The Massachusetts

BayStater

United Postmasters and Managers of America

2026 Massachusetts State Convention
Great Wolf Lodge
May 15-17th

March 2026

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 were 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 (six exist as of the adoption of this policy: 010-012; 013- 016; 017-019; , 020, 023, 027; 021-022, 024; 025-026) will be eligible for a stipend of $750 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. If additional funds are required during the year, the RVP must rationalize in writing to the President who will present the request to the Executive Committee for a vote.

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 specific event voucher, all listed required documentation as outlined below under each event, and a copy of the article submitted to The Baystater for the time period, 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:

Legislative Summit Eligible Reimbursement for:

President
Exec Vice-President/Legislative Chair
Sec/Treasurer
Editor
Retiree President
Regional Vice Presidents (6)

- Early registration as indicated on the event registration form.
- Airfare transportation will be reimbursed up to that of the Sec/Treasurer if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. If necessary, an increase of 10% will be allowed due to a different departing airport. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights, any additional charges itemized, and the amount paid for the flight, 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 if attended. Otherwise up to the airfare expense of the highest-ranking Executive Board member as listed above that attends the event. All receipts and mapping/mileage documentation must also be submitted.
- Hotel room for Sunday and Monday night at the event rate as indicated on the event registration form. The State President may authorize a Tuesday night hotel stay due to late appointments on Tuesday.
- 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, taxies, 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 Legislative Summit reimbursement:

- 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.
- A stipend up to $775 upon submission of a specific voucher with a copy of a submitted article to The Baystater, documentation for early registration, airfare (excluding travel points or mileage) or mileage, tolls and hotel parking for those that drive, and Sunday and Monday hotel nights at the event 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 net proceeds from the auction fundraising activities will be designated for the scholarship fund
- All other proceeds from other fundraising activities will be split 50/50 for the scholarship fund and PAC.
- Up to five (5) $1,000 scholarships will be awarded at the state convention.
- $1000 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.
- Full non-member registration will be set at $200 or partial registration will be set by meal selections as indicated on the registration form.

State Convention Eligible Reimbursement for:

President
Exec Vice-President/Legislative Chair
Sec/Treasurer
Editor
Retiree President
Regional Vice Presidents (6)
Membership Chair
Chapter Member Rep Chair
Education Chair
Nat'l Adverse Action Rep

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

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/Legislative Chair
Sec/Treasurer
Editor
Retiree President

- Early registration as indicated on the event registration form March 31, 2026.
- Airfare transportation will be reimbursed up to that of the Sec/Treasurer if attended. Otherwise up to the airfare expense of the highest-ranking Executive Board member as listed above that attends the event. If necessary, an increase of 10% will be allowed due to a different departing airport. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights, any additional charges itemized, and the amount paid for the flight, 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 if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. All receipts and mapping/mileage documentation must also be submitted.
- Hotel room at the event 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, taxies, 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:

- A stipend up to $1225 upon submission of a specific voucher with a copy of a submitted article to The Baystater, documentation for early registration (March 31, 2026), airfare (excluding travel points or mileage), or mileage, tolls and hotel parking for those that drive, and hotel nights at the event rate as indicated on the event registration form.

ATLANTIC CONFERENCE ONLY:

- If requested by the hosting state, a donation will be made by the MA Chapter to help offset conference expenses.
- All reimbursements/stipends are subject to vote of the Executive Committee based upon the location of the Conference.

Atlantic Conference Eligible Reimbursement for:

President
Exec Vice-President/Legislative Chair
Sec/Treasurer
Editor
Retiree President

- Early registration as indicated on the event registration form.
- Airfare, if authorized, will be reimbursed up to that of the Sec/Treasurer if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. If necessary, an increase of 10% will be allowed due to a different departing airport. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights, any additional charges itemized, and the amount paid for the flight, excluding any travel points or mileage 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 if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. All receipts and mapping/mileage documentation must be submitted.
- Hotel room at the event rate as indicated on the event registration form.
- 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, taxies, 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 interested in attending the Atlantic Conference should contact the MA President requesting authorization and a stipend to attend. The President will present the request to the Executive Committee for a vote.

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/Legislative Chair
Sec/Treasurer
Editor
Retiree President

- Registration fee.
- Airfare, if authorized, will be reimbursed up to that of the Sec/Treasurer if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. If necessary, an increase of 10% will be allowed due to a different departing airport. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights, any additional charges itemized, and the amount paid for the flight, excluding any travel points or mileage used.
- Driving, if authorized, includes mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer if attended. Otherwise up to the airfare expense of the highest ranking Executive Board member as listed above that attends the event. All receipts and mapping/mileage documentation must be submitted.
- Hotel room at the nationally contracted rate.

ALL OTHER MA UPMA MEMBERS interested in attending a national UPMA Academy or meeting should contact the MA President requesting authorization and a stipend to attend. The President will present the request to the Executive Committee for a vote.

The fiscal policy will be effective January 1 – December 31, 2026. 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 13, 2025.

Tentative Agenda for the 2026 State Convention,

It's an exciting time with our annual UPMA State Convention being held this year from May 15 to May 17, 2026! This year we will be at the Great Wolf Lodge in Fitchburg for the event. This is a great chance to bring the family and combine some quality time with both your family and your UPMA family.

This year will be unlike previous years. Our DM has authorized a training day for Friday, May 15th. This means you do not have to use Annual Leave to attend the first day of the event and you will receive some quality training throughout the day. Here is a tentative agenda of what the convention looks like this year:

Friday, May 15, 2026

0800-Registration/breakfast/refreshments
0900-Opening remarks and introductions
0930-1430-Training from MA-RI District (Lunch around noon)
1430-1630- General Business Session, UPMA
1800 Dinner/entertainment/auction (TBD)-Gerry Robertson returning as our favorite auctioneer!

Saturday, May 16, 2026

0800- Breakfast/Registration
0845-1500 General Business Session (lunch at noon)
1500-1800-free time
1800-Banquet/Entertainment (TBD)

Sunday, May 17, 2026

0830-Breakfast
0900-General Business Session-wrap up any loose ends or items we could not complete on Saturday. Hope to have everyone out by 1100-1200.

Again, the is a preliminary agenda. As it takes shape, we will post to the MA Chapter website. Make sure to check www.maunitedpma.org for the final agenda in the near future. Please make every effort to attend this great event. You won't be sorry!

