

The Massachusetts

# BayStater

# UPMA

United  
Postmasters  
and Managers  
of America

*2025 UPMA Massachusetts State Convention*

JANUARY 2025





**Rob Leary**  
**President**  
**Massachusetts**  
**Chapter**

# Greetings UPMA Members,

As I write this, political season is in our rearview mirror and now we are neck deep in peak season. What a crazy time we are in! I know this issue will be received after peak is over, but I truly hope everyone was able to take some time and enjoy the holidays with family and friends.

With 2025 upon us, it is time to consider attending one or several of the upcoming UPMA events. March 16-18, 2025 will be the UPMA Legislative Summit in Washington DC. This is one of the best events of the year to attend if you are looking to expand your involvement with UPMA. We'll attend a day of legislative training, where we will also hear from top USPS Executives updating us on the future of the Postal Service. On day two, we will travel to Capitol Hill and speak with our Senators and Representatives on legislation affecting the Postal Service. If you've never been, I highly recommend you register and take part in this. It will be well worth your time. The next event is May 16-18, 2025 when we will hold our annual State Convention. This year it will be at the Margaritaville Resort in Hyannis MA. We will provide some great training while conducting our annual UPMA state business. Of course, there will be plenty of time built in to relax and get away from it all for a couple days. The agenda is still in the making. This resort features an indoor water park, so it's also a great opportunity to bring the family and get some quality time in with the kids too. For both events, our Fiscal Policy allows for all members to be eligible for reimbursement for one half of the hotel room and registration fees if you register before the deadline and abide by the guidelines outlined. If you partner up with a colleague, your room is basically free for the event. I encourage all members to come out and get involved. You will be glad you did! In addition, August 9-15, 2025 will be the UPMA National Convention in Dallas TX. This convention will feature some great training and opportunities to hear from many of the top executives in the USPS as well as a chance to interact with UPMA members from across the country. I've made many contacts and expanded my network by attending these conventions. As a bonus,

you'll have the chance to explore the Dallas area a bit in your free time. Same rules apply in our Fiscal Policy regarding half the hotel room and registration fees. I hope to see you there!

One area I'd like to address that I receive a lot of calls on is the issue of "Comp Time". Know that there is no official comp time program within Postal Service. There is a lot of confusion out there regarding this topic. If you work your day off, the ELM states you should take another day off in the same week. Knowing this is not always possible, it is essential that you communicate with your POOM or Manager regarding when you will be able to take the day off. You should not be stockpiling days and then dropping it on your Manager for a week or more off, especially if there is no prior communication. If you are in this position, you need to make sure your POOM or Manager is in the know on this. Don't assume your POOM or Manager knows the situation. Too many times I have received a call asking me to speak with a POOM or Manager about weeks of accumulated days that were not compensated. This creates a bad situation where most times the POOM was not entirely aware of the situation and disputes the claim. Communicate your situation and set up a plan ahead of time. Most POOMS and Managers are happy to work with you if they are kept in the loop and know what the plan is. If you are a supervisor or non-exempt manager, you should be paid T time for hours worked on NS days. If you are an exempt employee, you are entitled to personal leave provided you work at least half the day the personal leave is taken on. There is no need to do an hour for hour exchange or keep track of how many hours you work. If you need to leave for an appointment or other commitment, submit a 3971 to your Manager informing them of the time needed. Don't get caught up in the comp time loop. We are mostly Managers on salary which can sometimes create an unfair balance in the hours we work, but we have systems in place to help us maintain that balance. Just make sure you do it the right way.

Another hot topic as always is compliance. Compliance has become a four-letter word none of us want to ever hear again. With that said, much of what we do centers around complying with the requirements set forth by the many different departments of the USPS. To keep it in simple terms, this is our job. As frustrating



as the ever-changing number of requirements is, we need to ensure that we rise to this challenge daily. Always remember to communicate your obstacles to complying with your Manager. Your Manager should be there to support you and assist in making sure you are able to meet the daily goals. If there is no communication, it is assumed we forgot, or it is inferred that we are not doing our jobs. By letting your Manager know your challenges, they are kept in the loop and afforded the opportunity to assist you. While it is ultimately our responsibility to ensure our own individual compliance, don't assume anything and don't go it alone. Reach out to your RVP or another member of the Executive Board for assistance.

Lastly, I have received many calls on pay talks. UPMA cannot begin talks with USPS on our next pay package until the NALC contract is settled. We are obligated to wait until the largest union, which is the NALC, finalizes their

contract talks. More information will come out on this soon.

In closing, I hope everyone had a great holiday season with their families. It's hard to believe we are in 2025. I feel like it was just yesterday when I began my postal career in December of 1997. Time flies when you're having fun! Make 2025 your best year both personally and professionally. Attend your regional area meetings and get involved. Just the networking opportunities alone make it worthwhile. As I say in every issue, remember what is important and your reasons for doing what you do. We have jobs that require a very high level of responsibility and expectations. Do the best you can day in and day out and keep your integrity in check. As always, reach out to your RVP or member of the State Executive Board for assistance. We are here for you.

**Rob Leary**

UPMA State President, Massachusetts

## Happy New Year to all our members and their families.

**A**t the time of this printing, you will have done it again. Another successful Peak Season. Nice work. As we enter the New Year, make sure you take care of yourself. Too many times we put off things for ourselves, for the business. Don't put off doctor appointments or special occasions with your family. Make sure this year you focus on YOU, as stress can have a detrimental effect on us all. If you or your family members have been or are struggling, lean on the Employee Assistance Program. 1-800-EAP-4-YOU.

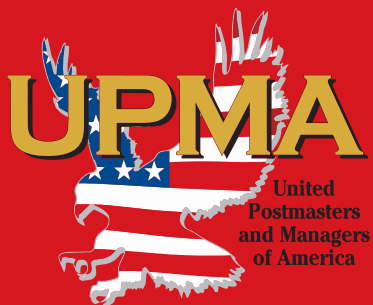
I'm looking forward to a productive year from UPMA State Executive Board. A crew will be going to Dallas this month for Membership Training to help expand the member base. Our organization is only as strong as its members. If you have a colleague or neighboring Postmaster/Supervisor/Manager that is not a member, share with them what you have gotten from your MA UPMA membership. If you haven't taken advantage of UPMA offerings, we will have another educational year with the national Legislative Summit, the MA State Convention and the National Convention. These can all be easily attended with the assistance of the 2025 Fiscal Policy that sets forth reimbursable expenses for each event. If you have an interest, I suggest joining us for the Legislative Summit March 16-18 in Washington DC. This event is a great introduction to what we do as an organization with just a short time frame commitment. I guarantee you will enjoy it. It's a great learning experience participating in the Legislative workings of the United States of America. Please reach out to your Regional Area VP or any board member listed on the back of this issue should you have interest or questions on attending.

Job openings will be plentiful in the upcoming year as many of our colleagues will be retiring or have already retired at the end of 2024. Please refer to my article in the last issue of the Baystater for tips on applying for your next position. If you need a copy of the article, you can find it on [MAunitedpma.org](http://MAunitedpma.org) under publications or feel free to reach out to me through my contact information on the back of this issue. Best wishes to you and your families for this year and hopefully you make UPMA events part of your New Year.

