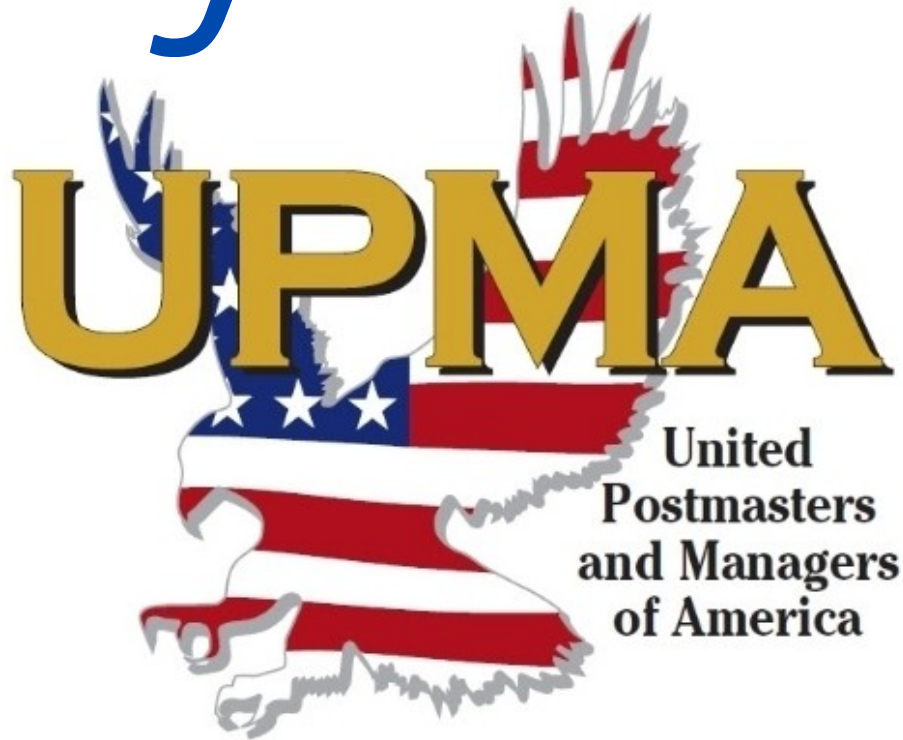


The Massachusetts

BayStater



Season Greeting and Happy New Year!

December 2025



Greetings Fellow Postmasters, Managers, and Supervisors,

It's hard to believe we're approaching another peak season. Harder to believe 2025 is almost over. As I do every year at this time, I tend to reflect on the past year and what went well and what could have been better. Happy to report, I feel like this year couldn't have been better! On the UPMA front, I can say there were many great moments, and I couldn't be prouder to be your state president. Throughout 2025, we have grown our local chapters through solid meetings and networking. As a whole, we surpassed the 500 mark in terms of total members. As of this writing, the Massachusetts Chapter stands at 530 active members strong. By continuing to grow our State Chapter, we strengthen our voices and have a greater ability to get things accomplished. Keep spreading the word on becoming a member of UPMA to those that haven't joined yet. There is still an incentive for signing up new members, \$100 for every EAS and \$50 for every associate member.

In addition, this year we had a very successful State Convention on Cape Cod in May. Looking to 2026, we hope to build on that success and have an even greater event at the Great Wolf Lodge from May 15-17, 2026. I am excited to announce that our new DM has graciously allowed us to have a training day on the first day of the convention. This means no one must use Annual Leave to attend. We are still putting the program together, but we hope to have a healthy training schedule in addition to our UPMA events. If you've never been to the Great Wolf Lodge, there is an indoor water park, and you will receive admission to the park as part of your hotel room. Bring the family and enjoy some time with them as well as your UPMA family!

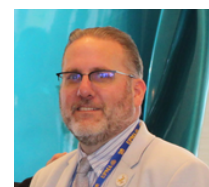
We were also able to expand our State Chapter to include a new Boston Chapter, which was established in May of this year. This now allows our Boston members to enjoy regular meetings and have better access to the benefits of their UPMA membership.

These were just a few of the highlights and I would like to thank your State Executive Board for their tireless efforts throughout the year. They are all listed on the back page of this edition of the Baystater. If you see any of them on your travels, thank them for what they do. There is so much many of us don't see that they do for our members daily. None of our accomplishments in 2025 would have been possible without their hard work!

