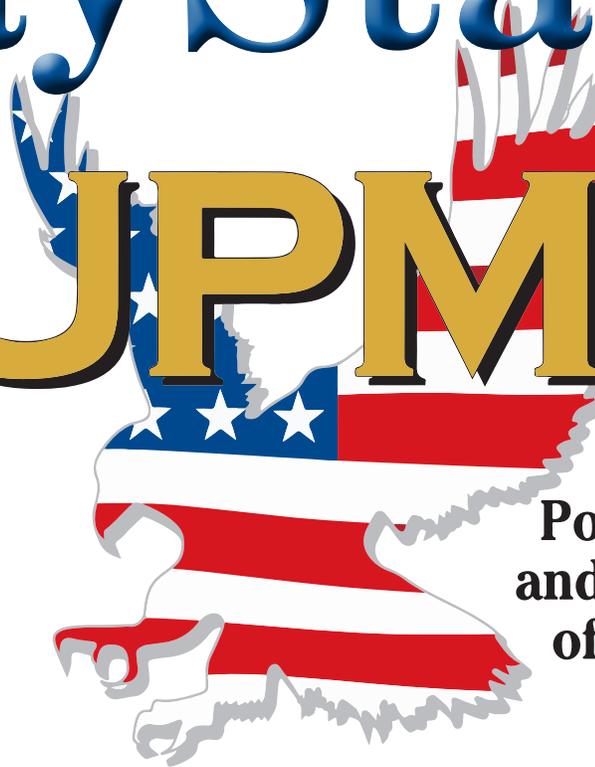
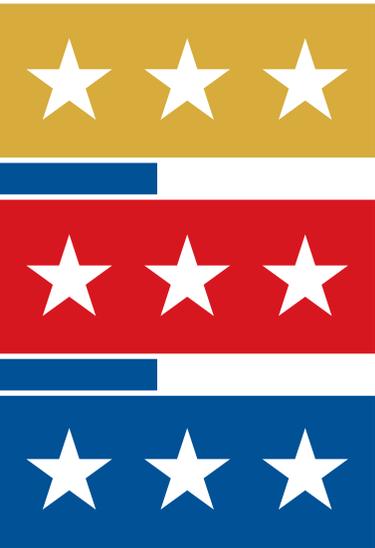


The Massachusetts

BayStater

UPMA

United
Postmasters
and Managers
of America



APRIL 2023

Are We There Yet?

Whether you remember your younger years or are reminded now with your own children or grandchildren, “are we there yet” may trigger a fond memory of a trip or ride. The trip may even have had a complication or was simply long. Depending on whether you were a driver, passenger, or even where you sat as a passenger in the car may have influenced your viewpoint. Memories of kids running for the car yelling, “shotgun” and then from others as they join the race yelling “nooo or naah ah” may still provide a smile.

The proverbial daily ride we take each day while at work is no different. Each day we face our challenges as we strive to improve our operation sometimes with limited or reduced resources. Some days with little or no thanks, inflammatory conversations with dissatisfied employees or customers. Some days it is nothing short of a miracle to prevent a service interruption only to then be questioned why the operation is strained and if there was an individual responsible for an indicator changing from green to red. It seems that at all layers of our management structure we have reduced ourselves to rating our efforts and daily activities to changing red numbers on a screen to black or green. Don’t get me wrong, we all should realize and embrace the importance of reviewing our processes and operations, but you don’t have to be a cynic to realize we take it to the extreme. I suppose your viewpoint whether you are empathetic, sympathetic, neutral, or adverse would relate to where you are sitting in the car. Wherever you sit in the car continue to develop yourself, pursue different positions. If you don’t change positions your view will remain the same. Never be complacent in your position or career growth.

UPMA in a similar analogy is a great vehicle. Use it to network, share experiences, foster and develop yourself and others, improve your own or others working conditions, or simply engage in a social conversation with fellow members that like yourself take this proverbial ride daily with the Postal Service.

Last week the membership took such

a trip, one of our four annual events, the Legislative Summit to Washington, DC. Twenty-one members from MA traveled to DC and joined with over 300 other members assisting with getting our collective voices heard by our legislators. Read the accounts in the following pages.

Our next event is our state convention being held in Burlington MA, please make every effort to attend. In addition to other activities, there will be an election for four positions of the Executive Committee. As background three years ago the Executive Board and Committees had several long-term vacancies challenging the chapter in its pursuit of its goals. In addition, membership enrollment was reduced with retirements. Last convention two elected positions had no candidates, and a subsequent retirement created another vacancy.

I am pleased to point out that as I write this article our membership rolls and standing have increased and Massachusetts continues to be in the top ten in the country. Each of our previously vacant board positions and committee chairs are now filled. Regional positions such as RVP 010-013 Joseph Torcia and RVP 025-027 Jack Tompkins are appointments requiring confirmation by election in their respective areas. Michael Raymond RVP 014-017 announced he will not seek re-election creating an opportunity. Sylvain Labelle has announced his candidacy for Michael’s position. Interim appointments of Secretary Treasurer and Editor now have candidates seeking election. Additionally, our bylaws provide for floor nominations at conventions which may increase the number of candidates seeking election. Some positions already have more than one candidate requiring a vote by the members to make a selection. Please read their announcements. Members are getting involved, sharing an active voice, participating at events, and strengthening our state chapter. Please keep it going and plan to attend the convention.

Lastly, you may recall I shared that at the last convention I stood in front of the whole country and had a brief dialog with Deputy Postmaster General Douglas



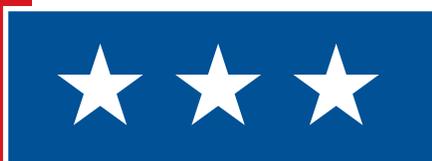
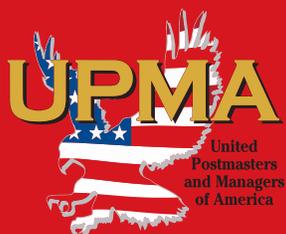
Raymond J. White,
Postmaster
President
Massachusetts
Chapter

Tulino. I shared feedback regarding the Supervisor Workload Credit program (SWCS). When Tulino summarily dismissed my question as a NAPS concern, I reminded him UPMA represents all EAS, and the problem is directly related to Postmasters and Managers as the Supervisors are their direct report and necessary to run their facilities. I have continued this conversation at every opportunity. I was pleased to read that there has been some movement within the program scheduled

to become effective in April 2023. The description of the changes are detailed in a letter viewable in our Facebook group. The changes may assist offices to regain a supervisor or an additional supervisor.