**John Sacco, UPMA MA**  
Vice President

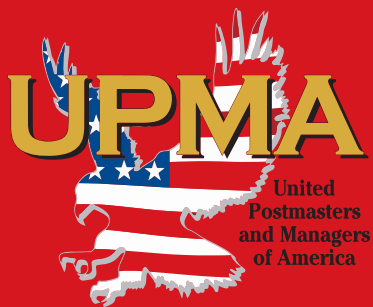


**John Sacco**  
Executive  
Vice President  
Legislative/PAC Chair





**Donna Legro**  
**President Retired**  
**& Parliamentarian**



# Retired Members' Corner

**T**he Retirees' Fall Meeting was held Oct 9, 2024. It was very well attended with over 40 people.

Sec/Treas Lorna Edie went over the minutes from the state convention and gave an updated treasurer report. MA Membership Chair Kathy Callahan reminded everyone of the monetary incentive member sponsorship program discussing how everyone can participate and earn money at the same time. If you have any questions about this, please contact Kathy or me for details

Rich Hui spoke about the Auxiliary Membership and made a motion for a \$100 donation to the Susan Hui Memorial Scholarship Program. This was amended and passed for a \$200 donation.

MA President Rob Leary was appreciative of the invitation and thanked all those that attended. He spoke about the need to increase membership and encouraged everyone to sign up a new member.

I informed everyone that our dues have increased every year, but the actives have not and an agreement was reached by the retirees and the national office not to increase retiree dues for 2025. I spoke about upcoming 2025 events including the Legislative Summit, the state convention, the national convention and the Atlantic fall conference. There was much discussion and several handouts regarding the upcoming open season and the Postal Service Health Benefit Program, including integration with Medicare. I reminded everyone to be sure to read The Leader and The BayStater and gave them the information where to sign up to get emails and texts to stay informed as the information is rolled out. Blue Cross Blue Shield Representative Alex Stathopoulos gave a presentation and provided handouts regarding changes for 2025 and the integration with Medicare. He answered many questions and provided his phone number and email to everyone.

Overall it was a great meeting and I appreciate all those that made time to come and hope to see many of you at the state convention in May. We will be holding elections for Retiree President and Vice President/Membership Chair.

## Postal Service Health Benefits Program

**A** very confusing open season has come and gone. I have to say I am happy it is over. There was so much confusion on the part of retirees. My phone and emails were flooded during the entire process. I listened to many of the provided zoom meetings but they were mostly repeats of the former zoom meeting so I did not find them as helpful as I had hoped. I did keep up with all the written materials provided which was helpful. I appreciate the people who ran the zooms, but there were many times when they did not have the answers for the attendees and were asking the other participants if they knew the answer. I did not find this comforting. I also did not find the checkbook and comparison guides as helpful as I had hoped. Although they compared the basic information, the charts referred people to the plans' brochures which were over 100 pages long so this just added to the frustration. Due to the fact that this was the first open season for PSHB and the Medicare incorporation, I think much more informative zooms could have helped. For retirees trying to decide if a PSHB advantage plan was more beneficial than a regular plan, it was too much. So I probably did what most people I talked to did, and stayed with my current plan and resigned myself to the fact that I can change it next year if I don't like the outcome.

**Donna Legro, UPMA MA**  
President Retired



# Greetings and Happy New Year to everyone,

I hope everyone made it through peak and got to enjoy some time with your family and friends. Peak Season is a very stressful time for all employees. Early mornings turn into late evenings six and sometimes seven days a week for the month of December. If you didn't do your Christmas shopping in August and September, as a Postal Employee chances are everyone is getting cash or gift cards. I am speaking from experience on this one! Employees are tired and stressed trying to work these crazy hours and in addition tend to their own family responsibilities. Breathe and only do what you can do. We are humans not machines. Be kind to your fellow coworkers and employees, kindness in this crazy time can go a long way for somebody. This is my 28th peak (only 14 more to go but who's counting) and I can tell you it has been one of the most stressful. In addition to getting the mail up to the carriers, we could be required on zoom after zoom after zoom, compliance reports for everything, and heaven forbid you have a carrier out after 8pm, or your PPH are not 300 plus!

One thing I am looking forward to in the New Year is the 2025 Legislative Summit. This will be my 3rd year attending, and I look forward to seeing the friends I have made and making more this year. If you have not attended one yet, I can't suggest going enough. The Legislative Summit will be held at the Hyatt Regency Crystal City at Reagan National Airport, March 16 – 18, 2025. Training sessions will be held on Monday, March 17 beginning at 8:30 AM. The MA Chapter will hosts a state dinner Sunday evening which is always a great

event. Tuesday, March 18 we will go to Capitol Hill. People then can fly home after going to the Hill or fly home on Wednesday. Please refer to the 2025 Fiscal Policy to see how much the MA Chapter will reimburse you for attending. Registration is online at [unitedpma.org](https://unitedpma.org), events, national events. To book a hotel room Contact the Hyatt Regency Crystal City at Reagan National Airport. Mention you are attending the United Postmasters and Manager Meeting and use group code: G-PIK0. UPMA rates are available until February 21, 2025, or until the room block is sold out, whichever comes first.



**Kim Donahue**  
Secretary/ Treasurer

Room rate for up to two people in a room:  
\$219/night

Room rate for three people in a room: \$244/night  
Room rate for four people in a room: \$269/night

**Hyatt Regency Crystal City Phone Number:**  
703- 418-1234  
**Group Code: G-PIK0**

If you ever need anything, I am only a phone call away.

Respectfully,  
**Kim Donahue**  
Secretary/Treasurer

## Upcoming Events

**Legislation Summit Washington DC • March 16-19, 2025**

**Massachusetts State Convention • May 16-18, 2025**

**2025 National Convention Dallas TX • August 9-14, 2025**

**2026 National Convention Puerto Rico • August 1-6, 2026**



**Keith Miller**  
MA Editor

## Editor's Desk: Keith Miller

I hope everyone has had a great holiday season. Now that it is behind us, we need to look forward to 2025. There are a lot of great opportunities in 2025 with UPMA.

If you have ever wanted to help make some changes in UPMA, there are a lot of events that you can attend to help you better understand what UPMA is doing for you. In this issue, there is information regarding all 3 major events that are happening this year. The links to sign up for these events is also included. It is a great way to get started.

If you ever want to know more about a topic or have any articles you would like to add to the Baystater, please send them to me. I would love to hear from other members of Massachusetts Chapter of UPMA. I know other people would like you to hear from you also. Please send your article to me at [mabaystatereditor@gmail.com](mailto:mabaystatereditor@gmail.com)

I hope to see you all at the State Convention this year. The only way to make changes is to get involved.

Thank you for reading. *Keith Miller MA*

## Hello,

I am the UPMA State Chapter Member Rep for MA. The service that we once knew has been changing at a pace faster than some of us can comprehend. If you feel as though you are falling behind, reach out to your fellow EAS and teach one another. I have and continue to field calls on compliance issues. These are rules we must follow. DOIS, CSAW, OT admin to name a few daily requirements. OK, we have all forgotten from time to time, but several times a week? If you need help, go to your next level EAS and ask them for help. We all need to work together to provide not only for our customers, but also our families. I cannot believe I have over 30 yrs in the service. I say to all potential candidates that come work for me, you will work hard, it will be helping people in one way or another; there is upward mobility, a lot of days are worse than the really good days but those make up for all worse days. You will not get rich but you will do well for yourself and your family and at the end of the day that's what really matters. Bottom line is we are all in this together; if you don't help each other now you could be the next one calling me because you're about to go in for an Investigative Interview. I hope you all had a successful peak season, but more importantly, a safe and healthy Holiday Season with your families and your staff.