Looking on to 2026, I am highly encouraged for the future. I would like to thank our previous DM Mike Rakes, for his many years of support in working with UPMA on many issues that need resolution. I look forward to working more with our new DM Carissa Laino, on helping our members resolve issues in our daily work lives. We enjoy a great relationship with the POOMS and other senior leaders throughout the district. Know that UPMA is here for you and we are only a phone call away.

By the time you receive this issue, we'll be in the thick of peak season. Make sure to take some time out to enjoy time with your family and loved ones. We all work harder during this time of the year, but don't let the pressure take over. Make good decisions, keep your integrity in check, and remember, YOU matter! I hope everyone has a great Holiday Season, and that Santa is good to you this year!

Regards,
President Rob



Happy Holidays and Happy New Year to all! I want to use my article space this issue to remind each one of us about self-care during and after the holidays. We have all had peak seasons that really tested our mental strength and emotions. Please don't forget to take care of yourself, and don't hesitate to reach out to the Employee Assistance Program if you or your family are struggling through the added pressure and stress.



John Sacco
Executive Vice President
Legislative/PAC Chair



The holiday season is a time of giving, but it's also a time when stress can run high—especially for Postal employees. While you're focused on delivering for others, don't forget to care for yourself. Small acts of self-compassion can help you stay grounded, reduce stress, and truly enjoy the moments that matter most.

Tips for Practicing Self-Compassion

- **Speak Kindly to Yourself:** Notice your inner voice. If it's harsh or critical, try shifting to a more supportive tone. Instead of saying, "I should be doing more," try: "I'm doing my best right now—and that's enough."
- **Focus on Progress, Not Perfection:** Mistakes and challenges are part of growth. Celebrate your efforts, not just outcomes. Aim for progress—not perfection.
- **Practice Gratitude Toward Yourself:** We often thank others but forget to acknowledge ourselves. Take a moment to recognize and appreciate what you're doing well.

Simple Self-Care Habits

- **Stay Nourished:** Busy days can make it easy to skip meals or grab whatever's quick. Make time for foods that help fuel your energy and focus.
- **Connect Meaningfully:** You don't need hours to feel supported. A short call, message, or smile from someone who lifts you up can make a big difference.
- **Breathe & Reset:** Stress builds—but so can calm. Try a simple breathing technique anytime you need to reset—inhale for 4 seconds, hold for 4, exhale for 6. Repeat 3–5 times to lower tension and refocus.

Being compassionate with yourself isn't selfish — it's necessary. When you take care of your mental and emotional well-being, you're better equipped to take care of everything (and everyone) else.

Your EAP is here to support you through the season. If you're feeling overwhelmed, don't hesitate to reach out. Help is free, private, and available 24/7.

Season's Greetings to all,
As I sit here and write this article on a cold rainy Monday, I am for the first time in years looking forward to the Christmas Season. Personally, this has been a year filled with many highs and lows. My first grandchild Jaxson Cole was born on January 15th, so that was beyond exciting. He is a perfect little boy with an infectious laugh who is now starting to crawl and say words. My niece also gave birth on June 6th to Elody Ruth, a gorgeous little girl whose smile lights up a room. Our family is beyond blessed with these babies.

During the year my husband a retired letter carrier got diagnosed with kidney cancer. That was a frightening time of going through multiple tests and then surgery. He is doing well and the surgery got clean margins. However, now you worry every 6 months about what the new scans will show.

My daughter is in her Junior Year at Merrimac College in the Nursing Program. She is excelling academically and personally. Watching her grow into the young woman she is today makes me so very proud. Growing up as the daughter of two postal workers was not easy for her. We both worked long crazy hours, weekends and holidays. Seeing her excel in life, I know we did ok.

That is why this year; I am going to enjoy the season. My tree is already up (not decorated yet, lol), and shopping is already under way. Life is short, we need to all remember that and enjoy our family and friends now - not put it off. This year for me will be a time to spend with the babies and be thankful my husband and daughter are doing well. I hope you all enjoy a wonderful holiday season!