Sincerely,
President Rob

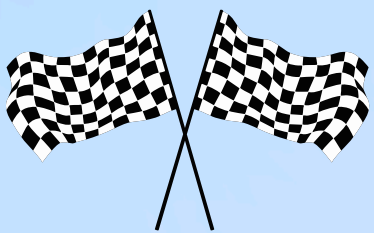
STATE CONVENTION REMINDERS

SAVE $$$ - Early registration for your state convention must be postmarked by April 1, 2026. After April 1, the fee raises to $99. First Timers will be refunded the $49 at the conclusion of the state convention on Sunday.

CASH $$$ - Cash door prizes will be given away to MA members at random times during the convention. You can win more than once during the convention, but only once during each event. The catch: You must be present in the event to win and you must have your badge.

AUCTION: The auction is the biggest fundraising event that supports the MA UPMA Scholarship Program. Be sure to bring a new item to the convention to be auctioned off, encourage other members that cannot attend to donate an item that you can bring for them, and bid, bid, and bid at the auction.

NASCAR RACES: The very serious NASCAR races will also be held again this year. Buy a car of your choosing and let the fun begin. After prize money, the proceeds from this event is split between PAC and MA Scholarship Program.



Convention Registration Form

MA UPMA STATE CONVENTION May15-17, 2026

Name: _____Title: _____Telephone or email: _____

Office: _____Zip: _____ Arrival Date: _____

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MA MEMBERS ONLY: Full Registration includes all meals and activities: **To ensure correct meal counts to the resort, please indicate which meals you will be attending.**

Fri Lunch _____Friday Dinner _____Sat Breakfast _____ Sat Lunch_____ Sat Dinner_____ Sun Breakfast_____

_____ $49 for **FIRST TIME CONVENTION ATTENDEES MA EAS MEMBERS ONLY**– Must be postmarked no later than April 1, 2026. Registration will be refunded at the conclusion of the state convention to First Timers only that fully participate in convention activities.

_____$49 **ALL MA MEMBERS** - Must be postmarked no later than April 1, 2026

_____$99 **ALL MA MEMBERS** postmarked after April 1, 2026 and Walk-in Registrations

_____ $20 Daily Fee for business session and/or training session without meals

_____$20 Daily Fee plus any meals attending: $31 Fri Lunch _____ $55 Fri Dinner _____ $28 Sat Breakfast _____
$31 Sat Lunch _____ $55 Sat Dinner_____ $28 Sun Breakfast ____

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NON-MEMBERS AND GUESTS: ADULT NAMES: _____

_____$200 Full registration for adults includes all meals and activities**.** For partial registration please indicate which meals will be attended as listed below. Adults and kids age 10 and over are full price.

Per Resort Policy: Kids 10 years old and over pay full adult price listed first below
****Kids 4-9 years old pay lower price listed next to the adult price below****
Kids under 3 are free

$31/$18** Fri Lunch_____ $55/$27** Fri Dinner_____
$28/$18** Sat Breakfast _____ $31/$18** Sat Lunch_____
$55/$27** Sat Dinner_____ $28/$18** Sun Breakfast_____

List all kids' names and ages and notate which meals each will be attending.

_____

_____

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HOTEL INFORMATION – RESERVATION CUT-OFF IS APRIL 14, 2026

Great Wolf Lodge, 150 Great Wolf Drive, Fitchburg MA 01420

- Reservations: Great Wolf Lodge at www.greatwolf.com or 866-678-9653 CODE 2605UPMA

Reservations include water park admission, complimentary arts & craft projects, kids' entertainment programs, and complementary Wolf Ears for kids 12 and under.

Each room type is subject to a maximum occupancy of 5 people. Please review the room layouts before making a reservation. Additional person is $50 per room, per night. Friday: Deluxe Queen $100 and Wolf Pup Den Suite $120 and Saturday: Deluxe Queen $200 and Wolf Pup Den Suite $250.

- A deposit of one night's room plus occupancy tax is required
- $50 cancellation if canceled 8 or more days from arrival
- There is a $5 parking fee per vehicle, per night. Members submitting a voucher should include this fee as a line item.

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Please mail registration form and checks payable to MA UPMA to Kim Donahue, Secretary/Treasurer, 45 Haigh Ave, Salem NH 03079

Nomination Form
UPMA Leader of the Year for 2025

This **UPMA Leader of the Year Award** will be awarded at the 2026 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 2025
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 2025 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, 2026. You may submit this form along with your narrative by mail or email to:

Tom Driscoll, Chair
PO Box 509
North Easton MA 02356

or

tomassdrisc@yahoo.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, 2026

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

1ST Choice: _____ SAT's required: Yes or No

2nd Choice: _____ SAT's required: Yes or No

3rd 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.

5) Other scholarships received: _____

_____

6) Honors, prizes or recognition received in high school/college: _____

_____

_____

7) School activities including year(s) of participation and any offices held: _____

_____

_____

8) List non-school activities: _____

_____

_____

Submit completed application with attachments to:

Matt Delgado, Chair
17 Englewood Ave
Worcester MA 01603

Must be postmarked no later than April 1, 2026 and include tracking information

Certification

All of the above statements are true and correct. I believe thatIam 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

Bringing Real
BRATS
Attributes to Society

Auxiliary BRATS Scholarship in honor of Susan Hui

Application Form

We are pleased to invite active BRATS of the UPMA Auxiliary ages 17-21 who are attending or plan to attend a college or technical/trade school in the fall of 2026 to apply for the BRATS scholarship in Honor of Susan Hui. Two $1,000 scholarships will be awarded.

To be considered for these scholarships, a student must:

1. Be a current UPMA Auxiliary BRATS member between the ages of 17-21

3. Complete the personal information sheet below.

4. Compile the required Scholarship Packet as described on the following page.

5. Mail your Scholarship Packet to the address on the last page. Packets must be postmarked by June 30th, 2026.

Scholarships will be awarded on the basis of the applicant letter, essay and application quality, academic excellence, community service and activities, and letters of recommendation.

UPMA Auxiliary Membership

Please complete the Auxiliary membership application below. Be sure to include the complete mailing address. This will be sent to the Primary Auxiliary member. Membership dues are $ 10.00 for the primary member and $ 5.00 for each additional family member. **Returnthecompleted formand payment to:**

UPMA Auxiliary PO BOX 64 Lumber Bridge, NC 28357. Thank You

Primary Auxiliary Member **valid through 2026-2027**

NAME _____ **Renewal** ☐ **New Member** ☐

(Last Name) (First)

EMAIL ADDRESS: _____

MAILING ADDRESS _____

(Street/PO Box/Apt. #) (City & State) (Zip +4)

Phone (____)_____ **Local Chapter Member** Yes No **State** _____

____Family Member ___ Retired Postmaster ___ Postmaster, Manager or Supervisor ___BRATS age 6-21 ___ Affiliate Member

Additional members:

Name	Auxiliary or BRAT	City/State

Send Money with Zelle®

Scan in your banking app to pay

UA

Upma Auxiliary

u***y@gmail.com

Zelle

Amount paid _____ Zelle _____ Cash _____ Check _____

Instructions for Scholarship Packet Requirements

1. PERSONAL LETTER FROM APPLICANT Write a letter directed to the UPMA AUXILIARY BRATS Scholarship Committee describing your career and educational goals and how you intend to reach those goals. Describe the qualities you have developed that will help you achieve your goals. Tell us what you plan to use this scholarship for.

