

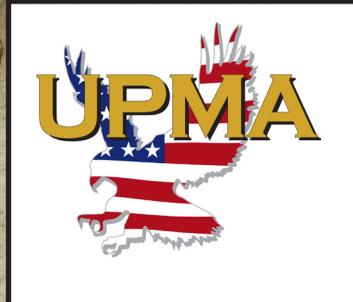
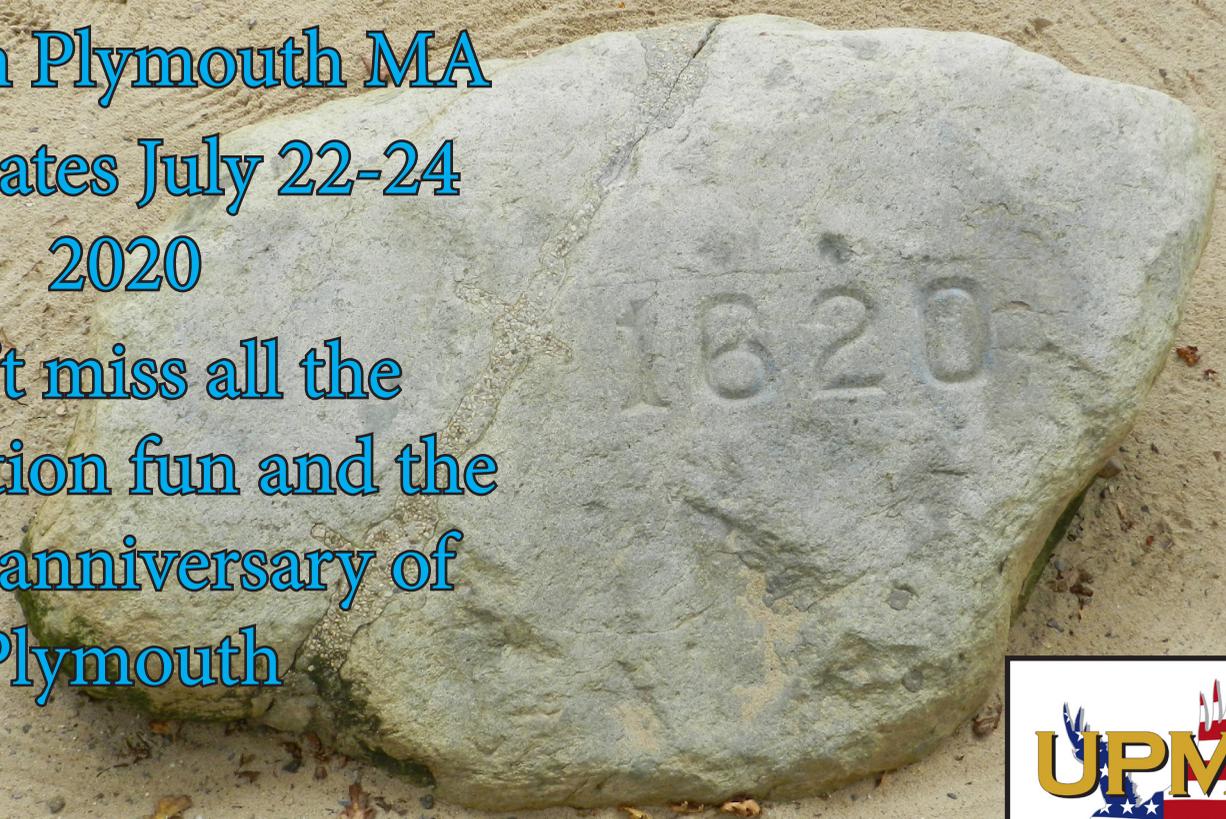
The BayStater



April/May/June 2020

UPMA MA Convention
lands in Plymouth MA
New dates July 22-24
2020

Don't miss all the
convention fun and the
400th anniversary of
Plymouth



Dave Branga State President



Keep Calm and Carry On

So said the posters in 1939 England during WW2 to strengthen morale. We are using that same phrase now as we are in the middle of the Covid-19 (Corona) virus pandemic. The best advice is to remain calm, stay informed and keep your employees and our customers safe. At the moment, the USPS is still operating as normal. Day to day operations have not stopped and we are providing the American people a sense of calm that the government is still operating. After every disaster, the first thing you always see is the LVV driving down the road trying to deliver mail. That image holds an incredible amount of power to help people stay calm. Keep that in mind as we navigate this crisis.