Respectfully,
Kim Donahue
MA Secretary/Treasurer



Happy Holidays everyone! 2026 is going to be a fun year for the members of Massachusetts UPMA. We have capital buildings, water parks and tropical resorts to possibly spend time in this year. I am looking forward to seeing all the articles from the members that attend any event this year. Please take time to read the Fiscal Policy on the Massachusetts webpage for UPMA. The QR code below will direct you to the website. There have been some great changes to the Policy this year and we want to make sure you are taking advantage of everything that UPMA has to offer you.

Keith Miller
Editor
The Massachusetts Baystater



Retired Members' Corner



Donna Legro
President Retired

The Retirees' Fall Meeting was held Oct 22, 2025. It was very well attended with 50 people, including guests and speakers, registered. For those that couldn't make it, here are a few highlights.

Sec/Treas Lorna Edie went over the minutes from the state convention and gave an updated treasurer report, which were both accepted for filing.

Membership Chair Kathy Callahan explained the membership recruitment incentive program. If a new member joins UPMA and lists your name as the sponsor on Form 1187R, you will automatically be entered into drawings at the national convention in Puerto Rico in August 2026. The drawings are one for \$1,000 and two for \$500. Your name is entered each time you are listed as a sponsor. You do not need to be present at the national convention to win. If you have any questions about this, please contact Kathy or me for details.

COLA: The 2026 COLA was released on October 24 and will be 2.8%.

Dues: Normally dues are increased at the same percentage as the COLA, but due to a national bylaw change for 2026 dues will be increasing to \$7.00 per month (\$84/year).

National Elections: Louis Nix of Georgia was elected to serve as the National Retiree President and Rosa Gonzales of Texas was elected to serve as the National Retired Vice President beginning in January 2026.

UPMA Scam Alert (authored by Keith Minor/Dave Cook in the UPMA Gold): There have been several scam attempts by individuals who have hacked the UPMA and UPMA Retired websites. They are posing as UPMA officers requesting you purchase gift cards or other items. The vast majority appear to originate from Virgin Media users in Great Britain. DO NOT REPLY TO THESE SCAMMERS. If you question the legitimacy of any email solicitations, please contact any board member for verification of any request.

Tax Changes/Deductions for Most Retirees (authored by Bill Tierney in the UPMA Gold): From 2025 through 2028, if you are 65 or older, in addition to the standard deduction of \$15,750 and the \$2,000 age-based deduction, there is an additional \$6,000. This begins to phase out when your MAGI is \$75,000 and is totally gone when your MAGI goes over \$175,000. That amounts to \$23,750 as long as your MAGI is under \$75,000. For married filers it amounts to a deduction of \$46,700 but begins to phase out at MAGI of \$150,000 and totally gone at MAGI of \$250,000. This does not mean an elimination of tax on social security. To read more from the IRS about this deduction and other tax changes go to: <https://www.irs.gov/newsroom/one-big-beautiful-bill-act-tax-deductions-for-working-americans-and-seniors>

Open Season: November 10 – December 8. Alex Stathopoulos from Blue Cross Blue Shield and Toni Duncombe from APWU Health Medicare Advantage Plan offered by United Healthcare United Health Care attended the meeting. They both provided good information and handouts to everyone.

Greetings Postmasters and Managers of Massachusetts,

I am quite certain that most of you had a chance to watch a game show called “Let’s Make a Deal.” The original host was Monty Hall, and the newest version is hosted by Wayne Brady. The shows contestants must wear whacky costumes and there are always tons of laughs, fun and games.

The reason why I brought up this game show is because lately there have been several cases that I am working on where deals were being made but not being honored.

I always take the position that any issue that arises and can be settled at the lowest level, I am all for it. In fact, knowing most Postmasters and Managers, having a healthy and communicating relationship with your immediate supervisor is always a plus.

We all make mistakes from time to time and sometimes it may have resulted in some type of corrective action, but because you have a good relationship with your manager, a corrective action can be settled or negotiated in a lesser form. The problem is when a DEAL or SETTLEMENT was made and there was no written agreement to fortify the settlement. The problem occurs later when a more egregious violation occurs, the Postal Service is brings up the old charges, and we, as your representative, have nothing to fall back on. So, please, whenever you have made an agreement with your manager, have it in writing. It doesn’t have to be formal, just a couple of sentences to spell out the agreement in an email and send it to your manager. Make yourself a hard copy. It could save you tons of unnecessary headaches.

Most Common Postmasters/Managers “Mistakes.”

1=Poor Human Relations skills (employees/supervisors)

2=Falsified records.