2. ESSAY: Write an essay on one of the following topics:

- What does" Bringing Real Attributes to Society" (BRATS) mean to you
- How the postal person you are connected to has influenced your life

Technical requirements for the essay

a. Minimum 500 words (one page)
b. Typewritten
c. Double-spaced

3. LETTERS OF RECOMMENDATION Please provide two letters of recommendation from teachers, counselors, volunteer leaders, or work supervisors who can describe your abilities and potential to succeed as you pursue your desired career or degree

4. ACTIVITY SHEET: Please list the activities and community service you have been involved in during the last five years.

5. HIGH SCHOOL OR COLLEGE TRANSCRIPT: Please include a recent copy of your Transcript.

7. COLLEGE/ TRADE/ TECHNICAL SCHOOL ACCEPTANCE LETTER Please include a copy of your acceptance letter for the college enrollment for the upcoming fall semester.

8. APPLICANT PHOTO: Please include a head and shoulders photograph of yourself. With your permission, the photo will be used for UPMA & Auxiliary publication.

9. PLACE ALL REQUIRED ITEMS IN A 9" X 12" ENVELOPE AND MAIL TO:

UPMA AUXILIARY BRATS SCHOLARSHIP

C/O Shayne Francis

PO Box 64
Lumber Bridge, NC 28357

Packets must be postmarked by June 30, 2026.

IF YOU HAVE QUESTIONS, PLEASE email us at
UPMAAuxiliary@gmail.com

APPLICANT PERSONAL INFORMATION

FULL NAME	
DATE OF BIRTH	
HOME ADDRESS	
TELEPHONE NUMBER	
E-MAIL ADDRESS	
CUMULATIVE HIGH SCHOOL/COLLEGE GPA (submit transcripts)	
INTENDED COLLEGE OR TRADE SCHOOL NAME & ADDRESS (submit acceptance letter if currently not enrolled)	
MAJOR OR VOCATIONAL GOAL	
FULL NAME AND RELATIONSHIP OF YOUR UPMA MEMBER SPONSOR	

I AFFIRM ALL STATEMENTS INCLUDED IN THIS SCHOLARSHIP PACKET ARE TRUE, COMPLETE AND CORRECT. I AUTHORIZE THE USE OF MY PHOTO, ESSAY AND THE INVESTIGATION OF ALL MATTERS THAT THE UPMA AUXILIARY DEEMS RELEVANT TO MY APPLICATION, INCLUDING ALL STATEMENTS MADE IN THIS APPLICATION AND ANY ATTACHMENTS OR SUPPORTING DOCUMENTS. I AUTHORIZE YOU TO REQUEST AND RECEIVE SUCH INFORMATION AND RELEASE THE UMPA AUXILIARY FROM ALL LIABILITY THAT MIGHT RESULT FROM MAKING SUCH AN INVESTIGATION.

SIGNATURE_____DATE_____

2026 SCHOLARSHIP APPLICATION

sponsored by

UNITED POSTMASTERS AND MANAGERS OF AMERICA (UPMA) SCHOLARSHIP FOUNDATION

Scholarships are awarded annually. The winners will be announced at the annual National Convention of UPMA. The applicants who are not selected to receive a scholarship will not be notified.

QUALIFICATIONS:

1. Applicants must be the child, stepchild, grandchild, or great-grandchild of a member of UPMA.

2. Applicants must be a high school graduate and/or a current post-secondary student enrolled in a program of no more than four (4) years, and seeking admission to an accredited college, university or trade school. Current students may reapply each year that they continue to meet eligibility requirements.

3. Applicants must have a 2.5 grade point average (GPA) overall.

APPLICATION PROCESS:

Required items to be submitted (do not staple)**:**

1. Application
2. Acceptance Letter – first year or transfer students
3. Transcript from school – mid-term or end of year
4. Narrative

The above items must be

POSTMARKED or **EMAILED** by **WEDNESDAY, JUNE 3, 2026**

to:

UPMA Scholarship Foundation
c/o Sharon Janicek
747 Main St
Sealy, TX 77474

UPMAScholarship@gmail.com

SIGNATURE FCU understands the importance of higher education–and how costly it can be. If you're a Signature FCU member who is in need of a little help with your higher education tuition or related expenses, you are eligible to apply for our essay-based scholarship. We will pick three winners, each to receive $1,000. Scholarship winners will be announced at the credit union's annual meeting at the national convention.

QR code for SFCU

Eligibility Requirements:
· Applicant must have their own membership account at Signature FCU and have an active account*
· Must be a graduating high-school senior or a student currently pursuing their first undergraduate, associate, graduate, PhD, or trade-school degree.
Must be taking or planning to take at least 12 credit hours at an accredited college, university, or trade school. Proof of enrollment is required upon application.
This year's essay topic is: Describe a book, movie, or song that has significantly impacted your life and why. The essay must be 250-500 words (typed and double-spaced).
Visit SignatureFCU.org/Scholarships to apply today.
The deadline for applications is June 15, 2026, at 11:59 PM EST.
*Active account means using the account at least once a year. Essays must be received by Friday, June 15, 2026, at 11:59 PM EST in order to be considered. Signature FCU Officials, employees, and their families are not eligible to Apply. Applicants may apply for the scholarship each year they remain eligible but can only be a scholarship winner once.