In summary, are we there yet? Absolutely not, but we are not sitting still, and we are moving forward.

Ray White
MA Chapter President



John Sacco
Executive
Vice President
Legislative/PAC Chair



Legislative Summit Recap

Happy Spring to you all. We have just returned from a successful 2023 Legislative Summit in Washington DC. We had a great turnout of 20 members and a few spouses. We had actual face to face meetings with Senator Edward Markey and Congressman James McGovern (MA 2nd congressional District), as well as meetings with aides from Senator Warren's office and 5 other Representatives' offices. Luckily, most of the legislation that UPMA is lobbying for is also supported by most of the Massachusetts Representatives. However, Title 39 Reform, H.R. 595 the Postal Employee Appeal Rights Amendment Act of 2023, is the newest bill UPMA is looking for additional support on, as none of our Representatives have co-sponsored it as of this writing. Hopefully our visits will change that. This bill would extend the right of appeal to the Merit Systems Protection Board to any officer or supervisory, professional, technical, clerical, administrative or managerial employee of the Postal Service covered by the Executive and Administrative Schedule.

From the 2023 UPMA Legislative Issues Brief:

“UPMA supports forthcoming legislation that clarifies the representation of Postal Supervisors, Postmasters and Managers and the Postal Service’s recognition of management associations.

UPMA supports efforts to strengthen the consultation process for non-collective bargaining-unit employees.”

I want to thank those that joined us to support legislative efforts on behalf of UPMA, and I encourage those that didn't to join us next year. However, if you want to get involved, there's no need to wait! We will be having the MA UPMA State Convention June 23-25, the UPMA National Convention August 25-September 1, and the Atlantic Conference in the fall. Your MA Executive Board voted on the 2023 Fiscal Policy and made it incredibly easy and affordable to join us. Most expenses for each event are covered by the MA State Chapter.

Please, don't hesitate to reach out to me if you have any questions at john.sacco.maupma@gmail.com.

John Sacco
MA Executive Vice President
Legislative/PAC Chair

2023 MA UPMA State Convention

It is time to mark your calendar and register for the MA UPMA State Convention to be held at The Boston Burlington Marriott in Burlington MA beginning at 11:00 AM on Friday, June 23 through Sunday morning, June 25, 2023. Early registration is May 23, 2023. First Timer registration is also May 23.

The MA Executive Board voted in the 2023 Fiscal Policy that MA UPMA members may request reimbursement for the expenses below to attend the state convention. The only requirements are that the member meets the registration deadlines, assists, and participates in the activities, and submits a provided voucher with all required receipts within 30 days to the Sec/Treasurer.

- Early registration for all members will be set at \$49 if postmarked by the date indicated on the registration form.
- Full registration after the early registration date will be \$99, with no reimbursement.
- 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 the convention rate as indicated on the event registration form.
- Full non-member registration will be set at \$150 or partial registration will be set by meal selections as indicated on the registration form.

There will be one 50/50 drawing at the state convention designated for PAC.

CASH prizes will be given away throughout the convention. You can win more than once during the convention, but only once at each event. The catch: **YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.** \$2,000 will be allotted for door prize drawings at the state convention for MA members only, excluding the six Executive Committee positions and any National Officers in attendance.

Look for the registration form in this issue of The BayStater, on the website www.maunitedpma.org and on Facebook. It has all the hotel information that you need. Send it in now before you set this magazine aside and miss the deadline. Look for the tentative agenda too so you can see what is being scheduled for you.

We will be holding state elections for the positions of President, Executive Vice President, Retiree President and Retiree Vice President for two-year terms each. Elections will also take place for the positions of Secretary/Treasurer & Editor for one year terms due to the appointment

of interim officers at the 2022 state convention. On a national level, we will be voting for the National Secretary/Treasurer and a National VP – East.

We will also be voting on the national proposed changes to the Articles of Incorporation, national bylaws and potentially proposed state bylaw changes.

For many years the MA chapter held an auction at the state convention. It was the biggest fundraiser to benefit the MA Scholarship Program. We will be doing that again this year; but we need your help. Please be sure to bring a new item to the convention for the auction. Also, please encourage other members who cannot attend the convention to donate an item for the auction and volunteer to bring it with you.

There is so much that your MA UPMA State Convention has to offer, and I have only touched on some. Make the commitment and put June 23-25 on your calendar and register early. Let me assure you that if you come to the convention, you will not be disappointed. If you came to conventions in the past, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you.



Kim Donahue
Secretary/ Treasurer

REMEMBER: BRING AN AUCTION ITEM FOR THE MA SCHOLARSHIP PROGRAM



Convention Registration From MA UPMA STATE CONVENTION June 23-25, 2023

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

MEMBERS ONLY: FULL REGISTRATION includes all meals and activities: If not attending all meals, please indicate which meals you will be attending to ensure proper meal counts.

Fri Lunch _____ Friday Dinner _____ Sat Breakfast _____ Sat Lunch _____ Sat Dinner _____ Sun Breakfast _____

_____ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY**– Must be postmarked no later than May 23, 2023

_____ \$49.00 **ALL MEMBERS** - Must be postmarked no later than May 23, 2023. These registrations will be refunded at the conclusion of the state convention to members that fully participated in convention activities.

_____ \$99.00 **ALL MEMBERS** postmarked after May 23, 2023 and Walk-in Registrations. No reimbursement will be issued for these registrations.

PARTIAL REGISTRATION FOR MEMBERS ONLY

_____ \$20.00 Daily Fee – Members attending business and/or training sessions without meals. Registrations postmarked no later than May 23, 2023, will be refunded at the conclusion of the convention to members that participated in convention activities.