3=Misuse Federal Equipment’s. Postal vehicles, etc.

4=Social media content.

5=Falsified TACs records.

6=Misuse of Postal fund.

7=Workplace harassment.

8=GATS.

Always avoid these mistakes, do not take shortcuts, keep your integrity and honor intact and most importantly, always strike a balance between work and family.

Wishing you a very happy holiday season.



Respectfully,
Richard Hui

National Member
Representative, UPMA

Chapter Member Representation

As you have heard, Mike Fairbank who was our State Chapter Member Representative has retired. I have been selected to replace him. As I am getting up to speed with this new role, we are looking for people interested in becoming Chapter Member Representatives (CMR) for the various regions in the state. We already have a short list of people who are interested in helping with representation as needed. The more we have will allow us to spread the work amongst everyone. We are looking to setup a meeting early in 2026. Rich Hui will facilitate the class which should last 4-5 hours. The location will be based on how many people will be attending and their locations. We will try to make it as convenient as possible for everyone.

If you are interested, contact me via email at Sylvain.Labelle.ma.upma@gmail.com or my cell phone (603) 759-5954, or Rob Leary via email at pmrleary@yahoo.com or cell phone at (508) 208-8171.

Our most recent chapter meeting, held on November 20, featured several excellent guest speakers. Sandy McCarthy of Blue Cross and Blue Shield, our representative for the Cape and Islands, provided valuable updates on health plan costs and drug coverage for the 2026 season. Rob Leary, UPMA MA President and Rich Hui, our National Adverse Action Officer offered important insight into the results of the most recent pay talks, pending legislation in Congress, and discipline issues occurring nationwide.

We were pleased to have 35 members and three retired Postmasters in attendance. We are fortunate to have such outstanding role models whose experience and guidance continue to benefit the new Postmasters on the Cape.

One significant announcement shared at the meeting was the cancellation of the Service Delivery Unit scheduled to open in Wareham this March. As a result, the carriers in Carver, Fairhaven, East Wareham and West Wareham will remain in their local offices.

I encourage all members to register for the UPMA Legislative Summit, taking place March 15-17 in Washington, D.C., as well as the Massachusetts State Convention at Great Wolf Lodge, May 15-17, which will include a full day of training.

It has been a pleasure serving as your Regional Vice President. I wish you and your families a Merry Christmas and a Happy New Year.

Jack Tompkins
RVP 026-027



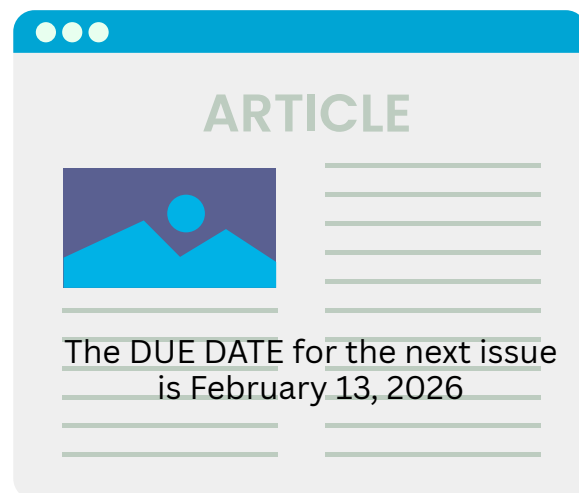
Recently, I have represented many supervisors and managers at investigation interviews across the district. Most cases could have been avoided by simply following directions from their manager or postmaster. As members of UPMA, a group of managers, postmasters, and supervisors, we are expected to adhere to a higher standard. It's challenging to represent individuals who repeatedly commit the same infractions.

As you are held to a higher standard, it is expected that you will complete your assignments and diligently follow your daily checklist. While there are numerous tasks to accomplish each day, adhering to the checklist can help ensure that important details are not overlooked, thus maintaining compliance. Should your postmaster or manager assign you additional projects, these responsibilities must also be fulfilled. If you anticipate difficulty meeting the deadline for any project, please communicate promptly with your manager.

Communicating with your manager is essential. If you're unsure or struggling with a task, inform your manager rather than avoid it. Rely on other EAS colleagues as well for support. Given the many challenges in the Postal Service, it's important to complete all responsibilities promptly and accurately. Please do the right thing.