QR Code for APCU

APCU/CENTERPARC SCHOLARSHIPS: from Jabo Patterson
We are committed to supporting our members on their journey to financial success. This commitment extends to the promising young adults in our communities through our Scholarship Program, with support from the APCU Foundation. Apply now and be one of the eight dedicated winners to receive a $2,500 scholarship. Our scholarship program is open to graduating high school seniors who have been accepted into and will enroll in an undergraduate course of study at an accredited two-year or four-year college, university, or vocational-technical school. It is also open to continuing education students who are currently enrolled in an undergraduate program at an accredited two-year or four-year college, university, or vocational-technical school. Applicants must be members of APCU/Center Parc or have parents, grandparents, or legal guardians who are members at the time of entry. You MUST have your application and supporting documents postmarked/delivered no later than 5 p.m. on April 30, 2026, to be eligible. The required 400-word essay in 2026 is: The Meaning of Service and Leadership. Share an experience where you helped others, stood up for something important, or took on a leadership role in your school or community. What did you learn from this experience, and how will it shape the way you contribute to your community in the future? The online application form can be found at: 2026 Scholarship Application

Greeting Fellow Postmasters, Supervisors, and Managers,

For the past 25 years plus, I have had the good fortune to be an EAS employee of the US Postal Service. Each night as I drive home I reflect on my day, what went well, what didn't, and what can be better tomorrow. This has been my routine for as long as I can remember. It gives me the chance to improve something every day and be better than yesterday. This same formula is applied when I think about what we represent on the Executive Board for the state of Massachusetts. What can we do to strengthen our chapter and be better than yesterday? It all starts with our local chapter meetings. Attendance is critical for you, the members, to get the most out of what this organization has to offer. Along with the information shared, the networking opportunities are invaluable. You never know who you will meet or what relationships you will make that will grow throughout your career. Make it a point to attend your next chapter meeting and take advantage of what UPMA has to offer you!

We recently met with MA-RI District Manager, Carissa Shea. It was a productive meeting that covered a wide range of topics. Here are some of the highlights.

1. Plant communications and late transportation: Ensure all instances are reported in MAQPAQ. While we realize much of what is entered appears to have little or no reaction, the documentation is important to cover your own office. Report all anomalies to your POOM or Manager. Include Dave Cullen and Craig Drozd on your communications. There is a daily 0730 IOP call where mail flow and transportation issues are communicated.

2. Office Transfers. If you are incoming to an office or outgoing, an office transfer must be completed to ensure a smooth transition and financial accountability. We are in the process of assisting the MA-RI District with setting up training on this subject.

3. Dignity and Respect. I've spoken about this before and again. No one should allow themselves to be treated with a lack of either. If this happens, at the very least, reach out to your RVP or an E-Board member for guidance. If the situation warrants, then it should be elevated for immediate action.

4. EAS selection process. Please express concerns about the process with your RVP or the E-Board. It is always difficult to receive bad news if you get a non-selection. We are working on making the process more transparent and ensuring those not selected are given the opportunity to understand why and what can be done to ensure future success. This will be an ongoing discussion as necessary.

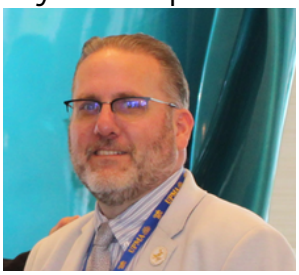
These were just a few of the topics covered. I will go into more detail as I make the rounds to local chapter meetings and will discuss them. As always, keep sending your RVP any issues that you would like us to address at future meetings with the DM.

I also wanted to touch on a topic close to my heart, leadership. This is a word that gets a bit watered down but is an important one to me. I strive to be the leader I want to see and lead with compassion and understanding. Ask yourself what kind of leader you want to be? What kind of leadership do you crave? Put those two together and you will find the right formula. Above all, treat everyone with the dignity and respect you desire. No job title, no matter how high up the ladder, dignifies poor treatment for anyone. Be the type of person people want to follow regardless of what title you hold.

To wrap this up, I would like to say how excited I am for this upcoming year. We have many great events starting with our Legislative Summit in March, our State Convention in May (more on that within this issue), the National Convention in Puerto Rico (August), and the Atlantic Conference in September. UPMA is working hard to support its members, but we cannot do it without you! Plan to attend one or all and see what really goes on and how hard this organization does work for you. I hope to see you at the conventions!

Regards,

President Rob Leary



As you may all know by now, John Sacco has retired and I was voted in by the Executive Board to finish his term. I will do my best to serve you as well as John has done over the years.

As for myself, I always wanted to be a leader and lead by example. I never asked anyone to do anything I wouldn't do. Earning respect is definitely a hard thing to do but once you get it, you can lose it in no time.

Do I want to be a boss or a leader.

A boss manages employees by directing tasks, enforcing authority, and focusing on short-term goals or compliance, often creating a fear-based culture. A leader inspires, empowers, and develops people, fostering trust, collaboration, and long-term vision. Leaders work with teams, while bosses work above them.

Key Differences Between a Boss and a Leader:

- **Authority vs. Influence:** A boss relies on their title and formal authority to get work done. A leader earns respect and inspires others to follow them through trust and example.
- **Dictates vs. Collaborates:** Bosses issue commands and tell people what to do. Leaders ask for input, listen to feedback, and encourage collaborative problem-solving
- · **Focus on Tasks vs. People:** A boss prioritizes immediate, daily outputs and adherence to rules. A leader invests in the professional growth, potential, and development of their team.
- **Fixes Blame vs. Takes Responsibility:** When errors occur, a boss may focus on who is at fault. A leader takes responsibility and works with the team to find solutions.
- **Manages Fear vs. Builds Trust:** A boss may use intimidation or control, leading to a fearful, stagnant environment. A leader creates a safe, transparent, and motivating culture where employees thrive.
- **Takes Credit vs. Celebrates Teams:** A boss often takes credit for successes. A leader highlights the team's accomplishments.

In essence, a boss ensures a job gets done, while a leader ensures their team grows while getting the job done.

With that said, I have always questioned the way people do things as there are pros and cons to both sides. Some offices require a boss while others require a leader. When thinking about it, you have employees who don't listen no matter what.

I don't remember where I heard "An iron fist in a velvet glove". Would that be a nice hybrid way to run an office?

It refers to a leadership style to wearing a soft and gentle exterior (the velvet glove) while concealing a firm, strong, or stubborn nature (the iron hand) underneath. This expression is used to convey the concept of being gentle and understanding on the surface while maintaining inner resolve and assertiveness, particularly when making difficult decisions or managing situations effectively.
Just food for taught.

Sylvain Labelle
EVP

Greetings Members,

Is everyone sick and tired of the cold and snow yet? This has been one of the worst winters in many years. It has also been one of the most disgraceful since the Post Office went to the JLL snow removal service. The snowstorm on January 26 where we received about 20 inches of snow took me 50 hours to get my parking lots plowed. I had many carriers come to work to deliver for their customers and couldn't as they couldn't get their vehicles out of the parking lots. It is disgraceful that this is being allowed. I know numerous facilities were dealing with the same issues, and like Haverhill, the calls to the "escalation line", and I use that term very loosely, were left not returned. This is just one of the many things that if you have been around any number of years has gone so far downhill it is sad. I could go on for hours on what we as Postmasters and Managers are being left to deal with... but I won't.