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

\$25.00 Fri Lunch _____ \$55.00 Fri Dinner _____ \$20.00 Sat Breakfast _____ \$25.00 Sat Lunch _____
\$55.00 Sat Dinner _____ \$20.00 Sun Breakfast _____

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

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

\$25.00 Fri Lunch _____ \$55.00 Fri Dinner _____ \$20.00 Sat Breakfast _____ \$25.00 Sat Lunch _____
\$55.00 Sat Dinner _____ \$20.00 Sun Breakfast _____

HOTEL INFORMATION:

Boston Burlington Marriott Hotel, 1 Burlington Mall Rd Burlington, MA 01803 (781) 229-6565

Reservation cut-off May 23, 2023 Group: MA UPMA

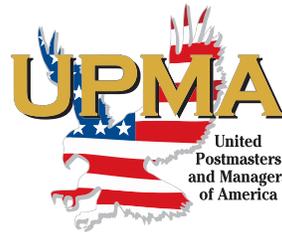
Rooms \$162.00 per room/per night, plus taxes (double occupancy).

All reservations must be guaranteed with a first night's deposit.

Make checks payable to: MA UPMA and mail completed registration form and payment to:
Kimberly Donahue, Interim Secretary/Treasurer, 45 Haigh Ave, Salem NH 03079

PLEASE BRING AN ITEM FOR THE AUCTION!!!

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS



Nomination Form

UPMA Leader of the Year for 2022

This **UPMA Leader of the Year Award** will be awarded at the 2023 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 2022
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.

I nominate as 2022 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 May 23, 2023.

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

***David Branga
80 Grace Ct
East Falmouth MA 02536
or
davidbranga@gmail.com***

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

Tentative Agenda

2023 Ma State Convention

\$ CASH PRIZES WILL BE DRAWN DURING CONVENTION \$

Friday, June 23, 2023

11:00 - 12:00PM Registration
12:00 - 1:00PM Lunch
1:00 - 4:00PM General Business Session
Pledge of Allegiance
President's Opening Remarks
Ed Carley, National President, UPMA
Presentation of proposed National bylaws
Presentation of proposed State bylaws
MA Nominations for President, Executive VP, Secretary/
Treasurer and Editor Nominations & Election for National
Secretary/Treasurer
Nominations & Election for National VP – East
5:00PM Dinner
Free Evening

Saturday, June 24, 2023

7:00 - 8:00AM Breakfast
8:00 - 11:00AM General Business Session
Vote on the proposed National and State bylaws
Elections for MA President, Executive VP,
Secretary/Treasurer, & Editor Retiree Meeting
12:00PM Lunch
1:00 - 4:00PM General Business Session
Training: GEMBA by Drew P. Helie, HQ Delivery
Support Specialist, Atlantic Region
6:00PM Dinner
Swearing in of New Officers, Scholarship Awards,
& Leader of the Year Award
Auction - All proceeds go to the MA Scholarship Fund

Sunday June 25, 2023

7:00 - 8:00AM Breakfast
8:00AM Unfinished Business
President's Closing Remarks
50/50 PAC Raffle
Adjourn

AUCTION – SATURDAY, JUNE 24, 2023

DON'T FORGET TO DONATE OR BRING A QUALITY ITEM

VOTE VOTE VOTE VOTE VOTE

National & State Articles, Bylaws and Officer Elections



STATE PROPOSALS AND ELECTIONS:

Both active and retired members have until April 24, 2023 to submit any proposed bylaw changes. If anyone needs help with this, please let me know. These will be distributed prior to the start of the state convention and will be presented and voted on during the convention.

In accordance with the MA UPMA bylaws, Executive Committee positions are to be filled by election at the State Convention by a majority of the vote cast. Normally, positions to be elected in odd years (2023) state conventions are President, Executive Vice President. Executive Committee positions to be elected in even years (2024) are Secretary/Treasurer and Editor.

Therefore, MA will be voting for the President and Executive Vice President for two year terms. Also, as outlined in the last issue of The Baystater, no candidates came forward to run for the positions of

Secretary/Treasurer and Editor in their election year of 2022, which were also for two years, so two interim officers were appointed to temporarily serve in these positions until such time as a MA member expressed interest in either position or an election was held in 2023 for a 1 year term,

whichever came first. Therefore, we will be voting for both of these officer positions for a 1 year term at the state convention.

The retirees will also hold elections for Retiree President and Retiree Vice President at their meeting. The Retiree President and Retiree Vice President shall be elected at odd numbered annual conventions to serve a term of 2 years, limited to 4 terms of office. The term of office for all newly elected officers shall commence on the first day of the month following that state convention.

NATIONAL PROPOSALS AND ELECTIONS:

This year there is 1 proposal to change the National Articles of Incorporation (AOI) and 5 proposals to change the National Bylaws. They were printed in the March issue of The Leader and are available for review on the national website at www.unitedpma.org. Please take some time to review this important information as they may affect you, the members, and they will be voted on at the MA state convention this year.

MA will be voting for a National Secretary/Treasurer and a National VP – East. There is more than one candidate for these positions, so please read up.

In accordance with the MA bylaws, voting will be by written ballot at the state convention with the outcome being converted to percentages and the results will be cast during the 2023 national convention in Denver CO.

Donna Legro
Parliamentarian



Donna Legro
Parliamentarian
Postmaster Retired

I'M BACK!

Going to the Massachusetts State Convention in Burlington? I feel sorry for you all. Really. Back before we were ever concerned about the meaning of a pandemic, the state convention always held a scholarship auction. And it was pretty darn successful if I do say so myself. Not because of me, but because of you. I was blessed with being the auctioneer for quite a few years. You, on the other hand, were cursed with me being the auctioneer for quite a few years. We tried to rotate others into the role, but to my surprise, they didn't quite measure up. It seems not everyone is comfortable making a fool of themselves. Not everyone is a salesperson. Not everyone basks in the spotlight but let's face it. How many times can you watch the same person beg you to buy back the same item you just donated for more than you bought it for? I thought it was time to make my getaway when I successfully recruited John Coons to take this whole thing to a new level., or at least sideways. And dammit, he was successful. I got out before I was thrown out! Jump ahead, now, for a few years.



Where the hell is John? Who's going to do the auction now?

That's right ladies and gentlemen, I'M COMING BACK! That's the part where I feel sorry for you, incidentally. So, let's review, for you returnees. For you first timers, here's the drill.

-Go shopping. Buy something you would buy

yourself or as a gift you would give someone you like, at least a little. Do not rummage through your hall closet for Susan Sommer's Thigh Master or Guinness World Book of Records. Nobody wants it. Neither did you.

- Bring said item to the convention for me to auction off to your colleagues whom you supposedly like, at least a little.

