention in Reno, but I would also like to acknowledge them in this article.

The team was led by Donna Legro, our State Secretary/Treasurer. She was my campaign chair and handled all of my campaign finances. Ken Vengren, State Editor for the New Hampshire Chapter of UPMA was in charge of media communications. Other members included Lorna Edie, Retired President, Massachusetts; Damon Nix, incoming State Editor; Linda Nix, incoming State Membership Representative Chair; Josh Richard, incoming State Secretary/Treasurer; Wally Olihovik, past National President, NAPUS; Heidi Salmon, Postmaster Retired; Michael Quinn, State President of New Hampshire, UPMA; John Fitzpatrick, POOM; Brenda Martin, Manager Delivery Program; and Debra Alums, Postmaster Retired, Alabama. The team of twelve spent their own time, and gave up weekends with their family in order to travel to States that I was not able to attend during the campaign. I am so grateful to have had such support.

I have one more year to serve you as your National Vice President, and I have every intention to finish my term. Additionally, I will continue to represent Postmasters and Managers as National Adverse Action Councilor. My area of coverage includes, Massachusetts, Rhode Island, Connecticut, New Hampshire, Maine, Vermont and New Jersey. If you need representation for corrective action, notify your State Member Representative (PM Rep), they will try to resolve any lower level corrective action, such as letters of warning, suspension with pay, etc. If the level of corrective action reaches adverse action, please notify one of the twelve National Adverse Action Council members, and we can help you from there. Please bear in mind, with any representation for Adverse Action, (down-grade, removal) etc., there will be an upfront retainer for our attorney, please visit our website, ([www.unitedpma.org](http://www.unitedpma.org)) to fully understand the fee structure.

Recently I have heard some concerns about whom we should represent, in a case where a postmaster/manager gives corrective action to a supervisor. Both parties belong to our organization. The answer is simple, we will represent any member party that needs assistance, no different than before when a Postmaster issued corrective action against a PMR or associate member.

After over ten months of intense negotiations, we have finally reached a contract with the USPS. We did not get everything we were looking for, but at least we came to an agreement with the Postal Service regarding some of the major issues that Postmasters and Managers are facing and are working towards a common goal.

We as Postmasters and Managers are dealing with day to day issues, such as short staffing, mail arrival profile, unsettled budgeting and unpredictable quarterly route books from Amazon drops. You must not allow these elements that are out of our control to affect your managerial ability. Report any discrepancies to the proper channel, and more importantly, do not let it affect your personal health, always seeks ways to decompress and maintain a healthy balance; it will serve you well in the long run.

Please bear in mind, Congress is now under one party majority, and protection to the Universal Postal Service and our federal benefits becomes extremely important. The Presidential Task Force report on dealing with Postal Service has arrived and we must be diligent to help the Postal Service. Continued open dialogue with the Congressional stakeholders is crucial for our long-term survival.

At Your Service,  
Richard G. Hui  
National Vice President  
Untied Postmasters and Managers of America



# FORM 1187-R

## Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

Please complete and mail to:

**UPMA National Office**  
**8 Herbert St.**  
**Alexandria, VA 22305-2600**  
**(703) 683-9027**

*\*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse*

Social Security Number

				-															
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My Annuity Number is:

**CSA**

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Name of Retired Employee (PRINT Last Name, First, Middle)				Date of Birth					
Street and Number/PO Box			City			State		ZIP+4	
Month/Year Retired		Home or Cell Number (      )		Gender Male _____ Female _____		Chapter			
Email Address				Sponsored by:					

**Note: If not receiving an annuity contact National Office for information on membership.**

### SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **UPMA** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

Signature	Date:
-----------	-------

***Postmasters Retired monthly dues withholding is currently \$5.00.***

## Membership Pride

Be proud Massachusetts ! Our chapter continues to lead the nation with a membership rate of 86.35%. We currently have 416 active and 180 retired members. Although this metric is an impressive number, it could, and should be higher. There are still too many offices that are not represented, and many supervisors or managers that are on the sidelines.