Let's talk about something FANTASTIC- our upcoming State Convention. This year it is in Fitchburg MA at the Great Wolf Lodge in Fitchburg May 15-17. This will be my 4th State Convention and each year it gets better. Friday is an approved training day by the DM, so you do not have to use annual like in prior years to attend. How great is that! It will be a weekend packed with activities for you and your family if you bring them. There will be something for everyone as Great Wolf has a water park and numerous fun activities for kids. While the family is at the water park, you will be receiving valuable training and networking with a tremendous group of people. Don't worry there will be time for you to have fun also 😊. We will be hosting a banquet, and an auction in which the proceeds go directly to the scholarship fund so remember to bring something new and unwrapped to be auctioned off. We are also going to have a few other things going on, so it will be an exciting weekend. If you haven't been to one yet, your first time is free registration which includes the meals we provide. Please make sure to look at the 2026 Fiscal Policy so you can see what other reimbursement you may be entitled to. It is a great event to meet new friends and catch up with old ones. Networking amongst fellow Postmasters and Managers can provide invaluable incite and knowledge. I hope to see you all there!

If you need anything, please don't hesitate to reach out.

Best,
Kim Donahue
Secretary-Treasurer

Editor Report

As the event season commences this month, I would like to remind all members that submitting an article for The Massachusetts Baystater is a requirement for reimbursement for participation in any national event. Your article does not need to be lengthy; rather, it should convey your experience and share insights with fellow members. We strongly encourage everyone to actively engage with UPMA and contribute to the growth of our organization. Our success relies on the dedication and involvement of our members. I look forward to reading your articles.

Keith Miller
Editor

BYLAWS

Due to proposed bylaws that are being submitted that may have an impact on the elections to be held this year at the State Convention, any proposed bylaws will be voted on early in the convention schedule. As of now, there will be two proposals outlined as follows:

As required by the national office when UPMA was formed in 2016, both the Editor and Secretary/Treasurer positions stated that Retired Postmasters, retired EAS employees and Postmaster Reliefs were only permitted to hold the positions if the interested member was present at the meeting where the vote is taken and that no active EAS member was seeking the positions. In 2025, the National Office deleted this restriction from their bylaws to allow the states to utilize retirees due to the workload of active members and experience of retirees. In order to stay in compliance with the national bylaws, the MA Chapter will be voting on a bylaw proposal to delete this restriction from the MA Bylaws at the State Convention this year.

We will also be voting on a change to Article X, Order of Succession that pertains to temporarily filling vacant Executive Board positions when the unexpired term overlaps a state convention as is the current situation with the vacant Executive Vice President position. This allows the membership in attendance at the next State Convention an opportunity to vote for a candidate to fill the unexpired term.

ELECTIONS

REGIONAL AREA ELECTIONS

In accordance with the Regional Area Procedures revised in May 2025, elections in even years are for the following positions: Regional Vice Presidents in 010-012; 017-019; 020, 023 & 027 and Regional Area Secretary/Treasurers in 013-016; 021-022 & 024; and 025-026. The procedures require state elections for these positions to be held in the month prior to the state convention. Regional members are to be notified of the date, time and place of the Area 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 2026 state convention, we will be voting for the positions of Editor, Secretary/Treasurer, and Interim Executive Vice President, depending upon the outcome of the proposed Order of Succession bylaw change. Retirees will be voting for a Retiree Secretary/Treasurer. 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, terms and duties for each of these positions is outlined below. If you are interested, you may also contact the incumbents, former incumbents or a member of the Board for more information.

Editor
- Must be a member in good standing.
- Term is two years beginning the first day of the month following the state convention
- May serve unlimited terms if elected

Duties: It shall be the Editor's duty to publish the official newsletter of the MA Chapter of UPMA, The Baystater, and any other publications as approved by the Executive Board.
This includes designing the cover, collecting articles from members, arranging the layout of articles, information, pictures and then working with the printer to ensure the final publication is organized appropriately. The Editor shall receive such compensation for their services as provided for in the fiscal policy. The January 2024 fiscal policy authorizes a monetary stipend of $300 to the Editor as compensation for every publication in support of the Chapter.

Secretary/Treasurer
- Must be a member in good standing
- Term is two years beginning the first day of the month following the state convention
- May serve unlimited terms if elected
- **Duties**: The Secretary/Treasurer shall combine the office of Secretary and Treasurer, and may perform all duties commonly incident to both offices. The Secretary/Treasurer shall be bonded as provided in Article XIV of the bylaws. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. The Secretary/Treasurer shall receive such compensation/benefits for their services as provided for in the fiscal policy. The January 2026 fiscal policy authorizes a monetary monthly stipend of $350 for the Secretary/Treasurer for the performance of the duties.

Executive Vice President: John Sacco, who was elected in May 2025, resigned from his position effective December 2025. Article X, Order of Succession, reads that in the case of a vacancy of the Executive Vice President, the Executive Board will vote by written ballot to elect an Executive Vice President to succeed the unexpired term. The selection must be a member of the current Executive Board. The expiration for this position is the month following the State Convention in 2027. At the January 2026 E-Board meeting, a vote was taken for John's interim successor and Sylvain Labelle was elected to fill the unexpired term.
-**Duties**: 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.

Retiree Secretary/Treasurer
The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required. The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide. The Secretary/Treasurer will provide all documentation necessary to the auditors on a yearly basis or more frequently if necessary. In the event of a vacancy in the Secretary/Treasurer 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 Secretary/Treasurer. The term is two years also commencing on the first day of the month following that state convention.

NATIONAL BYLAWS
At the state convention, MA members will vote on any proposed national bylaws that were submitted to the national office by the deadline.

NATIONAL ELECTIONS
MA will also vote for a new National Secretary/Treasurer and one of the three positions that serve as National Vice President for the Atlantic Area of **which MA President Rob Leary is a candidate**.

Donna Legro
President Retired
Parliamentarian

We are in the second month of 2026 already. Amazing performance with recruitment in 2025. MA was recognized in the 5th Annual Membership kick off in San Diego as 2025 UPMA MEMBERSHIP STAR AWARD CHAPTER. We achieved 100% of 2025 goals. So, what is next for 2026? Scott Christiansen was recognized as having the most recruitment in the country bringing in 801 new members. That is a lot of members, who want to challenge Scott?

Back to our goal for 2026. We have a total of 1129 EAS in MA. Our current EAS membership is 538 and we are tasked with 5% of total EAS members, which brings us to 83 new EAS members for our goal. This year's Career Conference is scheduled for May 17th, the last day of our state convention.