- Go to the convention, so you can go to the auction, so you can bid on the lovely "item" your fellow PM or Manager thought you just "had to have," so some kid can get the scholarship because they never saved a dime for college, and someone (maybe even you!) can finally kick that kid out of the house and you can have that private room.

Pretty simple, right? As a bonus, I'll be bringing some of Ruth Bosworth's memorabilia that she donated to the auction. It gets more exciting by the second! See you there!

Jerry
Robertson
Retired,
kinda' sorta'



Jerry Robertson
Retired President

BUY YOUR
RAFFLE
TICKETS!

PAC 50/50 RAFFLE

We will once again be running a PAC 50/50 raffle! Winner will get half the proceeds and the other half will be donated to UPMA PAC in the winner's name.

All Board Members and Regional VP's will have tickets on sale from the receipt of this edition of the BayStater through the last day of the MA State Convention 6/25/2023. You do not have to be present to win.

Tickets will be \$10 each or 3 for \$20. If you made the trek to the Legislative Summit, saw the process in action and had your trip paid for, this would be a nice way to show thanks to MA UPMA. We have all been positively affected by the results of PAC money on Capitol Hill, through the passing of Postal Reform as well as other legislative bills. Let's keep the process moving and continue to have our voices heard on the Hill.



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



SCHOLARSHIP APPLICATION

**Must be postmarked no later than May 1, 2023
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
_____	_____	_____
_____	_____	_____

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

When do you expect to graduate? _____ Expected college major: _____

COLLEGE CHOICES

1ST Choice: _____

2nd Choice: _____

3rd Choice: _____

REQUIRED INFORMATION

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

4) Other scholarships received: _____

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

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

7) List non-school activities: _____

Submit completed application with attachments to:

**Sylvain Labelle
1590 Petersham Rd
Athol MA 01331**

Must be postmarked no later than May 1, 2023, 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 Score: _____

Class Rank: _____ out of _____ (Total seniors)

Signature of Guidance Counselor: _____

Date: _____

Incomplete applications will be disqualified

UNITED POSTMASTERS AND MANAGERS OF AMERICA 2023 SCHOLARSHIP

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

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

The winners will be announced at the annual national convention of The United Postmasters and Managers of America. The applicants who are not chosen to receive a scholarship will not be notified. If the recipient leaves school for any reason except for sickness or death the money must be returned to the UPMA Scholarship Foundation.

This **APPLICATION** and all additional pages must be **received** no later than **JULY 15, 2023** by the Chairman of the UPMA Retired Scholarship Committee. **Please read instructions carefully. INCOMPLETE applications will be disqualified.** Type or print all additional information on individual and numbered 8-1/2" x 11" sheets of paper. Place your full name on top of each page submitted.

STUDENT INFORMATION:

1. Full name: _____

Address: _____

Email: _____ Phone: _____

2. Birth Date: _____

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

4. UPMA member's relationship to you: _____

5. UPMA member's state in which they are a member if different from address: _____

6. School you plan to attend:

Name: _____

Address: _____

7. **FIRST YEAR STUDENTS:** Have you applied for admission? _____ Have you been accepted? _____

Include acceptance letter with application

MA Announcements of Candidacy

Chapter President Position

It is with great pleasure that I announce my intention to run for UPMA President, State of Massachusetts at this year's State Convention. I have been a member of this organization since 2004 when we were known as NAPUS. I have served in many roles over the years:

Chapter Level:

Chapter President (RVP) 014 area: 2007-2009
Chapter President (RVP) 015 area: 2010-2012
Central MA Sec /Treasurer: 2012-2013

State Level:

Member of Chapter Member Rep Committee: 2012-Present
Scholarship Chair and/or Committee member: 2013-2017

Legislative/PAC Chair: 2018

Chapter Member Rep Chair: 2018-present (with a brief break in late 2021 until summer of 2022 while on a detail).

Serving in each of these roles has given me a broad understanding of what our Chapter needs at both the State and Regional Area levels. I have always taken great pride in serving the members of this great organization and can think of no better way to continue serving than to run for the position of your State President.

Postal Experience:

Permanent Positions

PTF Mailhandler: Dec 1997-October 1999
City Carrier: Nov 1999-October 2000
Associate Supervisor, serving in Northborough and Hudson MA: October 2000-January 2001
Supervisor Customer Services, Leominster MA: January 2001 to October 2005
Postmaster, Shirley MA: October 2005-May 2009
Postmaster, Sturbridge MA: May 2009-May 2015
Postmaster, Holden MA: May 2015 to May 2016
Postmaster, Whitinsville MA: May 2016 to present

Detail Positions

Officer in Charge, Wayland MA:
November 2004-May 2005
Officer in Charge, Northborough MA:
May 2005 to October 2005
Officer in Charge, Sudbury MA:
March 2007-June 2007
Officer in Charge, Hudson MA:
March 2009-February 2010
Officer in Charge, Webster MA:
February 2010-June 2010

Officer in Charge, Whitinsville MA:

February 2014 to June 2014

Officer in Charge, Webster MA:

March 2018 to September 2018

Acting Post Office Operations Manager, POOM E and I:

April 2021 to October 2021

With over 20 years of EAS experience, I have built relationships with many of my peers as well as many in upper management giving me the ability to communicate at all levels of management in our area. My goal as your new MA State President will be to unify our members and achieve a network of strength and unity across the State. I hope I can count on your support and look forward to hopefully serving as your next President of the Massachusetts Chapter of UPMA.

Rob Leary

Postmaster Whitinsville

MA Chapter Member Rep Chair

Chapter Executive Vice President Position

MA State Chapter UPMA Members:

I'd like to take this opportunity to announce that as your current Executive Vice-President I will be running for election for the same position in June at the MA State convention. As your Legislative/PAC Chair, I took over as an Interim EVP last year and after some contemplation about running for the position, I believe that I can continue to have a positive impact on your Executive Board. I have had experience in the past as a Legislative Representative and Vice President for NAPS Branch 375, as well as the same positions for your MA State UPMA Chapter. I would like the opportunity to continue working for you, hope you will attend the MA State Convention and would appreciate your vote.