**Michael Fairbank**  
Chapter Member Representative

## Compliance is key to everyone's success!

Right now, the post office has taken the human element out of our jobs and expects us all to be robots. They expect us to always be 100% perfect with everything. In this new world of everything being tracked, you need to make sure you are doing everything you can to stay off lists. Here are some ways to help you keep your office off the dreaded lists.

It is always good to have a checklist or some way to make sure you are doing everything on time and correctly. Besides checklists I give to my supervisors, I use a couple of other things to help me remember what is due when and what time they are due by. I have a bunch of timers set on my phone to go off to remind me when a report needs to be completed or pulled to stay in compliance. I have monthly reminders on my Outlook to remind me if the Statement of Accountability is done or the key inventory and any other reports that need to be completed timely. Do whatever you must do to keep your office in compliance. There are so many ways out there to be put on a list. But if you continue to do the easy items and continue to manage your office to the best of your abilities you should be very successful. If you really need help or find yourself not getting something done, reach out to other postmaster or managers. It is very hard to know everything in this company so having a support group is a must. This is one reason we ask everyone to get involved with UPMA and go to meetings, events or conventions. You can meet people that might be experts at an area that you might need support in. It is always good to network with other postmasters or managers to help keep yourself in compliance.

**Keith Miller**  
RVP 018-019

# Greetings Postmasters and Managers,

It was only a few months ago that I last wrote an article for the Massachusetts BayStater magazine. I hope everyone is doing well and is getting ready to deal with the Peak Season.

The arrival of the holiday season means there will be more stressful work environment, which translates to longer working hours and less sleep. This is nothing new to the postmasters and managers, but please do not forget to maintain a healthy balance between work and home life. Remember to take time to celebrate the holiday season! Bring the holiday spirit into the workplace, your employees will feel your positive vibes and they too will have more energy and positive attitudes when engaging with customers and co-workers. Remind yourself and your employees that you are providing services that connect families all over the country or even overseas, this will provide a better mindset to deal with the season.

With the increasing number of packages during the holiday season, I like to remind you that scanning integrity will go a long way to keep your employment safe. Remember, do not take shortcuts, it will only lead you down a long and winding road. If you are falling behind on your daily workload or job requirements, ensure that you communicate with your immediate supervisor, explain in detail in the email. Seeking help from your manager, and better yet, networking with your fellow postmasters and managers to see if they can lend a hand. I guarantee you are not alone in this.

In closing, I would like to wish you and your family a very happy holiday season.

**Rich Hui**

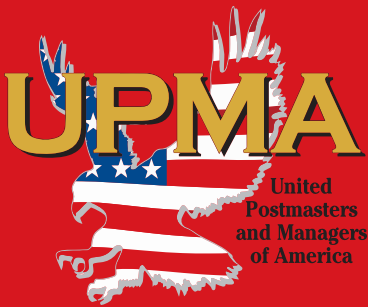
Postmaster Retired.

National Area 1 Representative, UPMA.

National Members (Adverse Action) Representative, UPMA



**Rich Hui**  
National Adverse Action  
Rep - Retired



## Holiday Season

By the time you read this article, the Holiday season will be over. I hope everyone took some time to enjoy getting together with family, relatives and friends. I know I will have enjoyed this time.

We also needed to try to rest and recharge our batteries and be prepared for a new year as challenging as the one we just ended.

The next UPMA meetings will be in February and April. In April there will be an election for the Central Massachusetts RVP. If anyone is interested, let me know. If you have ideas of what you would like to see in the training sessions, send me an email or give me a call.

I hope you enjoyed the Holidays.

**Sylvain Labelle**  
014-017 RVP



**Sylvain Labelle**  
RVP 014-017



**PLEASE READ THIS CAREFULLY WITH REGARD TO ELIGIBLE REIMBURSEMENTS AT EACH INDIVIDUAL EVENT. THERE HAVE BEEN IMPORTANT CHANGES MADE.**

**FISCAL POLICY EFFECTIVE JAN 1 – DEC 31, 2025**

The Secretary/Treasurer shall furnish a surety bond for an amount not less than the current balance of all accounts, with the exception of the CD's. The premium of said bond is to be paid by the Chapter and the bond to be held with the records of the Sec/Treasurer during his/her term of office.

The President or designee will be reimbursed for mileage with mapping/mileage documentation and meal expenses to attend regional chapter meetings.

The Secretary/Treasurer shall receive \$350.00 per month as compensation for services rendered.

The Editor shall receive \$300.00 compensation for every publication in support of the Chapter.

The Chapter Member Representatives and the President will have mileage reimbursement with mapping/mileage documentation to attend meetings representing a MA UPMA member where e-Travel is not authorized.

The Sec/Treasurer will pay \$10.00 annually for each retired/associate member to the MA Retired Secretary/Treasurer in January. The MA Chapter will reimburse the retirees for E-Board members that attend retired luncheon meetings.

**REGIONAL CHAPTERS:** In an effort to promote membership, attendance and member involvement, each regional treasury (5 exist as of the adoption of this policy: 010-013, 014-017, 018-019, 020-024, 025-027) will be eligible for a stipend of \$1500 from the MA Chapter in January with the submission of a specific voucher provided by the Sec/Treasurer, the previous year's regional area annual treasurer report, copies of all meeting minutes and copies of all Baystater articles submitted for each issue.

**REIMBURSEMENT ELIGIBILITY FOR ALL EVENTS:** To be eligible for reimbursement for attending any listed UPMA event, a specific voucher for each event will be provided by the Sec/Treasurer and must be used. The voucher and all required documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the event(s). This is defined as being in attendance at all President mandated events from beginning to end. MA UPMA members who receive compensation for attending the event(s) from another UPMA source are not entitled to MA Chapter reimbursement.

**LEGISLATIVE SUMMIT:**

- The MA Chapter may host a dinner for all MA UPMA members at the Legislative Summit event.



- Eligible legislative expenses for members other than elected Executive Board members will be reimbursed from the legislative funds. Any eligible reimbursements in excess of the available legislative funds will be distributed from the MA Chapter checking account in 2025.

**Legislative Summit Eligible Reimbursement for:**

President  
 Exec Vice-President  
 Sec/Treasurer  
 Editor  
 Retiree President  
 Legislative/PAC Chair  
 Regional Vice Presidents (5)

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid, excluding any travel points used.
- One luggage fee each way if applicable.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer with all receipts and mapping/mileage documentation.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing airport to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel transportation provided, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event. Members are expected to carpool to the extent possible.
- Rideshares will be reimbursed for transportation to and from Capitol Hill with a receipt and listed passengers on the voucher. Members are expected to carpool to the extent possible.

**All other MA UPMA members meeting eligibility for Legislative Summit reimbursement:**

- All expenses outlined above with the exception of the hotel room.
- Hotel room at one half (½) the convention rate as indicated on the event registration form.