I would like to thank all the members of the 017-019 for a great year and hope you and your family have a safe and happy holiday season.

Keith Miller
RVP 017-019



To All,
It was an honor to serve, and I have been blessed with many caring co-workers. So far retirement has been AWESOME! And now --- congrats to Kerri Beatrice on her promotion to Postmaster Randolph, and congrats to Kerri Beatrice on being voted Mayflower Chapter 020-023, 027 RVP!

Tom D – The newly retired guy

Hope to see you all down the road.



2025 Calendar Year Wrap-up

By the time you get this Baystater, 2025 should be behind us and we will be looking at 2026. I hope everyone had a good holiday season with your families, filled up with joy, happiness and good health. As we head into 2026, I would like to increase the number of members that attend our regional meetings. Please contact me if you have any suggestions on the best day and time to conduct these meetings. I am also looking for feedback on training subjects that the members would be most interested in. I will work closely with our Education Chair to provide the training based on your feedback.

I will also be using a new personal email address to communicate with you all (Sylvain.Labelle.ma.upma@gmail.com). If you send me something that is time sensitive, send me a text or call me at (603) 759-5954.

Looking forward to working with all of you in the new year.

Sylvain Labelle RVP 013-016

GOODBYE
2025



HELLO
2026

We enjoyed recruiting and visiting colleagues in the 014 area. Our new initiative involves visiting a different zip code on the third Thursday of each month (except December) to recruit and connect with members. Brookfield Postmaster Devashree Shah suggested visiting members during these outings, which has been very effective.

Have you spoken to a colleague recently, and are you interested in joining our initiative?

Please contact me so we can coordinate the next steps. Supporting one another contributes to our members’ sense of value within the organization. EAS membership is complimentary for one year, and associate membership is free for six months. As a recruiter, you could be entitled to \$100 for EAS and \$50 for associates. I look forward to working together to achieve these goals.

Becky Lemerise
Membership Chair



1187 New Membership



1187R Retired Membership

Continued from page 5

Susan Hui Memorial Scholarship: A motion was made and then amended and passed to donate \$200 to the Susan Hui Membership Scholarship. Rich Hui expressed his appreciation.

MA President Rob Leary was appreciative of the invitation and thanked all those that attended. He reported that MA has reached 525 active members so the new goal is 600. He spoke about the active membership incentive program to earn \$100 for each new member who includes your name on Form 1187 as the sponsor. He told everyone about the new Boston Regional Area in the MA Chapter and the KSA Assistant Program that is always looking for volunteers to help offer assistance to those seeking promotions.

John Sacco, MA Executive Vice President/Legislative Chair reminded everyone about the Legislative Summit March 15-17, 2026. As of now, the issues on the agenda are the buyback program. He also reminded everyone to look at the Fiscal Policy for the eligible reimbursement expenses to attend.

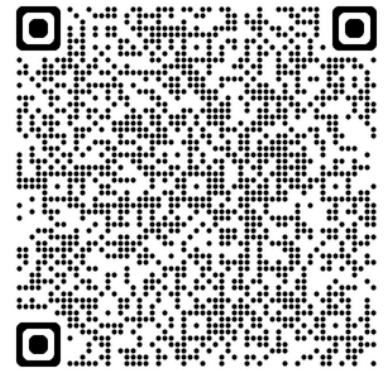
Overall it was a great meeting and I appreciate all those that made time to come and hope to see many of you at the state convention in May.

Donna Legro
Retired President





Registration for Washington DC



Book the Hyatt Hotel

Legislative Summit

March 15 – 17, 2026

Hyatt Regency Crystal City
Crystal City, VA

The 2026 Legislative Summit will be held at
the Hyatt Regency Crystal City at Reagan
National Airport, March 15 – 17, 2026.

UPMA 10TH ANNUAL

**NATIONAL
CONVENTION**

AUGUST 1-7, 2026 • PUERTO RICO



Registration for
National Convention



Book the El Conquistador Resort



Convention Registration Form

MA UPMA STATE CONVENTION May15-17, 2026

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

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 _____

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 _____
\$28/\$18** Sat Breakfast _____
\$55/\$27** Sat Dinner _____

\$55/\$27** Fri Dinner _____
\$31/\$18** Sat Lunch _____
\$28/\$18** Sun Breakfast _____

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

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 800-678-9653 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.

**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 Box509
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 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**

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