John Sacco

Postmaster Wakefield, MA

Executive Vice President

Legislative/PAC Chair

MA State Chapter UPMA

MA Announcements of Candidacy

Chapter Secretary Treasurer Position

I would like to introduce myself to the membership. I am the current Postmaster of Haverhill and I have been in this office since August of 2022. I have 26 years of service with the Post Office, starting out as a carrier in Somerville for eight years before deciding to move into management almost 18 years ago. I have held positions in the IMC, Central Square, Porter Square, Lynn and also held a detail position in OPS as a Function 4 specialist and lastly I was Postmaster of Pinehurst prior to Haverhill.

I have recently been awarded the interim Secretary/Treasurer Position for the MA Chapter. I am excited to take on this very important role and have a lot to learn for sure! Everyone that I have met so far has been very kind and supportive and that means a lot to me. I have decided to run for the position of MA Secretary/Treasurer at the State Convention and appreciate your support and vote.

Kim Donahue

Postmaster Haverhill

MA Chapter Interim Secretary/Treasurer

Chapter Editor Position

I would like to announce my candidacy for Massachusetts Editor. This will be voted on at the state convention in Burlington, MA this June. My vision as editor would be to have more members and Executive Board members write more honest articles about situations going on their jurisdictions. We need to have an open forum to bounce ideas and inspire others who read the Massachusetts Baystater on a quarterly basis. Like any position within the UPMA organization, dedication and follow through is a must to ensure that the job gets completed on time. Like anything we do inside UPMA or at our jobs within USPS, ASK FOR HELP! DO not let things slip... that is when things get out of control. I am not going to flake out when things get too tough... we have amazing opportunities to make Massachusetts an even stronger chapter for 2023-2024. Let's do this my friends!

My postal career started in 2010 in North Salem NH as a Postmaster/Relief turned PSE Clerk until I landed my first EAS Postmaster position as Postmaster EAS-55 White Horse Beach in 2013, then Postmaster EAS-56 West Boxford in 2014. I became Postmaster EAS-18 of Hamilton MA in 2015 and then Postmaster EAS-43 of Pepperell MA in 2017. In 2018 I became Postmaster EAS-43 of Southborough MA. My current

position which I have held since 2022 is Postmaster EAS-20 Natick MA. I have held detail positions in the safety department, a developmental assignment in Cambridge and continue to pursue opportunities to learn and grow as a Postmaster in the Postal Service. In UPMA I have been the Membership Chair since appointed in January 2022 and through this experience we have been building a stronger presence throughout the state. Thank you to those who are making miracles complete on a day-to-day basis. Your tireless efforts are appreciated more than you could think! I feel that my unique career path gives me an opportunity to give the members a voice so we can navigate the challenges ahead for all of us.

Our pay package is a driving force behind the work we do. Our compensation packages need to be adhered to. NPA needs explaining from HQ!!! You as a Manager, Postmaster, or EAS professional deserve to be treated with dignity and respect and paid correctly for the positions you hold. If you are delivering mail and are a Postmaster grades EAS-18 thru EAS-22 and all levels of Managers, Customer Services- you are to be paid 035 time for the time you spend delivering that mail. If that makes you work 12 hours to do your Postmaster job and delivering the mail, don't ignore that benefit, document the event in RADAR under EAS carry mail survey and make sure your additional hours are paid to you. UPMA fought hard and long for this to be afforded to us, if we do not do the right thing, it will expire on April 7, 2023. If you have the time documented and are a timecard office and no one puts your time in, please reach out to your Manager or a member on the Executive Board of UPMA to get your fair pay. We all need to understand the pay package which expires this year. If you are a level 20 Postmaster without an authorized Supervisor in SWCs your occupational code should be 2301-6220. You are classified as Special Exempt, not to deliver mail in other offices but to be paid additional hours if your operational needs are more than 8.5 hours in a service day or any hours on your NS Day in your own office. Most of us are 6-7-day operations. There are only 8 positions in the state that are currently classified as such. Education of leadership is essential.

I feel that my data analysis and willingness to help and assist any member will be a huge asset to Massachusetts UPMA. I am not afraid to advocate on behalf of others' rights as I continue to do this for myself every day.

Postmaster positions and FLSA Status's with the current pay package per PS150 (does not include current MOU for Special Exempt Status for delivering mail PM EAS-18 thru EAS-22)

Occupation Code	Point Range	Grade
2301-0018	< 2,076	EAS-18, non-exempt
2301-6118	< 2,076	EAS-18, exempt
2301-0118	2,076 - 5,500	EAS-18B, non-exempt

MA Announcements of Candidacy

2301-6218	2,076 - 5,500	EAS18B, exempt
2301-6120	5,501 - 13,000	EAS-20 exempt
2301-6220	5,501 - 13,000	EAS-20 (No SCS) Special Exempt
2301-7121	13,001 - 26,000	EAS-21 Exempt
2301-7122	26,001 - 68,200	EAS-22 Exempt
2301-7004	68,201 - 167,200	EAS-24 Exempt
2301-7005	167,201 and up	EAS-26 Exempt

Thank you for the work you do every day,

Ryan V. DiEoreo
Postmaster, Natick, MA
UPMA MA MEMBERS

Chapter Editor Position

Fellow UPMA Members,

I have been an active and proud member of UPMA (NAPUS) since 2008. In September 2012, I was asked by the MA Executive Board to be the Interim Editor. I was humbled by the Board's confidence in my ability, and I eagerly accepted the challenge which has been one of my

greatest learning experiences and fulfilling positions within the organization. The following year at state convention, I was elected to continue as the Editor for an additional term. I affected several changes including updating software, layout, article submissions from numerous sources, and varying the content. Each change benefited and improved the quality and enhanced the publication. In 2015 at the National Convention in Alabama I was elected by my national editor peers to receive Editor of the Year Award for 2014. I then went on to serve as Membership Chair for the MA Chapter and Membership East assisting National.

Last year at State Convention I was asked to be Interim Editor and I would like to continue. I believe my abilities, knowledge, and professionalism are required qualities that I possess to continue producing a first-class publication that we can all be proud of. If elected, I will apply the level of diligence that you expect and deserve. I thank you in advance for your time and consideration.

Warmest regards,
Deanna White
Interim Editor
MA Chapter



My name is Sylvain Labelle, I started my postal career as a clerk at the Ayer Post Office in 2006. After 9 months, I had a mutual transfer with a carrier and remained a carrier at the Ayer Post Office until 2013. I was the NALC steward from 2008 through 2012. In 2012, I started my management career with details in Natick for 1 year, Maynard, Ayer, and Leominster where I was selected as a supervisor in 2014. I started the first Amazon hub in the 014 area. In 2015, the hub was split in 2 and I helped Fitchburg get their hub up and running. In 2014, I was selected as the Postmaster in Shirley. In 2016, I was detailed as the OIC in Gardner and became the Postmaster in 2018.