**STATE CONVENTION:**

- There will be one 50/50 drawing at the state convention designated for PAC.
- All other net proceeds from fundraising activities will be designated for the scholarship fund.
- Up to five (5) \$1,000 scholarships will be awarded at the state convention.
- \$2,000 will be allotted for door prize drawings at the state convention for registered MA members only.

- There will be no transportation costs associated with the state convention.
- Full registration AFTER the early registration date will be \$99, with no reimbursement.
- Full non-member registration will be set at \$150 or partial registration will be set by meal selections as indicated on the registration form.

**State Convention Eligible Reimbursement for:**

President  
 Exec Vice-President  
 Sec/Treasurer  
 Editor  
 Retiree President  
 Regional Vice Presidents (5)

- There will be no registration costs associated with the state convention, but a registration form is required.
- Hotel room at the convention rate as indicated on the event registration form.

**All other MA UPMA members meeting eligibility for State Convention reimbursement:**

- Early registration for all members will be set at \$49 if postmarked by the date indicated on the registration form. At the conclusion of the state convention, the registration fee will be returned to all MA members that attended and fully participated in convention activities.
- Partial registration will be set by meal selections as indicated on the event registration form.
- There will be a \$20 daily business session fee without meals.
- Hotel room at one half (1/2) the convention rate as indicated on the event registration form.

**National Convention:**

- The MA Chapter may host a dinner for all MA UPMA members at the National Convention.
- The MA Chapter will make a donation to the national office for door prize drawings in the amount requested by them.

**National Convention Eligible Reimbursement for:**

President  
 Exec Vice-President  
 Sec/Treasurer  
 Editor  
 Retiree President  
 Any officer or chair when there is scheduled training for the position or when requested by the President to attend.

- Early registration as indicated on the event registration form (March 31, 2025).
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid, excluding any travel points used.

- One luggage fee each way if applicable.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer with all receipts and mapping/mileage documentation.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing airport to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel transportation provided, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event. Members are expected to carpool to the extent possible.

**All other MA UPMA members meeting eligibility for National Convention reimbursement:**

- All expenses outlined above with the exception of the hotel room.
- Hotel room at one half (½) the convention rate as indicated on the event registration form.

**ATLANTIC CONFERENCE:**

- All transportation reimbursements including hotel parking fees are subject to change by vote of the Executive Committee based upon location of the Conference.

**Atlantic Conference Eligible Reimbursement for:**

President

Exec Vice-President

Sec/Treasurer

Editor

Retiree President

Any MA Executive Board member with a scheduled training class for their position, holding an Atlantic Conference elected position, conducting a training class, or authorized by the President.

- Early registration as indicated on the event registration form.
- Airfare if authorized, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid, excluding any travel points used.
- One luggage fee each way if applicable.
- Driving, if authorized includes mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer or documented expenses with all receipts and mapping/mileage documentation.
- Hotel room at the conference rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing airport to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel transportation provided, rideshares, buses, taxis, etc will be reimbursed



up to a maximum of \$100 for this event. Members are expected to carpool to the extent possible.

**All other MA UPMA members meeting eligibility for Atlantic Conference reimbursement:**

- All expenses outlined above with the exception of the hotel room.
- Hotel room at one half (½) the convention rate as indicated on the event registration form.

**NATIONAL UPMA ACADEMIES/MEETINGS:**

- The President will authorize members to attend National UPMA Academies/Meetings.
- Transportation expenses will be reimbursed at the most cost effective means based on location and decided by the President.

**National UPMA Academies/Meetings Eligible Reimbursement for:**

President  
Exec Vice-President  
Sec/Treasurer  
Editor  
Retiree President

- Registration fee.
- Airfare if authorized, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid, excluding any travel points used.
- Driving if authorized includes mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer or documented expenses with all receipts and mapping/mileage documentation.
- Hotel room at the nationally contracted rate.

**All other MA UPMA members meeting eligibility for National Academies/Meetings reimbursement:**

- All expenses outlined above with the exception of the hotel room.
- Hotel room at one half (½) the convention rate as indicated on the event registration form.

**The fiscal policy will be effective January 1 – December 31. It will be reviewed and amended annually by the Executive Committee no later than November 1. Presentation and a quorum vote of the Executive Board will be held no later than December 31 each year.**

**This fiscal policy was proposed by the MA UPMA Executive Committee and approved by a quorum vote of the MA UPMA Executive Board at a meeting held on November 14, 2024.**



# 2025 Massachusetts State Convention Hyannis MA





# Convention Registration Form

## MA UPMA STATE CONVENTION May 16-18, 2025

Name: \_\_\_\_\_ Title: \_\_\_\_\_ Telephone or email: \_\_\_\_\_

Office: \_\_\_\_\_ Zip: \_\_\_\_\_ Arrival Date: \_\_\_\_\_

\*\*\*\*\*

**MA 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 and accurate expenses.**

Fri Lunch \_\_\_\_\_ Friday Dinner \_\_\_\_\_ Sat Breakfast \_\_\_\_\_ Sat Lunch \_\_\_\_\_ Sat Dinner \_\_\_\_\_ Sun Breakfast \_\_\_\_\_

\_\_\_\_\_ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY**– Must be postmarked no later than April 1, 2025

\_\_\_\_\_ **\$49 ALL MA MEMBERS** - Must be postmarked no later than April 1, 2025. These registrations will be refunded at the conclusion of the state convention to members that fully participated in convention activities.

\_\_\_\_\_ **\$99 ALL MA MEMBERS** postmarked after April 1, 2025 and Walk-in Registrations. No reimbursement will be issued for these registrations.

\_\_\_\_\_ **\$20 Daily Fee** for business session and/or training session without meals

\_\_\_\_\_ **\$20 Daily Fee plus meal prices selected:** \$25 Fri Lunch \_\_\_\_\_ \$55 Fri Dinner \_\_\_\_\_ \$20 Sat Breakfast \_\_\_\_\_  
\$25 Sat Lunch \_\_\_\_\_ \$55 Sat Dinner \_\_\_\_\_ \$20 Sun Breakfast \_\_\_\_\_

Registrations postmarked no later than April 1, 2025, will be refunded at the conclusion of the convention to members that participated in convention activities.

\*\*\*\*\*

**NON-MEMBERS AND GUESTS:** NAME(S): \_\_\_\_\_

\_\_\_\_\_ **\$150 Full registration** includes all meals and activities **OR** partial registration per meal and/or activity.

\$25 Fri Lunch \_\_\_\_\_ \$55 Fri Dinner \_\_\_\_\_ \$20 Sat Breakfast \_\_\_\_\_  
\$25 Sat Lunch \_\_\_\_\_ \$55 Sat Dinner \_\_\_\_\_ \$20 Sun Breakfast \_\_\_\_\_

Per Resort Policy: Kids under 4 are free

Kids 4-11 yrs pay ½ price for buffets and full price for Sat Dinner plated meal

Kids 12+ pay full price all meals

Kids names and ages: \_\_\_\_\_

\*\*\*\*\*

### **HOTEL INFORMATION:**

Margaritaville Resort Cape Cod, 1225 Iyannough Rd, Hyannis MA 02601

- Booking Link: <https://reservations.margaritavilleresorts.com/?Hotel=45471&Chain=23717&arrive=2025-05-16&depart=2025-05-18&adult=1&child=0&group=7301940> OR contact Mindy Anderson M-F, 9am-4pm at 508-568-2910 or via email at [manderson@margaritavilleresortcapecod.com](mailto:manderson@margaritavilleresortcapecod.com)

- **Reservation cut-off is April 14, 2025**

- \$169 per room plus \$10 resort fee and taxes for double occupancy. Additional people \$20 each plus tax

- Water Park Passes (\$20) are not included with the group rate

- A deposit of one night's room plus occupancy tax is required

- 5-day prior cancellation policy.