Will you join us to recruit. All hands-on deck. We have 591 EAS to get out there; we can ramp up at the Career conference. Our new UPMA app right at your fingertips for easy access can be found in the app store. Just type UPMA, look for the logo and download it. Even without logging in, you have a lot available to you. In addition to the KSA assistance team, interview assistance program has been introduced and will be launched on April 1, 2026. Can you contribute? If yes, reach out to a committee member or Earl Husbands for direction.

We have the membership contest going this year too. Massachusetts is in division B. We have 5% of our total EAS goal to get. LET'S GO.

Membership Chair
Becky Lemerise

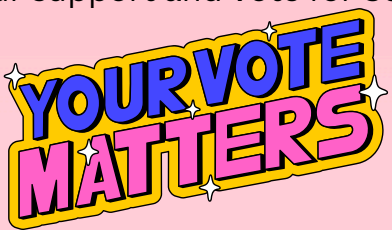
Secretary/Treasurer Re-Election!

I would like to announce that I am running for re-election to continue to serve you, the members, as the MA Chapter Secretary/Treasurer for another two-year term. I have learned so much over the past 3 ½ years and I have thoroughly enjoyed doing so.

During this time, I have been the maker and keeper of the chapter records. I have had fiduciary responsibility of the funds of the chapter ensuring all incoming and outgoing funds were properly documented and accurate. I have worked with the national office to correct dues deposits when there have been discrepancies. The financial records have been audited 3 times and were always found to be in compliance, including the filing of the Chapter's the annual tax return.

Due to my knowledge and experience as Secretary/Treasurer, in 2025 I realized that the chapter could not continue the same path of disbursements for member reimbursements and worked with the Executive Committee to help develop a new fiscal policy to allow the chapter to remain solvent.
I am respectfully asking for your support and vote for Secretary/Treasurer at the 2026 State Convention!

Respectfully and thank you,
Kim Donahue
Secretary/Treasurer



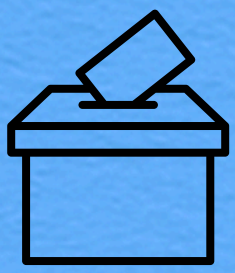
Would love to continue as your Editor!

This year, the roles of Editor and Secretary Treasurer are up for election. I want to let everyone know that I am eager to continue serving as your Massachusetts State Editor. At this year's state convention, all members will have the opportunity to vote on whether you would like me to remain as editor or wish to give someone else a chance to take on this rewarding role.
Although assembling this magazine requires considerable effort, I truly enjoy every moment of it and welcome more feedback from members. I hope you all attend the state convention in May at the Great Wolf Lodge and cast your vote to re-elect me as your Massachusetts State Editor.

Keith Miller
Editor

Hello everyone! My name is Devashree Shah, and I am honored to introduce myself as a candidate for the position of Secretary/Treasurer. I currently serve as the Postmaster of Brookfield, MA. My journey with the Postal Service began in 2022 when I joined as a PTF clerk in Leicester, MA. From day one, my background in management and a natural drive for leadership pushed me to learn every facet of our operations, eventually leading me to the leadership role I hold today.

I joined UPMA as an associate member when I was on the 204b detail in Spencer, Becky Postmaster of Millbury encouraged me to join UPMA and ever since it has been a pivotal part of my professional growth. The organization provided me with the essential guidance for my KSA and opened doors to networking opportunities that have been instrumental in my success. I am a firm believer in what this organization does for its members, and I am eager to give back by serving on the Board.



Greetings Postmasters and Managers,

Hope all of you survived another Peak Season and bitter cold winter. By the time this article reaches you, it will be sometime in March. Springtime cannot come soon enough.

There is some good news during this past month, coming from your UPMA E-Board in Massachusetts. Under the directive of your District Manager, an Office Transfer Team has been set up and is running. Why is this good news, you may ask? The answer is simple, if you are transferring into a new office, either as an OIC, or Postmaster, or, outgoing Postmaster and Manager, you will want to make sure the accountability was transferred correctly and accurately. If the office transfer was not done correctly, you are liable for any shortages between stamp stock and funds, including any items in suspense. I would strongly advise that you DO NOT sign for the office accountability for the office you are accepting responsibility unless the transfer is performed correctly.

Which brings me to discuss another topic that is related to the office transfer namely Letter of Demand.

If you are issued a letter of demand, you have the right to either challenge the legality of it or repay the Postal Service if you believe you are responsible for the shortage.

Please notify your local Chapter Member Representative. They can help you sort this out. They can also help you petition to the Judicial Officer under the provision below.

I certainly hope that the information I have provided helps you to maneuver your task at hand, or at the very least, provide some information for take away.

Warmest regards,

Respectfully,
Richard Hui
National Member
Representative, UPMA

Debt Collection Act of 1982 on the Postal Service's determination of the existence or amount of the debt, or on the involuntary repayment terms the Postal Service proposed, the employee must file a written petition for a hearing in accordance with the requirements of 39 CFR 961.4. The employee must file the petition in one of the following ways:

1. Electronically, using the judicial officer's electronic filing system at
https://ussjoe.justware.com/justiceweb

2. By hardcopy, mailed to the following address:
RECORDER
JUDICIAL OFFICER
US POSTAL SERVICE
2101 WILSON BLVD STE 600
ARLINGTON VA 22201-3078

Time to take a leap forward

As you all know, I was voted in by the Executive Board to finish John Sacco's term as the Executive Vice-President. I have also been voted in to take Michael Fairbank's role as the Chapter Member Representative. It is hard to be effective doing holding three (3) positions. Unfortunately, I must give one of those up. It wasn't an easy choice to make but, by the time you read this article, we should have voted in my replacement as the Regional Vice-President for the 013-016 Area.

It has been a pleasure serving and working with you these past 2 +years. It has been a challenge to find guest speakers and training you are interested in or would help you with your day-to-day operation. I hope to see more participation from the membership as we need everyone to get involved. I know it is hard these days to leave the office for a few hours and have many unexpected issues to deal with. You will see me at the regional meetings and serve you in my new capacities.

Thank you for your support.
Sylvain Labelle
RVP 013-016

Hello from Western Mass!

As your new Area RVP, I look forward to offering support, training, and networking opportunities to our members through regular meetings. Last year, we hosted four well-attended meetings and concluded an end-of-year gathering at a local bowling alley. It was wonderful to welcome new members, and I hope to see even greater attendance this coming year. Throughout the year, there will be many developments to navigate, and I am committed to keeping you informed of all relevant changes.