### Benefits of joining UPMA as a Postmaster, Manager or Supervisor

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

Please review these benefits with any non member. Please mention the added incentive of 6 months FREE dues (first time membership EAS only). There truly is no better time to join UPMA, and the process is less than five minutes. Refer the potential member to myself or any executive board member listed on the back cover. Don't let colleagues stand on the sideline, get them involved in the game. The organization is only as strong as its membership.

If you have questions concerning new membership recruiting or the promotional free membership eligibility please don't hesitate to give me a call.

Deanna White  
Executive VP  
Membership Chair  
[deadea01@icloud.com](mailto:deadea01@icloud.com)





*Welcome*

Reno Rodeo  
Partners

RING HOLE



# What is a 552?

How many of you have heard of a 552? A 552 is officially a Manager's Guide to Understanding, Investigating, and Preventing Harassment. Up until six months ago, I had never heard of one and I've been around for about 25 years, both in the plant and out here in paradise, I mean the A.O.s.

I had questions and Labor Relations Manager Connie Marvin had the answers. 552's are investigations into some type of harassment, usually but not always, directed towards a member of management. They can be craft to craft, but usually it is a supervisor/subordinate issue. These used to be called simply management investigations. 552's started popping up around 5-6 years ago. They were born out of the high cost of EEO's and similar cases. 552's allow management to investigate claims of harassment before they get too far.

They can be initiated a few different ways. It all starts with a claim of harassment. Remember, 552's are not for issues such as assaults, threats or acute conduct. Each of these are handled differently either thru discipline or threat assessment teams. The most common investigation is a craft employee reports alleged harassment to either the supervisor of the person harassing them or to the union. They also may call the managers or Labor Relations or Human Resources or even your POOM and District Manager. Regardless of how it starts, usually a team of two managers are assigned to investigate. Their purpose is to find the facts only. They are not to provide a conclusion. It is fact finding, not fault finding. Some facts may come out in the investigation such as statements varying wildly from everyone else or timelines may be wrong such as claiming harassment when the other person was on vacation. These would be facts. No opinion is being made by the investigators.

After the investigation is complete, it is sent to the Manager of Human Resources. While there is no requirement for the results of the investigation to be shared with the parties involved, most of the time, it is shared once complete. If it isn't and you were the subject of the investigation, start contacting your manager and your UPMA representative for assistance.

Remember, just because there is a 552 investigation going on in your office, doesn't mean you are guilty of the allegations.

Dave Branga

RVP 018/019



# CHANGE AND HOPE

Change is hard for everyone, both the young and the old. The change from NAPUS to UPMA was challenging, but I think the MA Chapter handled the merge and transition very well with the exception of the treatment of the Retirees.

During the transition year to UPMA there was so much controversy regarding the rights and voices of the Retired members. The Executive Board had approved bylaws that allowed Retirees to vote on matters pertaining to the state and that allowed Retirees to run for the positions of Editor and Sec/Treasurer because they believed it was the right thing to do. At the midnight hour before presentation of the bylaws to the membership, some members became fearful and changed their position when a national co-president told them that the bylaws as written may not be accepted at the national level. There was much discussion and even tears during the general business meeting surrounding these issues. Retirees were told they had to go to the back of the room during voting and elections. This same co-president then said that the MA bylaws could be changed to anything at the 2018 state convention by a membership vote. However, when proposed bylaw changes were submitted for the 2018 state convention, the fear of rejection was again instilled by the national office.

My position then, and now, is that the forced MA bylaws are not just and fair to all members. Specifically, Retirees are no longer allowed to actively participate in matters of their own state or to run for the positions of Editor and Secretary/Treasurer. This could result in the best candidates not being allowed to run and members not having a choice during elections. UPMA wants the Retirees to stay members of the new UPMA organization, but they do not want them to have the same benefits or voice of active members, including craft members.

Everyone knows that the primary function of the organization is for active members, but those active members become retirees one day. UPMA wants Retirees to continue to attend Legislative Summits, state conventions and national conventions to support UPMA. They want Retirees to contact their legislative representatives throughout the year to support the agenda of UPMA. I have had conversations with many members, both active and retired, from many states and at the national level and some are struggling to maintain the high level of Retiree membership that was always so prominent in the past. Some of this can be attributed to the fact that some Retirees don't feel respected because of their limited allowed role in the organization.