- Check-in day late or departure day early is subject to one night room rate plus tax.

\*\*\*\*\*



**Please mail registration form and different checks for members and non-members to make it more efficient for member reimbursement. All checks should be payable to MA UPMA and sent to Kim Donahue, Secretary/Treasurer, 45 Haigh Ave, Salem NH 03079**





## **Nomination Form UPMA Leader of the Year for 2024**

This **UPMA Leader of the Year Award** will be awarded at the 2025 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 2024
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/Manager should be selected. Please be as specific as possible.

### **Nomination for 2024 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, 2025.**

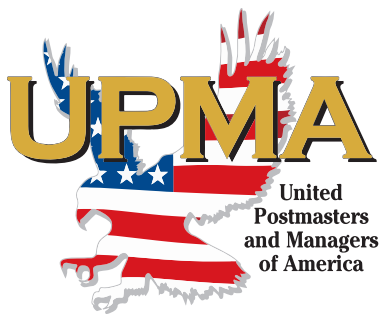
**You may submit this form along with your narrative by mail or email to:**

**Deanna White, Chair  
PO Box 1  
Nutting Lake MA 01865**

**or**

**deadea01@icloud.com**

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



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

**SCHOLARSHIP APPLICATION**

**Must be postmarked no later than April 1, 2025**

**Tracking must be included**

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

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

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

Name of related UPMA Member: \_\_\_\_\_ Relationship: \_\_\_\_\_

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

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

**LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED**

Name of School	Location	Dates Attended	Expected Graduation
----------------	----------	----------------	---------------------

_____	_____	_____	_____
_____	_____	_____	_____

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

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

**COLLEGE CHOICES**

1<sup>ST</sup> Choice: \_\_\_\_\_ SAT's required: Yes or No

2<sup>nd</sup> Choice: \_\_\_\_\_ SAT's required: Yes or No

3<sup>rd</sup> Choice: \_\_\_\_\_ SAT's required: Yes or No

**REQUIRED INFORMATION**

- 1) **Attach an essay stating your educational objectives.**
- 2) **ALL students must attach official grade transcripts.**
- 3) **High School students must attach GPA & SAT composite scores if required by college.**
- 4) **Please attach at least one teacher (HS student) or professor/advisor (college student) recommendation.**

4) Other scholarships received: \_\_\_\_\_  
\_\_\_\_\_

5) Honors, prizes or recognition received in high school/college: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6) School activities including year(s) of participation and any offices held: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7) List non-school activities: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Submit completed application with attachments to:**

**Monique Omalley, Chair  
90 State Rd  
Baldwinville MA 01436**

**Must be postmarked no later than April 1, 2025 and include tracking information**

**Certification**

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

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

**THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT OF HIGH SCHOOL STUDENTS**

Grade Point Average: \_\_\_\_\_ SAT/ACT Scores if required: \_\_\_\_\_

Class Rank: \_\_\_\_\_ out of \_\_\_\_\_ (Total seniors)

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

**Previous winners will receive secondary consideration  
Incomplete applications will be disqualified**



# 2025 State And National Bylaws And Elections

**FIRST LET ME SAY: PLEASE READ THE 2025 FISCAL POLICY THAT IS PRINTED IN THIS ISSUE OF THE BAYSTATER. THERE WERE CHANGES**

## **MA ACTIVE AND RETIRED BYLAWS:**

In accordance with the active member bylaws and the retiree bylaws, members have until March 17, 2025 to submit any proposed changes to the active member bylaws and April 16, 2025 to submit any proposed changes to the retiree bylaws. If anyone needs help with this, please let me know. These will be distributed at the state convention and will be presented and voted on during the convention.

## **MA REGIONAL AREA ELECTIONS:**

In accordance with the MA Regional Area Procedures issued in Feb 2024, elections in odd years are for the following positions: Regional Vice Presidents in 014-017 and 025-027 areas and Regional Area Secretary/Treasurers in 010-013, 018-019, and 020-024 areas. The Regional Area Guidelines state that elections for these positions will be held in the month prior to the state convention in odd years. Regional members will be notified of the date, time and place of their election meeting no later than 2 weeks prior to the scheduled meeting. Newly elected officers shall be sworn in at the annual state convention.

## **MA EXECUTIVE COMMITTEE ELECTIONS:**

The MA active and retiree bylaws outline that Executive Committee positions are to be filled by election at the State Convention by a majority of the vote cast. At the 2025 state convention, we will be voting for the positions of State President and State Executive Vice-President and also for a Retired President and Retired Vice President/Membership Chair.

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office. The election of officers shall take place during the state convention of this chapter and it shall require a majority of the vote cast to be elected. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer. Eligibility as well as terms and duties for each of these positions are outlined below. If you are interested, you may also contact the incumbents or former incumbents for more information.

## **Active President and Executive Vice-President:**

- Must be an EAS member in good standing. Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to run for these positions if they are present at the meeting where the vote is taken and no active EAS member seeks the position.
- Term is two years beginning the first day of the month following the state convention
- May serve two consecutive terms of office.

**Duties Active President:** The President shall preside at all meetings of the chapter; shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The President must be an active member. The president shall receive such compensation for their services as provided for in the fiscal policy.

**Duties Active Executive Vice President:** The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position will be a separately elected position and must be an active member. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The remaining term of the vacant position of the Executive Vice President shall be filled in accordance with Article X, Order of Succession Section 2. The Executive Vice President will have additional duties assigned by the President from the list of Committee Chair positions outlined in Article XII. The Executive Vice President shall receive such compensation for their services as provided for in the fiscal policy.

**Retirees: President and Vice President/Membership Chair** shall be elected at the annual Chapter Convention in odd numbered years to serve a term of 2 years. The officers shall be limited to 4 terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

**Duties Retired President:** The President shall preside at all meetings of the Chapter; shall call special meetings when requested to do so, preside at the meetings of the Executive Board, appoint all committees for the proper handling of the business of this Chapter; serve as a member of the MA UPMA Executive Board, and in general perform such duties as may pertain to the office. The President shall receive such compensation for their services as the Executive Board may provide.

## **Duties Retired Vice President/Membership Chair:**

The Vice President/Membership Chair shall serve in the absence or disability of the President and work with the President as needed. Should the office of the President be vacated, the Vice President will serve the remaining term.

This would not exclude that person from seeking a full elected term as President. In addition, the Vice President may serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization, and insure that the Chapter always has a strong membership. In the event of a vacancy in the Vice President position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice-President.