Koren Ahlen
010-012 RVP

025-026 Chapter

Our Chapter closed out the year with a merry holiday party in December, bringing together colleagues for an evening of celebration and connection. The event was filled with a shared sense of accomplishment as we reflected on the past year. We were especially pleased to have 43 members in attendance, making it one of our strongest turnouts of the year. The energy in the room reflected not only the holiday spirit, but also the continued growth and strength of our chapter.

As we begin 2026, we are proud to share that we have reached 75% membership — a significant milestone that demonstrates the commitment and engagement of our members. We also extend our congratulations to Lisa Thomas on being named the new Postmaster in North Chatham, and to Matt Campbell on becoming the new Postmaster in Assonet. These leadership achievements reflect the professionalism and dedication within our ranks. We look forward to building on this momentum and continuing to grow our chapter even further in the year ahead.

Please mark your calendars: the 2026 Legislative Summit in Washington, DC is scheduled for March 15–17. Currently, Jack Tompkins and Jeremy Pilone will be representing our Chapter. We are scheduled to meet with Congressmen Keating and Lynch, and Senators Warren and Markey to discuss important legislation concerning career buybacks and Title 39 Reform — issues that affect all of us. If you are interested in learning more about participating in the Legislative Summit, please contact me. I also look forward to seeing everyone on March 26 at 6PM at Dino's Sports Bar in Mashpee for our next meeting and election of our next Secretary/Treasurer.

Jack Tomplins
RVP 025-026

How to Withdraw from APWU or NALC Membership

It has come to my attention that many recently appointed EAS employees are uncertain about the process for discontinuing their previous union dues. For example, one individual continued paying NALC dues for two years simply due to a lack of information on how to withdraw.

To terminate union membership, employees must complete PS Form 1188 and submit it to the address provided on the form. There is no requirement to wait until an anniversary date upon becoming an EAS employee. Carefully follow the instructions outlined on the form and submit accordingly. If you have any questions or require assistance, please feel free to contact me.

Keith Miller
RVP 017-019

First, I'd like to thank the Mayflower Chapter 020,023, 027 for electing me as the new RVP. I am aware that I have some big shoes to fill, as Tom Driscoll was truly one of a kind. I only had the chance to chat with him a handful of times before he left, but he made a lasting impression on me and I hope he has a happy and healthy retirement. It's been a relatively quiet start for me, which I assume means things have been going well in our Chapter. If that is not the case, I want everyone to know that I'm here to help and to please reach out. We have some exciting plans in the months ahead to help bring our members together and continue building a supportive and engaged Chapter. I look forward to working with all of you!

Thank you,
Kerri Beatrice
RVP 020, 023, 027

Recruiting the Recruiter – By Caryn Raymond

I had the extraordinary opportunity to attend the UPMA Membership Academy in San Diego this past January. Seeing that I am a recruitment liaison for the USPS, I could not pass it up. It was right up my alley.

I learned new ways to identify recruitment opportunities, such as speaking to newly promoted EAS - to let them know of the great benefits UPMA provides, like gaining a vast network of other managers who can help with everyday tasks, mentors who can assist them with their professional endeavors, and representation for any issues that may arise. Other opportunities include attending career conferences and spreading the word about UPMA, speaking to employees at your local processing facility and how to go about it, hosting meetings for the surrounding towns in your district, and inviting potential members to attend conference calls to stay current with everything UPMA is doing regionally and nationwide.

I also heard about best practices for office visits. For example, you should always bring an ID and business cards. Distribute UPMA information such as rail cards, 1187 forms to apply for membership, and hand out chapter contact and convention information. Be sure to follow up with any individuals who may have expressed interest.

I am very fortunate to have attended this academy. It was extremely informative, and I feel lucky to be a part of this massive network of hardworking, dedicated people. Looking forward to my future with UPMA!

PostalEase Allotments to Postmasters and Managers Political Fund UPMA PAC (For Active Members)

It's easy! Just use the established, confidential and secure *PostalEASE* telephone salary allotment system---or you may process your allotment on line. In this way, you are able to make a "direct deposit" from your paycheck to UPMA PAC. Each postmaster and manager currently has available for use **one "Net-to-Bank** "transaction (your payroll direct deposited to bank) **plus two additional allotments** through *PostalEASE.*

To authorize your allotment on line go to your website at www.liteblue.usps.gov. You will need your USPS employee ID number and PIN number.

- Click on "PostalEase", "I agree", Enter employee ID and PIN again
- Click on "Allotments/Payroll NTB", "Continue", choose "Allotments"
- Enter Bank Routing Number (from worksheet below), enter account number (see worksheet), enter account type as "checking", enter amount of contribution.
- Click "Validate", "Submit", "Print Page". Record your confirmation number

OR: **Call *PostalEASE*** toll-free at 1-877-4PS-EASE (1-877-477-3273

- When prompted, select *PostalEASE*, then enter PIN number
- Follow the script and prompts to complete the transaction using the information from your completed *PostalEASE* Allotments/Net To Bank Worksheet.

After completing your entries, you will hear and should record the following:

- Confirmation Number
- Your allotment will be processed on this date: _____
- Your allotment will be reflected in your paycheck that is dated _____

It is recommended that you keep this information and your *PostalEASE Allotments*/Net

To Bank Worksheet. Should you have trouble using *PostalEASE*, you may contact your local personnel office for assistance. If you have other questions, please contact the National Office at 703-683-9027 or info@unitedpma.org

***PostalEase* Allotments/Net To Bank Worksheet**

1. Allotment #1

_**X** Begin (add) an Allotment

__ _____Cancel an Allotment_____Change an Allotment

Enter this 9-digit Financial Institution Routing Number **0 5 4 0 0 1 2 2 0**

Your Account Number to Be Credited **7 7 7 7 7 7 7** _____

Enter eight "7s" plus your social security number to complete your 17-digit account number

Type of Account:___Savings _**X**_Checking

Amount of new or changed allotment: $_____

Revised 01/2019

Registration for
National Convention

Book the El Conquistador Resort

For anyone interested in attending the National Convention in Puerto Rico August 1-7, 2026, please review the 2026 Fiscal Policy regarding the expense reimbursement policy for members other than the Executive Committee to attend all events and the National Convention. They are on Page 2 "**REIMBURSEMENT ELIGIBILITY FOR ALL EVENTS" and Page 3 "ALL OTHER MA UPMA MEMBERS meeting eligibility for National Convention reimbursement"**.

As information, the UPMA room rate is $219 a night for either a king or two queen beds for double occupancy. There is an additional charge of $40 for a 3rd person and another $40 for a 4th person ages 17 years and older. The maximum number of persons per room is 4.