I have also helped the POOM groups and the district throughout my management career by performing 552 investigations, office transfers, installation ceremonies, IT issues, computer upgrades, training OICs and 204bs, and helping fellow EAS employees in their day-to-day issues as needed. Many of which are now Postmasters or Supervisors.

As the Central MA RVP, I would like to continue serving the EAS employees.

As the UPMA interim education chair, I would like to get feedback as to what training you would like to see at future UPMA meetings and which day or time range that would be best to fit your availability. Once I get your feedback, I will put a plan together and get this going as soon as possible.

You can send me an email at sylvain.j.labelle@gmail.com.

Thank you,
Sylvain Labelle

UPMA MA State Audit/Review Committee Report

The annual audit of the MA Chapter financial records was conducted on May 9, 2023.

The committee consisted of Donna Legro, Parliamentarian, Frank Hawkes, Postmaster Dracut, Jeff Reddington, Postmaster Westford and Kimberly Donahue, Postmaster of Haverhill. Sec/Treasurer Josh Richard was also in attendance.

The audit committee reviewed the following records for the period May 1, 2022 through February 28, 2023:

- All reconciled bank statements
- Canceled and voided checks and deposit slips
- Deposit detail report
- Check detail report

Monthly financial reports including vouchers and receipts

Credit/Debit Card Transactions

IRS Form 990-EZ Tax Return (Pending Accountant due May 15)

Bank Balance beginning May 1, 2022	\$ 271,301.52
+ All funds received	\$ 68,244.04
All expenses	\$ 60,703.20
Ending Balance as of February 28, 2023	\$ 278,842.36



BE A 2023 SCHOLARSHIP APPLICANT

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.

Apply by June 21, 2023 for your chance to be selected as one of 3 winners awarded \$1,000 each.

View the requirements and submit your 250–500-word (typed and double-spaced) essay at www.SignatureFCU.org/Scholarships

SFCU 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.

Greetings Fellow Postmasters, Managers, and Supervisors,

Over the past several months, things have been quiet in terms of the need for representation. Sometimes that is a good thing, and sometimes it seems too quiet. I'll always appreciate the quiet times when we can enjoy them. With that said just some words of caution/advice. Always keep your integrity in check. Everything is visible, meaning anything can be questioned at any time. Make sure you have your documentation on file for any changes made in TACS, especially if it relates to changing an end tour or begin tour. TACS issues are always a high profile item that can lead to a bad situation if you don't have all your ducks in a row.

I get a lot of calls from members feeling that they are being harassed or treated poorly by their immediate manager. I have written on this topic before, and unfortunately, it seems to always be on the forefront. If an issue cannot be resolved between you and your immediate manager, I would advise that you call either your RVP, or call me so we can discuss the matter further. We are all under enough pressure to hit the goals and ensure compliance with multiple reports daily. We can facilitate a meeting with the manager in question and start a process to help resolve a tense situation. The role of the Chapter Member Representative is not limited to just representation for PDI's and potential adverse action. We are here to help you and guide you through tough times as well, and happy to do so. My contact information is on the back page

of this publication. Please feel free to reach out any time of the day for assistance. Don't ever feel like you must go it alone.

Since things are quiet, I wanted to touch on another topic. I have been a member of UPMA (formerly NAPUS) going on twenty years now. Over the past several years, I have noticed a steep decline in attendance at local meetings and convention attendance. We have many new members across the state that have yet to attend either a meeting or a convention. I would like to encourage attendance and participation in meetings whenever possible. The information shared can be extremely valuable to both your postal career as well as your UPMA involvement. I attended my first meeting back in 2004, where I was greeted by over 50 fellow Postmasters. Today, we see far fewer in attendance. Take pride in being a member and get involved. There is strength in numbers and the more involvement we have, the stronger we become. These meetings are also a great opportunity to network with your peers. Some of the strongest relationships I have built in my 25-plus year postal career have been built through networking at these meetings. Some of my closest friends are people I met at these meetings. Take advantage of these opportunities and make some connections. You never know who you'll meet or what relationships you'll be able to form unless you go!

Rob Leary
Chapter Member Rep Chair

UPMA Legislative Summit

I've just returned from the UPMA Legislative Summit in Washington DC and all I can say is, WOW! What an unbelievable event! We started Monday with comments from our National President Edmund Carley. Ed thanked the members for a successful first year as President and encouraged new membership along with looking forward to all members working as a unified front going forward. We then heard from PMG Louis Dejoy who also thanked us all for what we do and shared with us that while the Postal Service has made strides in reducing our deficit, we are still facing an \$80 billion dollar deficit and there will be many more changes to come. Throughout the rest of the day we heard from PRC Commissioner Robert Taub and NAPS National President Ivan Butts. We ended the meeting with a session with John Douds, National VP, UPMA PAC Chair and Jim Dunlap, National Vice President, UPMA Legislative Chair. They spoke about the bills we were seeking support on and prepared us for our meeting with Congress and the Senate for Tuesday. Overall this was a very informative meeting.

Tuesday, we headed for Capitol Hill. I was fortunate to be part of a group that met with Congressman Jim McGovern. We spent more than a half hour with the Congressman speaking on all the topics we were there for as well as many other Postal issues. From there, we headed to Congressman Richard Neal's office, and then off to meet with Senator Elizabeth Warren. We met with their

respective staffers and thanked them for their support.

If you've never had the chance to attend this event, I encourage you to make the trip next year. There is something special about walking the halls of Capitol Hill and seeing our government in action. The event is sponsored by UPMA, so there is minimal out of pocket costs. In my case, I was able to bring my wife, head down a couple days early (at my own expense) and make a mini vacation out of the event as well. It was a great chance to combine a little work and play. There is so much to do and so much to see in DC. You won't be sorry!

Rob Leary
Postmaster Whitinsville



UPMA 2023 Legislative Summit Washington, DC





Ruth Is Alive and Kicking!