The benefits that Retirees bring to UPMA far outweigh the benefits a Retiree receives from UPMA even when they were allowed to vote on matters of their state and run for the officer positions. Retirees are the only members that can rally a community when the USPS is considering closing a Post Office or reducing the hours. Retirees are the only members that can actively participate in specific political situations. Retirees are the only members that can solicit business ads for the MA Ad Book to raise money for the scholarships. Retirees are the only members that have been around for many years and can give insight and guidance to new members and to Executive Boards about a variety of topics when the elected officers are new, especially those new to both the USPS and UPMA. Retirees are the only members with valuable free time to contribute to the business of the organization. Retirees have been the backbone of the organization for many years and shutting them out is not beneficial to the organization.

I remain optimistic for the viability and strengthening of UPMA both on the state and national level. I am hopeful for a strong MA Chapter that does not succumb to fear and stands up and fights for all its members in the future.

Donna Legro  
Sec/Tres

## Registration Form

# UPMA 2019 Legislative Summit

Jan. 28-29

Renaissance Arlington Capital View Hotel

You also may register online at [www.unitedpma.org](http://www.unitedpma.org)



Please note: one attendee per registration form.

Name (as it should appear on your badge): \_\_\_\_\_

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

Title (please check one that applies):  Postmaster  UPMA Retired  Associate Member  Guest

Supervisor  Manager  District Employee  Area Employee  PMR

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

Name of your congressman or congresswoman (not senator): \_\_\_\_\_

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

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Daytime phone: \_\_\_\_\_

Email: \_\_\_\_\_

Registration Fee:	(please circle fee that applies)	Registration
	On or before Jan. 1, 2019	\$25
	After Jan. 1, 2019	\$50

### Hotel Information

The UPMA National Office will reserve three rooms per UPMA chapter for the Legislative Summit at the Renaissance Arlington Capital View Hotel, 2800 South Potomac Ave., Arlington, VA 22202; 703-413-1300. The room rate of \$159 will be honored until Jan. 2, 2019, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After Jan. 16, all first-night room deposits will be non-refundable. You may hold all three rooms in one name or individually.

Call Gerri Swarm, 703-683-9027, by Dec. 1 with the name(s) and credit card information to hold the rooms. After Dec. 1, all remaining rooms will be available to any UPMA member who would like to attend.

**Payment** (Payment in full, using one of the following payment options, must accompany this form; payment is non-refundable):

Check payable to UPMA

Visa/MasterCard *only*

Card Number \_\_\_\_\_

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Signature \_\_\_\_\_

Please mail completed forms, with payment in full, to:

**UPMA Legislative Summit Registration**  
8 Herbert St.  
Alexandria, VA 22305-2600

# ADVERSE ACTION

Hi everyone,

I hope you all enjoyed your summer. Most say it's too hot, too muggy, I say yeah to the heat. It is truly better than that white stuff called snow. So bring on the Sun it feels so good. I bought a kayak this summer and I don't want to put it away just yet.

First I would like to thank Lorna Edie for her undying devotion to the members of UPMA. She has served as the Adverse Action Chair for some time and even into her retirement. I was fortunate to have served as your Vice President with Lorna as the President. I learned a great deal of good stuff from her. I have been selected as the new Adverse Action Chair. The current title now at the state level is the Chapter Member Representative (CMR). I will be there to represent you in times of conflict. You can reach me at my office in Wareham 508-291-8711 or my cell 508-431-6609 on any postal related issues.

What I would like to share with you is a simple explanation of recording a 3971. As you know it is a form that we utilize to record our absence. Our employees fill one out and hand it to you when they are requesting time off. The way to track and enter our leave is through the eRMS (Enterprise Resource Management System). If you have recently received an EBR (electrical badge reader) time card. Then when entering your leave you need to record your absence in eRMS. Oh, by the way, you cannot enter your own leave. Either your POOM or the designee must enter your leave in eRMS. The eRMS then will download into TACS and the leave will be recorded and you will be paid for your time off. There are many manual time card offices still around and I am not sure how the EBRs are being deployed but they are. So make sure you understand how it is used. Enough said on that, I want to thank you all and hope to see you at the Legislative Summit.