**NATIONAL BYLAWS AND ELECTIONS:** MA will vote on any proposed national bylaws that are submitted to the national office by the deadline established, and a National VP – Atlantic Area will be elected. In accordance with the MA bylaws, this voting will be by written ballot at the state convention with the result counting being done by a national representative present at the state convention and then formerly submitted at the 2025 national convention in Dallas TX.

Look for more information on proposed bylaw changes and elections in the national magazine, The Leader.

**Donna Legro**, President Retired & Parliamentarian



**Donna Legro**  
President Retired  
& Parliamentarian

**I**t has been an honor to serve as your Regional Vice President this past year, and I am looking forward to the opportunities and challenges that 2025 will bring. Our final meeting of 2024, held on December 5, was a tremendous success, with thirty members in attendance. We were privileged to have Rich Hui, National Adverse Action Representative, and Rob Leary, our President, as guest speakers.

During the meeting, we discussed several critical topics, including EAS pay and the rising healthcare costs anticipated for 2025. A key issue raised was the concern over how any company could have its management team work under a specific pay structure for an entire year, only to later revert to a previous pay structure that results in lower compensation. This has been a particularly difficult year for Postmasters and Supervisors, as we have faced pay reductions,



**Jacques Tompkins**  
Regional Vice President

increased insurance premiums, and rising inflation. After a vote, we requested that Rob Leary send a letter to UPMA to formally address our concerns, and we hope to have a response to share with you at our next meeting.

Another pressing concern is the recent changes to prescription plans. I have received multiple reports from members who have been notified that their medications have been moved from Level 1 to Level 3, which will result in significant out-of-pocket costs that were previously covered by insurance.

I strongly encourage all members to consider attending the UPMA Legislative Summit in Washington, DC, from March 16-18, 2025. This summit presents an excellent opportunity to engage directly with elected officials and discuss important issues affecting our community. Thanks to our collective efforts, we successfully passed the WEP/GPO bill last year and raised awareness of the challenges associated with the Delivery for America Plan. As a result, Congress has paused certain aspects of the plan to evaluate its effectiveness.

In summary, while we continue to face significant challenges such as pay reductions, rising healthcare costs, and changes to prescription plans, we are actively advocating for solutions and addressing these concerns through our leadership and collective efforts. I encourage everyone to stay engaged and take part in upcoming initiatives, such as the UPMA Legislative Summit, to ensure our voices are heard. Together, we can work towards securing better outcomes for Postmasters and Supervisors in the year ahead. Thank you for your dedication and support.

**Jacques Tompkins**  
RVP 025-027

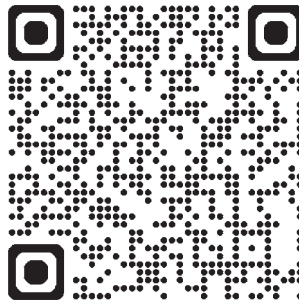


# 2025 UPMA Legislative Summit

## March 16 – 18/19, 2025

**Hyatt Regency Crystal City at Reagan National Airport,  
Arlington, VA**

The 2025 UPMA Legislative Summit will be held at the Hyatt Regency Crystal City at Reagan National Airport, March 16 – 18/19, 2025. Training sessions will be held on Monday, March 17 beginning at 8:30 AM and are expected to conclude by 5:00 PM. Tuesday, March 18 will be spent on Capitol Hill. Necessary materials for Capitol Hill Day will be provided Monday, March 17. Return trips home can be either Tuesday after the Capitol Hill visits or Wednesday, your preference.



## Registration for Legislative Summit

### Hotel Reservations:

Contact the Hyatt Regency Crystal City at Reagan National Airport to book your hotel rooms. Mention you are attending the United Postmasters and Manager Meeting and use group code: G-PIK0. UPMA rates are available until February 21, 2025 or until the room block is sold out, whichever comes first.

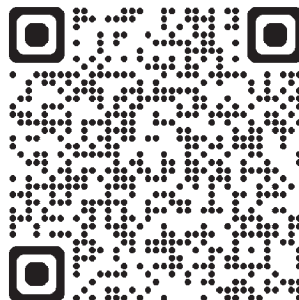
Room rate for up to two people in a room: \$219/night

Room rate for three people in a room: \$244/night

Room rate for four people in a room: \$269/night

Hyatt Regency Crystal City Phone Number: 703- 418-1234

Group Code: G-PIK0



Hotel for Washington DC



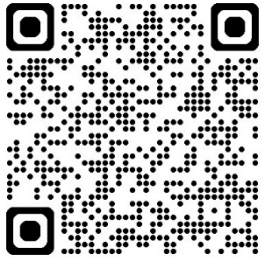


# UPMA 9th National Convention

**August 9 – 15, 2025**

**Sheraton Dallas, Dallas, TX**

The UPMA 9th National Convention will be held at Sheraton Dallas, August 9 -15, 2025. The MA E-Board voted to use the March 31, 2025 registration deadline as the early registration date for reimbursement purposes.

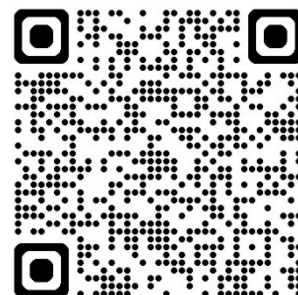


QR code to Register for the convention in Dallas TX

<b>2025 National Convention Registration Rates</b>	<b>August 24, 2024 - August 30, 2024</b>	<b>September 1, 2024 - March 31, 2025</b>	<b>April 1, 2025 - June 30, 2025</b>	<b>After June 30, 2025</b>
Postmaster, Manager, Supervisor or EAS Professional	\$200	\$220	\$252	\$300
UPMA Retired, Associate or Guest <i>This rate includes the UPMA Retired Luncheon.</i>	\$200	\$215	\$239	\$275
Auxillary or Guest <i>This rate does not include the UPMA Retired Luncheon.</i>	\$150	\$165	\$189	\$225
Children 17 and under <i>This rate includes child's meal at the Thursday Grand Banquet.</i>	\$100	\$110	\$126	\$150

## Hotel Reservations:

Contact the Sheraton Dallas to book your hotel room. Mention that you are attending UPMA National Convention. UPMA rates are available until July 18, 2025 or until the room block is sold out, whichever comes first. **Sheraton Dallas Phone Number:** 888-627-8191



**Group Code:** UPMA National Convention 2025





**Rob Leary**  
President  
Massachusetts  
Chapter

# Atlantic Area Conference Recap

Greetings All,

The last weekend of October saw five of us travel to Albany NY for the Atlantic Area Conference. This was a two day conference comprised of the 14 Atlantic Area states coming together for training and information. All 14 states were represented with a total of nearly 100 UPMA members present. National President Edmund Carley spoke first. He reflected on his past three years as National President and how UPMA has grown in a positive way since 2022. Edmund answered questions from the group on several topics such as the upcoming pay talks. These talks will begin once the NALC concludes their contract negotiations and ratifies their contract. HR 82, a bill labeled the Social Security Fairness Act, is set to be voted on in November so hopefully we'll get some closure on this.