The hotel also adds mandatory resort charges as follows:
- Daily housekeeping fee of $3.35 per day, which includes tax. No need to tip.
- Bellman fee of $11.15, which includes tax, per person for services on both arriving and departing day. No need to tip.
- Daily resort fee of $38.15, which includes tax and access to Palomino Island, Coqui Water Park and pools.

SOC: Go Hog Wild!

I recently traveled to the Southern Officer's Conference (SOC) which was held in Little Rock, Arkansas and hosted by the UPMA Arkansas chapter from October 9 through the 11th 2025. Before I get into the details, let me give you some back story. During my tenure as your first UPMA MA State President (2017-2019) and a NAPUS/League member before that, the SOC was the "big dog" of conferences for training, networking, and overall camaraderie. Other areas have since added their own version of this gathering, but the fact remains the same. I did not have the opportunity to attend until now, so, with the blessing of our State President, I made arrangements and traveled to join our colleagues in Little Rock.

I arrived at the host hotel and was immediately immersed in the best display of Southern hospitality that lives up to the picture we all have in our minds. The hotel was in the middle of historic Little Rock and nestled conveniently next to all that downtown had to offer.

Thursday evening began with registration and a "spaghetti social" in the hospitality suite held by the Arkansas chapter. I would be remiss if I didn't comment on the overall size of the suite and the panoramic views of the city it offered. The suite was two floors and included the penthouse social area, which was once reserved for the likes of former President Bill Clinton. Hospitality and networking were at the next level.

Friday kicked off with a southern-style breakfast from the retirees and then the general business session. Mike Elston, the VP of Labor Relations, spoke for quite a while and had a very refreshing message about how he "inherited a broken and dysfunctional labor department" and he's "tired of hearing about how we are not treated with dignity and respect". He vowed to change that along with making sure that those who are frequent violators of the dignity & respect rule and grievance nightmares will not be appointed into higher level positions in the organization. This was met with thunderous applause. His message was very well received, and I feel optimistic that he will live up to his word. We also heard from the candidates for National Secretary-Treasurer, Carla Biggerstaff (Arkansas) and Jeff Jarrett (Indiana). I had an opportunity to speak to both candidates and digest their campaign platforms, but I will address this later.

Friday after lunch I attended CMR training, delivered by John Sertich (National Member Representation Program Advisor) complete with interjections from National President, Tony Leonardi. I must admit that I have sat through several versions of CMR training, but this was hands-down the best. John went into explicit detail about how to represent our colleagues in need and even went as far as to include scenarios that mirrored recent events. That helped tie up any loose ends. I would highly advise anyone interested in this topic to attend the upcoming CMR training offered by UPMA. Friday was concluded with a banquet dinner, complete with an auction, live music, and karaoke.

Saturday kicked off with another round of southern-style breakfast and then a State of the Organization address by National President, Tony Leonardi. He spoke of upcoming changes to the PS Form 150, which would be beneficial to all EAS who struggle with getting the proper credit for employees due to the outdated requirements and features of this broken program. More to come on this for sure. He also reiterated the points made by Mr. Elston, including that there will be no more ZOOM meetings between 7:00am and 10:00am, Monday through Friday, and none after 5:30pm. All of this is per CRDO Elvin Mercado and was mentioned at the CRDO event in Dallas. Then he transitioned into the much-anticipated topic of pay talks. Because they are still unresolved and on-going, there wasn't much he could say other than "they aren't going well and the package presented to UPMA was extremely disappointing."

He said that talks should be concluded in the next two weeks (hopefully resolved by the time this goes to print) and that fact-finding was an option but not recommended. This is because we can fight the good fight for several years and walk away with a favorable decision by a mediator and still get nothing. Per Title 39, decisions by a mediator are non-binding. We are fighting to get this provision changed along with other Title 39 provisions including MSPB rights for all EAS and non-career time buyback. More to come from this.

After a southern-inspired lunch buffet, we had several breakout sessions to choose from. I first attended a session on responding to RFIs/labor relations hosted by Postmaster Jeremy Hanners (Mississippi). This was very informative and somewhat eye-opening considering that we have a difficult relationship with the local APWU contingency in my MPOO group and RFIs are their love language. Then I attended a mental health roundtable hosted by Postmasters Bernadette Puodziunas (New Jersey) and Carla Biggerstaff (Arkansas). This was another excellent presentation about how we should put mental health in the forefront of our daily operations. There was excellent candid discussion about mental health issues in our respective areas and what we can do to combat giving in to the pressures we face daily.

Immediately following, we had a free afternoon prior to the monster ball. I took this opportunity to walk around the city and stumbled upon a music festival/block party. After listening to a few bands and enjoying some local beverages, I had dinner at an establishment called The Copper Grill. The food was excellent and reasonably priced. I then topped it off with a donut (more like the size of a small pie) from Hurt's Donuts, which is open 24/7. I'll go out on a limb and say it was the best donut I've ever had the pleasure of consuming. Then it was time for the monster ball. I chose to dress like Chef Linguini from the movie Ratatouille, complete with a large chef's hat with resident chef rat. There were several excellent costumes, and everyone was in the festive spooky spirit. Immediately following, a large group of Postmasters walked down to a piano bar called Willy D's. That was a blast, and I even got behind the drum kit and played a few tunes with the band. Luckily a few friends caught the shenanigans on film.

Now on to my interactions with the candidates for National Secretary-Treasurer. I'll keep it brief and preempt with this disclaimer: The thoughts and opinions expressed are mine alone and do not reflect the opinions of any other individual(s) or organization(s). Having digested the candidate speeches and personal interactions with both candidates, I concluded that they are both highly qualified and either would be a good choice, but Carla would be the best choice in my honest opinion. I based this on the fact that Jeff told me, "I am fully supporting the current President's mission." "I believe in trust, vision, and no half measures." Carla on the other hand told me, "I'm not here to be the 'no' person. I'm here to ask, 'how can we make it work – responsibly'." She stressed that she has a voting history that puts the members first, not just voting in line with an agenda. Jeff's voting history is in line with his statement about "supporting the current President's mission". That is what I based my opinion on. My suggestion is to talk to each of the candidates yourself (if possible) and form your own opinions since the financial stability of our organization is a key to its success.
Overall, there were 22 states represented with 195 in attendance. My first experience at the SOC was awesome and I would highly recommend a trip for those looking to expand their knowledge and networking base. In my experience, I have found it helpful to stray outside of your own comfort and familiarity zones to forge new friendships. Thanks for reading and special thanks to our State President, Rob Leary, for authorizing the experience.

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