Respectfully

Linda Nix  
Chapter Member Rep



## What's your perspective? Greetings fellow members:

I am reminded daily of the constant challenges we face. New programs or tasks coming at you at an accelerated pace, all the while coping with reduced staffing and other internal struggles. It is difficult to stay motivated or "engaged" when at any time there is at least five people ready to point out to the world that you didn't get something done, often times even earlier than the established deadline. I recently received a call in July asking if I could immediately complete a task that had an established deadline in September.

Are you going through extreme measures to maintain appearances, keeping yourself or your office off "the list"? Do you find yourself reading postal emails at 10pm on your postal issued cell phone to "get a jump" on the next morning? Are you thrilled when you get your inbox below 200 messages as short lived as it may be? Is the laptop you were issued that started as a novelty or convenience now accompanying you on your travel back and forth from the office? Are you watching TV re-runs with your laptop on the coffee table? I find Law and Order goes well with postal applications.

At some point, you will reach your saturation point, and question why. Take a page out the Lean Six Sigma dogma and ask why several times. I find it will circle back to you trying to meet multiple expectations involving several tasks. I constantly prioritize my tasks, pushing back something that has room in expected time window of completion. Then the time gets swallowed by any number of sundries, and before I know it I am at the coffee table with the lap top, in the back ground hearing "the criminal justice system...these are their stories..dum dum".

So what do you do? You can go through the self-doubt phase. Thinking to yourself that you are responsible for poor time management, inability to delegate, not improving efficiencies, not addressing the root cause and trying to compensate, or any other reason. You could also get soured casting yourself as a victim such as this is unreasonable, this is an unrealistic goal or target, this is a waste of time causing me to be late with something else, etc. I have found myself bouncing between both descriptions often. It is all in your perspective, and unlike the other challenges you may be facing you are in control of your perspective.

Monday August 13 after working 13 hours, including delivering mail, while physically uncomfortable I was carted out of my home by ambulance. Although, I now describe this event in a joking manner that I gave birth to a kidney stone whom I named Myron, it was not funny at the time. The ironic thing, at midnight on a gurney after the morphine took the edge off, I was texting my supervisor details of what he was walking into the next morning, texting the Acting POOM giving him a heads up that my office may be on "lists". The frosting on the cake was when I got home at 2:30am, hit the laptop putting the finishing touches on activities to keep my office off "the list", and updating my supervisor and POOM that I would be in later that morning.

I share the above descriptions to hopefully give you a smile at my expense while making a point. I want you to remember a number, 128. Not the highway, but as an acronym. 1 Person, 2 Hands, 8 hours. Now I realize the 8 hours is a far-fetched dream, but it's something to strive for. For your own mental health, you should come to terms with the workload we often have. Place the tasks as best you can in order of priority and deadlines in a working list that you may edit. Refer to the list often to stay focused as distractions will bombard you. Make note of deviations to reference if questioned why a task was tardy. Communicate or provide a heads up to the POOM and the district monitor if a deadline extension is required. Accept that there will always be work or tasks for the next day, if there wasn't you wouldn't be needed. Do not think asking for additional time or assistance when necessary is a sign of weakness or a whine.

“I love deadlines. I love the whooshing sound as they go by” -Douglas Adams

Above all, as difficult as it may be, keep your perspective positive. Like your email inbox, tasks will just keep adding to the count. You must manage yourself. If you are looking at some new program that you know in your heart is not going to make a difference in your operation and wonder why the hell you have to do it, do what I do, think to yourself this worked or had a benefit somewhere. Pick a place, a southern state always gives me a chuckle. As has been said in other articles, and meetings, you are not alone. When necessary phone a friend, talk it out. Although we work separately, we are all in this together.

As always, should you have a question or concern reach out.

Ray  
Raymond J. White, Postmaster  
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