We were then treated to a presentation by Director of Post Office Operations, Tony Impronto. Tony covered several topics in PO Operations but most notably CSV. We were told that all SOV offices would see a conversion to CSV soon. Tony fielded questions on hot topics at HQ and took our concerns back to HQ. One of the big items was scanning, ensuring that all our employees are making every possible scan they can. No scan means, no credit which hurts our bottom line and scores. Another suggestion was making sure we make our flex time requests in Radar. Many things we don't get credit for can be compensated using flex time, increasing your CSV scores.

One of the highlights of the conference was Adverse Action training, conducted by Cathy Winnie and our own Rich Hui. We spent a total of 5 hours over the weekend on the topic and all in attendance learned a great deal. As

a UPMA member, one of your greatest benefits is representation. This training is invaluable and will help to serve our members that find themselves in a tight spot. This is also a great way to get involved with UPMA. By coming to the conference and receiving this training it allows you to not only help yourself but help others as well.

Throughout the rest of the event, we heard from Joni Montroy, who gave a wonderful presentation on retirement. No matter where you are in your career, it's never too early to start planning for that day we all look forward to! We also had a presentation on membership from incoming National President Tony Leonardi. Tony stressed the importance of recruiting new members and building the future of UPMA. I would ask all our members to encourage new Supervisors, Managers and Postmasters to join. The first year is free, so there is nothing to lose by joining UPMA and seeing what we are all about!

We ended the conference with announcements for candidates for UPMA National VP, Atlantic Area. There will be three running for the position in the coming year. As you may have seen in our previous Baystater, I have announced that I will be running for this position. We also have Peter Urbani, State President of CT and Tasha Clemons, State President of NC running. My best wishes to Peter and Tasha as we compete for votes this coming year.

In closing, the Atlantic Conference was a great learning experience. I encourage more members to attend next year as we travel to North Carolina for this event. It's a wealth of knowledge and perfect starting point for anyone wishing to be more involved in UPMA business.

**Rob Leary**  
UPMA State President  
Massachusetts

# 2025 Atlantic Conference September 25 – 28, 2025 Charlotte/Concord NC

Name \_\_\_\_\_ Title \_\_\_\_\_  
Address \_\_\_\_\_ State/Zip \_\_\_\_\_  
Email \_\_\_\_\_ Phone \_\_\_\_\_

**TODAY ONLY!**  
**Registration**  
**\$149!**

After today – December 31, 2024 - \$165  
January 1 – May 31, 2025 - \$180  
June 1 – On Site - \$200

Six meals including

**Saturday night Banquet and Awards**

Refund Policy

50% after June 1

No refund after July 1

**Team Building Competition**  
**Saturday Afternoon Breakout!**  
*Off-Site Transportation Provided*

## **GREAT WOLF LODGE**

**10175 Weddington Road, Concord North Carolina 28027**

Make reservations today by calling 1-866-751-9653. Be sure to mention 2509UPMA, reference code to receive the special discounted rate.

Room Rates \$179, includes Free Waterpark Passes, Free Parking

Available until 8/25/25 or sold out.

(One registration per page)

Checks to NC UPMA AC - Mail to:

**Peter Roina**

**309 Cape Lookout Dr**

**Harkers Island NC 28531**

(Vendors must register to participate in  
hospitality room, meals and events)

\$\_\_\_\_\_ AC Registration

Watch for updates soon on our  
Facebook Page:

**UPMA Atlantic Conference 2025**

More information contact

**Dominick Spadaro - 252-342-0614**

**Dominick28512@gmail.com**



**Joseph Torcia**  
Regional Vice President

# Welcome to the ever-changing Postal Service!

What we see today is very different from the past and sometimes very frustrating. The environment we are in gives the impression that we are more concerned with staying off lists than providing quality service. We've seen declining service standards and watch as countless express mail failures occur daily as we continue to strive for success. The most frustrating part is that it seems no matter how hard we work, no matter the positive results we do achieve, it is never enough. In a company this large with so many people wanting to do the right thing and do their job well, it seems we just can't get on a positive track in terms of recognizing positives. Only the negatives are highlighted on a regular basis.

Now, more than ever, it's important to be a part of UPMA. Joining will allow you to work and to connect with members all over the country. I've been fortunate enough to meet people from around the country. We make connections that last a whole career and also someone to reach out to for advice. Use your UPMA network to your advantage. Use that network to help build your success and get results.

Be on guard for Gemba audits taking place in your office. While a Gemba is intended to identify areas of opportunity and to help improve your office, some auditors may take a more aggressive approach to the process. While this is uncomfortable, we all need to understand the audits are mandated from above and the auditor should be there with good intentions of doing a quality audit. If anything seems out of place during an audit, this should be escalated to your immediate manager for further review. This is meant to say if the auditor is not conducting the audit in a professional manner, or the tone of the audit is one of an aggressive nature you need to report it. Take the audit as a learning experience, but should you feel the audit

is not being conducted properly, raise the issue to your boss or contact a UPMA representative for assistance.

Revelation logs are a hot topic. None of us like the extra work, and the logs seem to be redundant in nature. With that said, this is a tool to help you document the recurring issues and place accountability where it needs to be. This should be that simple. If the process is becoming cumbersome or too time consuming, look for ways to simplify. Talk to your manager and show them that you can do the job without the extra time commitment.

Dignity and respect: This is a topic that has been in my opinion not talked about enough for quite some time now. As Postmasters and Managers, we are held to a higher standard, but if we spoke to our employees the way some of us are spoken to, we would be removed from our offices without hesitation. Leadership should set that example from the top down, but unfortunately, that is not the message we receive most of the time. Coaching and mentoring were always preached for years, but we rarely hear that type of leadership anymore.

To wrap this up, the tone from above is one of "zero excuses". It doesn't matter if the internet is down and you can't clear CPMS, the VMF has no vehicles to spare when we have multiple breakdowns in an office, or any other various things that happen daily that prevent us from doing the job properly. Results are the goal, and nothing can get in the way of that. That is the message I feel we are receiving. What I'd like to see recognized is that we were all selected to be a Postmaster, Manager, Supervisor, or whatever title you were selected to. Allow us to manage and do the job. Trust us to do the right thing.

**Joe Torcia**  
RVP-010-013 Area



# It's early December 2024 – Greetings All –

Greetings and salutations! Seems appropriate – Season Greetings - while we're at it! Alas – to Infinity and Beyond. Buzz light year and Woody had it right – MORE TOYS!

Since you'll be reading this in the future and beyond, I hope you got oodles of toys and goodies to get you smoothly into the New Year.

I hope 2024 was a great year for all. If it wasn't, here's wishing you a better 2025. If 2024 was a great year for you, I hope you can repeat or top it in 2025. I'm wishing, hoping, and praying you are treated well, RESPECTED, and good fortune and health follow you the whole year through.

UPMA is always trying to make things better for Postmasters, Managers, Supervisors, Retirees, and other members.....and we are not always successful. Pay talks and NPA and getting told a cell 5 would get a 5% bump ....and then at the last hour...sorry Charlie... no tuna. Back to cell 5 = 3.5 etc..... not nice from HQ. Seems like no worthy explanation. Postal finances are coming back.... slowly but surely, we are told but...