Horatio Alger, Jr. was a renowned Massachusetts author during the 19th century, the most famous of which were the Ragged Dick series of novels for boys. His father was the Postmaster of Chelsea in the early to mid-1800's. Their direct descendent is Ruth Alger Bosworth, the retired Postmaster of Halifax, Massachusetts and at 92 years old, shows no signs of slowing down anytime soon. In addition to Halifax, Ruth was also the Postmaster of Hanson MA. Sworn-in in 1977.

Ruth has long been retired from the Postal Service, but the exact date escapes her. She has continued to lead an active adventure filled life to this day. The mother of four children, Ruth has a home full of memories- and postal memorabilia. She still has her forty-foot motor home that she assured me she still drives! Did I mention she also used to drive school buses? Ruth and a friend took a yellow school bus to Saugerties, New York in 1994 for the 25th anniversary of Woodstock. They spent their time driving folks around in their "Big Yellow Taxi!"

These days Ruth spends her time with her daughter Danielle

(Sissy) and her two dogs, other memories are scattered around the compound behind her house, most notably late '60's and 70's Ford Galaxies and LTDs and trucks from her late husband's business.

Sissy told me that there is a Ford Cobra on the compound, but it must be in one of the locked buildings. I never found it, but I did find myself enjoying listening to Ruth reminisce. My favorite was how years ago she sold a trailer load of dirt to one of her fellow Postmasters. She said his name is Stan Skamarycz.

Regards,

Jerry Robertson



Jerry Robertson
Retired President



Greetings Postmasters and Managers,

I am fresh from returning after the three-day Legislative Summit in Washington DC, and I cannot wait to write to you about my experience.

Although I had attended numerous Legislative Events many times before, this one felt different. First and foremost, I attended this Conference as a retiree, therefore I viewed the postal issues differently. I had mixed feelings about how I should, or how I would approach this. Well, as soon as I stepped on the plane on my way down, I found out that five Postmasters were on the same flight, three were first timers and one was our own Retiree President from Massachusetts. Listening to the three first timers excitedly discussing our event on the plane immediately erased all my doubt or any apprehension that I had.

Upon arrival at the hotel, I found out we had more than 23 delegates attending, easily the largest group from the country. The total attendance of the Summit was 358 delegates.

The first day we listened to numerous speakers, from our own National President to the Postmaster General. Last time when I attended the Summit it was in 2019, and our Postmaster General was Megan Brennan. This time we have Postmaster Louis DeJoy. What a contrast in style and method of delivery by different Postmaster Generals.

The second day we visited several Congressman and Congresswoman. Congressman McGovern invited the delegates into his office, and he spent 45 minutes speaking with us on numerous issues, postal and non-postal. Before we departed, he led us to his balcony, so we had a nice photo opportunity with him. Massachusetts delegates also visited Senator Warren and Senator Markey. Senator Markey took his time out from voting and greeted us inside his conference room. We also had success with Congressmen Moulton, Keating and Trahan.

For the Postmasters and Managers that did not make this trip, please make it a priority to attend next year. Events like this allow you to fight for your job, champion for the Postal Service, and most importantly of all, this is a great venue to allow you to network with Postmasters and Managers across the nation. And, as a bonus you get to visit our nation's capital, the Smithsonian Museum and many other

museums. Oh yes, and the Cherry blossoms are beautiful.

Postmasters and Managers in Massachusetts are very fortunate, because our State Chapter finance is healthy enough to compensate travel expense for this summit, such as flights and hotel room. All you need is money for your personal expenses. So, keep an eye out for next year's event. I hope to see you in Washington DC.

Respectfully,

Richard Hui

National Adverse Action Councilor

United Postmasters and Managers of America



Rich Hui
National Adverse Action
Rep - Retired

“An Injustice for One is an Injustice for All.”

Membership Matters

Members of Massachusetts UPMA,

As I write this, I am currently flying home from the Legislative Summit in Washington DC. We had an amazing turnout for the state of Massachusetts! 24 Massachusetts UPMA members showed up on their own annual leave time. Most of the costs are reimbursed by the state such as airfare, mileage, and per diem. This is a great opportunity and incentive to get involved with the political process and see how our political system operates. Even with the challenges we face, we are determined to fight for justice in our members' pockets. I have been going to Washington DC for the Legislative summit since 2017, minus 2022. I have

learned a lot from these experiences, and I encourage members to try this. It is a great way to blow off some steam and relate to your colleagues who are dealing with many of the same frustrations and stressors of the time. While sightseeing, I was able to see the Korean War Memorial... Freedom is not free. Many of our veterans have given the ultimate sacrifice just so we can enjoy a normal semblance of life. To me, this was a huge reminder to thank all veterans who sacrificed so much for the freedom this country has. A constant reminder that we may not agree on everything, but we have this amazing opportunity to make a better country, speak up and be heard- come to DC in 2024- you will not regret it!



Ryan DiEoreo
Membership Chair



Keith Miller

My Legislative Summit

March 22 to March 26 I went down to Washington DC for the Legislative Summit with about 20 members of Massachusetts UPMA. This was a very educational experience again this year since this was the first time I have been back since congress passed the Postal Reform Act. I have been going down to fight for Postal Reform for 5+ years. Luckily for us in Massachusetts most of our representatives in Congress and the Senate support the Postal Service's agenda. This year we were able to meet with members of 7 Massachusetts representatives' aids to talk about the new issues facing the Postal Service.

What happens at the Summit?

The first day we have meetings at the hotel to get us ready to speak to our representatives at capitol hill. This year we also were able to see and hear Postmaster General Louis DeJoy speak about the Postal Service. After the meeting was over,

MA members went to dinner as a group at Ted's Montana Grill. We were able to talk and have a great evening out with all the members that came from Massachusetts to the summit.

The second day we went to the Capital and met with the aids and even sometime the members of Congress and Representatives of the House. There was a group including myself that was able to meet Senator Ed Markey. It is always a great trip and a great way to do something for the Postal Service. If you have never been before you really should consider going next year; it is always very informative and a great opportunity to see how the halls of congress work.

Keith Miller
018-019 RVP

Marching on



Tom Driscoll
PM Randolph MA

Greetings to all:

Just a simple note on turning the clocks back to gain an hour of daylight: It's been happening my whole life and while losing an hour isn't too big of a deal, I love the 7 and 8 PM sunsets that are forthcoming. And, trying not too loose anymore time, I suggest time to reset our personal clocks, calendars, goals, and aspirations anew. Dig in and plant those

seeds. Water and watch it grow. Happy Spring!