And then there are times when we are successful and help peers with adverse action and member reps keep folks out of trouble. We still connect with one another and the support and comradery is commendable. You can go it alone but why? Come to a UPMA Convention, local 3-digit meeting, and/or join us in Washington DC for the legislative summit in early March. DC is full of politicians yes, but it is a beautiful city and there's a lot to do. You would meet dedicated USPS and UPMA employees/members and assuredly have a wonderful and informative time. I have always appreciated support from my peers, DM, POOM, and PMG! We have not always met eye to eye or agreed on

everything, but we continue to try. We are all USPS employees of a great organization. And this amazing institution needs its employees to continue to serve the American public and the world.

I was working on a list of Postmasters, Supervisors, and OIC promotions that happened in the Mayflower 020-024 Chapter and found many, many well deserved promotions. I decided it was too long for this article so ....en mass – congratulations to all of you! If you want it and deserve it, go after it. The opportunity is endless.

I finish up with a meeting we had on the workroom floor as we invited Sandy from Blue Cross/Blue Shield to speak on the PSHB plans. 5 Retirees joined us to listen in as they had questions and concerns about the new health plans. At the end of Sandy's presentation, I thanked her for her time and support. I then turned to the retirees with one last question?

"Has the retirement checks been coming every month?" All 5 smiled and in unison - "yes" was the answer.

Lastly, back to Toy Story and Woody says, "I think you've had too much tea. We've got to get you outta here Buzz!" Thanks for reading.

Work hard and/or just enjoy retirement – to infinity and beyond!!! Easy on the tea!

Connect with me if I can be of any help.

Thank you,  
**Tom Driscoll**  
RVP 020-024



**Tom Driscoll**  
PM Randolph MA

# Welcome 2024 New Members of UPMA!

**We are all glad you are here.**

**Please come and join us in 2025 at some of the great events that we are having.**

Cathy A Curboy	Supervisor	Matthew S Weir	Postmaster
Devashree P Shah	Supervisor	Carolyn Kelly	Manager/Other EAS
Amanda Parker	Supervisor	Brian K White	Postmaster
Xavier R Rose	Postmaster	Joshua S. Lachapelle	Postmaster
Stuart Bullivant	Postmaster	Armand J LoConte	Supervisor
Sheri Jamgochian	Manager/Other EAS	Doloresse Alexandre	Associate Member
Pamela De Costa	Postmaster	Kathleen Cranson	Associate Member
Kristy A Deptula	Supervisor	Tina D Angelo	Supervisor
Martha Hodgerwey	Retired Member	David Daley	Associate Member
Erica M Taylor	Supervisor	Farrah Issa	Associate Member
Alexander Lee	Supervisor	Kate S Kurczyk	Postmaster
Lisa Marie Whitley	Supervisor	Nicholas Morgan	Supervisor
Melissa Marie Todesco	Supervisor	Lisa M Szymanski	Associate Member
Cindy Phung	Supervisor	Robert E. Green	Supervisor
William Veiga, Jr.	Postmaster	Erik Correa	Postmaster
Jasmine Dings	Postmaster	Richard Murphy	Supervisor
Jerome Higginbottom	Supervisor	Eric M. Yarteiz	Postmaster
Angela C Arsenault	Supervisor	Evan Alexander Parkhurst	Postmaster
Michelle L Ayers-Moores	Associate Member	Caryn Raymond	Postmaster
Antonio Baez-Melendez	Associate Member	Cullen W. Maroney	Supervisor
Aimee Balk	Supervisor	Kedra Wray	Postmaster
Alexander Burkett	Supervisor	Sohel Parvej	Supervisor
Melissa A Compton	Supervisor	Luis F. Gomez	Postmaster
Kelly R Hall	Associate Member	Chawnee Younger	Supervisor
Chiquita Lemons	Associate Member	Patricia Andrade	Associate Member
Milagros Martinez	Associate Member	Brent Taft	Supervisor
Yoselin Martinez	Associate Member	Loreene Robson	Postmaster
Janyce J Murry	Supervisor	Robert Chin	Supervisor
Luis J Santiago	Associate Member	Robert J Zaleski	Supervisor
Stephanie N Stone-Crivelli	Associate Member		
Michael Walker	Associate Member		
Michael X Wynn	Associate Member		
Martine Hilaire	Associate Member		
Kristie Cutillo	Supervisor		
Randall T Bates	Postmaster		
Anthony L. Tinker, Jr.	Associate Member		
Justin Toussant	Associate Member		
Edna Davila	Associate Member		
Anthony M Alviti	Postmaster		

**The following offices currently do not have Postmaster members of UPMA. If you know someone in these offices, reach out and encourage them to become a member of MA UPMA. Every EAS member that joins receives a FREE year membership and every Retiree or Associate member receives six months FREE. The Nation Membership Program will award you \$100 for each EAS that you sponsor to join and \$50 for each Retiree or Associate. So, make sure you include your name on the bottom of the membership form as the individual that encouraged the new member to join. You can use the QR codes below to assist future members in signing up or go to the national website at [unitedpma.org](http://unitedpma.org). Please reach out to any member on the executive board if you have any questions.**

Agawam	01001-9998	Fitchburg	01420-9998	Canton	02021-9998
Barre	01005-9998	Baldwinville	01436-9998	Dedham	02026-9998
GRANBY	01033-9998	Harvard	01451-9998	Dover	02030-9998
				Green	
Granville	01034-9998	Lunenburg	01462-9998	Harbor	02041-9998
Holyoke	01040-9998	Pepperell	01463-9998	Hingham	02043-9998
Huntington	01050-9998	Millville	01529-9998	Hull	02045-9998
Leeds	01053-9998	Shrewsbury	01545-9998	Mansfield	02048-9998
Leverett	01054-9998	S Lancaster	01561-9998	Scituate	02066-9998
Northampton	01060-9998	Webster	01570-9998	Westwood	02090-9998
Oakham	01068-9998	W Boylston	01583-9998	Avon	02322-9998
Southampton	01073-9998	Worcester	01613-9998	Hanson	02341-9998
Southwick	01077-9998	Ashland	01721-9998	Plymouth	02360-9998
Wales	01081-9998	Carlisle	01741-9998	Rockland	02370-9998
Williamsburg	01096-9998	Concord	01742-9998	Nantucket	02554-9998
Worthington	01098-9998	Hopkinton	01748-9998	Sagamore	02561-9998
Cheshire	01225-9998	Hudson	01749-9998	West Tisbury	02575-9998
Grt Barrington	01230-9998	Southborough	01772-9998	Dennis Port	02639-9998
Monterey	01245-9998	Lincoln	01773-9998	East Dennis	02641-9998
S Egremont	01258-9998	Chelmsford	01824-9998	Eastham	02642-9998
				West	
Greenfield	01301-9998	Merrimac	01860-9998	Hyannisport	02672-9998
Bernardston	01337-9998	Reading	01867-9998	Dighton	02715-9998
Charlemont	01339-9998	Winchester	01890-9998	Fairhaven	02719-9998
Colrain	01340-9998	Beverly	01915-9998	Mattapoisett	02739-9998
S Deerfield	01373-9998	Lynnfield	01940-9998	New Bedford	02741-9998
Sunderland	01375-9998	Marblehead	01945-9998	N Attleboro	02760-9998
		Middleton	01949-9998	Norton	02766-9998
		Rowley	01969-9998	Seekonk	02771-9998
		Topsfield	01983-9998	Swansea	02777-9998



Active 1187



1187-R (Retired)



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