Legislative Summit in DC is right in front of us as well as both MA State and National Conventions. All dates and information is listed in this BayStater with registration

forms etc. Please consider attending whatever you can. MA chapter picks up much of the cost for you to attend. Go along with a friend or neighboring PM or Manager. You likely will find it quite rewarding.

Local 020 – 024 regional area meetings are ongoing. We have our March 22 meeting at Barrett's in West Bridgewater set. I will put forth the date of May 17 which is a Wednesday – 12 noon also at Barret's. Please mark your calendar and plan on attending as we need to have local elections for RVP and Secretary/Treasurer. There is also a need to go over and review the Regional Area Procedures that were streamlined by Donna Legro and the Executive Board and replace the old bylaws that each area previously had. Please get involved locally and share your information/experiences for all to benefit. The local meetings do not take long – usually less than an hour as we happily allow the waitress or waiter take over to feed us!

Don't be late for lunch!

Be well and thanks for reaching out to your fellow PM's and Managers for support and assistance. Better together than apart.

Respectively submitted,

Tom Driscoll
RVP 020-024 Mayflower Chapter



I returned recently from the UPMA Legislative Summit in Washington DC. There were 350 Postmasters from across the country. During Postmaster General DeJoy's welcome speech, he shared that 40 more S&DC units will be opening this year across the country. This trend of removing carriers from our home offices will affect all of us within the next five years in my opinion. We were then trained to lobby Congress on several issues and were divided into smaller groups. We asked for support of three different bills, including Title 39 Reform, which would extend the right of appeal to the Merit Systems Protection Board to any officer of supervisory, professional, technical, clerical, administrative or managerial employee of the Postal Service covered by the Executive and Administrative Schedule. In short, this will bring equal protection to all managers. My day consisted of meetings with Congressman McGovern, Congressman Keating's staff and Senator Markey and his staff. They all have a deep appreciation for the hard work of Postmasters and our importance to their local communities. One Congressman informed our group of a bill being circulated that has bi-partisan support to bring back the mail delivery standards of 2012. Time will tell.

I hope we will have the opportunity to meet in person at our next Chapter meeting. I appreciate that Damon Nix accepted the appointment of Treasurer for our Regional Area. We thank Adrian Joia for his past work. I will notify you of our next meeting shortly. You may contact me at jackltompkins@gmail.com or cell# 774-392-5602.

Jack Tompkins
025-027 RVP

Working Together



Jack Tompkins

As the appointed Area Regional Vice President for 025 – 027, I am happy to have this opportunity to introduce myself to you. My name is Jack Tompkins and my home office is Mashpee. I reside in East Falmouth with my wife Jill. Yes, we are Jack and Jill. Our adult daughter and son both happen to be living in the suburbs of Philadelphia.

My career as a Postmaster started

when John Fitzpatrick hired me to run the office in Vineyard Haven. While on the island, my staff developed great team work not only within our office, but also with amazing Postmasters on the Cape: Bob O'Connor, Damen Nix, Bob Boccuzzi, Mark Donlan, Mike and Laurel Lynch, Janine Cox, Donna McKenzie, Ryan DiEoreo, Tom Driscoll and Ken Fleming. We would not have been able to deliver the onslaught of packages during the pandemic if we did not have the management expertise, carriers and trucks shared by these Postmasters.

I believe UPMA can provide such support to all Postmasters. We need to regain trust of each other and develop relationships among our fellow Postmasters to make each office successful. We all face the same challenges: lack of equipment, personnel and time. The answer is not for Postmasters to be delivering the mail. The answer is for us to perform our duties as Postmasters at the highest level and manage our employees to help them be better at their jobs and train them to meet our customers' expectations. We can do this if we work together to find solutions.

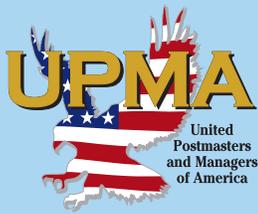
Please Help the Caprigno Family

On March 12, 2023, tragedy struck for the Caprigno Family. PM of Winchendon, Amanda Caprigno experienced a fire in her home. As a result of the fire, all was lost for Amanda and her family.

In support of the Caprigno family, please consider donating to their GoFundMe. The web address is <https://gofund.me/94213828>. Any and all help would be greatly appreciated.

Rob Leary





7th UPMA National Convention

Aug. 26-Sept. 1, 2023

Official Registration Form

Registration also available at www.unitedpma.org

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title:

- Postmaster/OIC
- Supervisor
- Manager
- EAS Professional
- Associate
- UPMA Retired
- Spouse
- Guest

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

Convention Registration *(only one person per form):*

Please circle the appropriate fee:

	8/26/22- 3/31/23	4/1/23 6/30/23	After 6/30/23
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$165	\$200	\$250
Daily registration is available at \$75/day.			
First-Timer*—Active	\$95	\$95	\$95
UPMA Retired or Guest† <i>(UPMA Retired Luncheon included)</i>	\$133.75	\$160	\$197.50
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$155	\$190	\$245

Children (17 and under) \$80; includes child's meal at the Grand Banquet.

*First-timers must pay their registration fee in advance using this form; online registration not available. After attending the convention, they must submit a form to the National Office to be reimbursed.

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

Grand Banquet: Aug. 31, 2023

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code imprinted on card)

Signature: _____

**Mail with full payment to UPMA National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2600.**

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 3, 2022. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 24, 2023.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 24, 2023, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Sheraton Denver Downtown Hotel

1-888-627-8405

\$159—single/double/triple/quad

**Be sure to request the
UPMA group code: UPMA 2023**

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2023; no refunds after that date. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

**Questions?
Call 703-683-9027**

DENVER COLORADO



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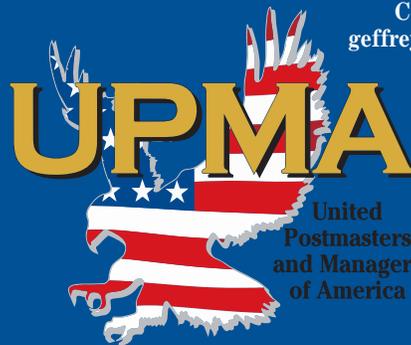
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*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmasters and Managers of America.