Legislative Summit was a huge success! Over 400 members were in attendance. Over 2 dozen Massachusetts members made the trip including several first timers! And if you saw the first timers, you know they had a great time! For more detailed information, just read the rest of The Baystater!

Guess what's coming up?? State Convention!!! I can't wait. It is always a great time to get together and see folks I haven't seen most of the year. This year we moved off the Cape to Plymouth. It was a move designed to reduce the travel a bit and find somewhere with lots of things to do. Plymouth certainly fits the bill! They will be celebrating the 400th landing of the Pilgrims this year and there will be plenty of events and celebrations going on. We will be voting on bylaw changes at state convention and will have the DM panel as well. Scholarships, raffles, Leader of the Year... how much fun can we jam into 3 days? We'll have some training as well for everybody and are breaking it up so you can make both sessions. Next year, I am hoping to move it toward the central part of the state to encourage attendance.

As most of you know, in December, I was asked by the District Manager to cover the Acting POOM 6 (Central MA) position. Endless telecons, 24 hours a day phone calls unrealistic goals... It was a job I said I would never be interested in. I had found my perfect Postmaster position that I thought I would ride out until retirement. Great employees, some strong supervisors...ahh life was going to be smooth sailing the next few years. I had even told my POOM to look elsewhere in the group for people to train up. I'd be glad to help but get the new people more involved.

I was all set. But you never know what life is going to throw your way and what opportunities may fall in your lap. After the call, I called my boss (wifey) and talked it over with her. I reached out to a few other people I had great respect for. They all said the same thing – go for it. It has provided me an opportunity to see just how many talented and bright Postmasters and supervisors we have out here. While some may think there is a potential conflict of interest being the A/POOM as well as the State President for UPMA, I don't see it that way. I see it as having a friend at the table. Someone who knows you and is willing to fight for your needs. When I am the A/POOM, that's the hat I wear. When it comes to being State President, I switch hats and advocate on our behalf. As I've said before many times – when it comes to our jobs, we are but a cog in the wheel of this awesome machine called USPS. We all have a job to do. If you're not doing yours, it doesn't matter who the POOM is. You will get called on it. It's better to have someone who knows you and is willing to help keep you out of a jam than someone who just wants the numbers. Wearing both hats doesn't mean we all get a free pass not to do our job. And for most of us, it isn't an issue. What's great about this organization and UPMA is that we have processes for everything. If for some reason a member feels like I can't act on behalf of them because of my A/POOM position, we have a Vice President that is capable of handling anything. To be honest, with the talent out here, I don't see an issue. As the weather slowly turns nicer, keep in mind that all things have a season. And remember, this too shall pass.

Reprint from May 2019 Leader

UPMA Offers the Best Legal Defense Plan

Dave Ravenelle, Executive Director

Guided by our UPMA mission statement, National President Dan Heins and our Executive Board continue to focus on the quality and value of our member representation. It is our mission to ensure our members receive competent, affordable representation from the beginning to the end of the investigative process.

Representation is a priority for UPMA. Our leadership has stepped up to the challenge by providing training at chapter conventions and reducing the cost of representation for members facing adverse action. These initiatives ensure quality representation and reduce the financial barrier to legal representation for our members.

Chapter member representative (CMR) training is being conducted at all chapter conventions this year by our national Adverse Action counselors (AACs). The standardized training, developed by National Adverse Action Program Adviser John Sertich consists of three training videos, the first of which is currently available on the UPMA website.

You don't have to be a Labor Relations expert to assist a member who may need help. I urge anyone who has an interest in becoming a certified CMR to view the videos or attend the training at your chapter convention. The knowledge you obtain is like first-aid training: you hope never to need it, but, if you do, it could save someone's career.

Think of your role being more of a first responder than a doctor. When you agree to assist a member in need, it is essential for you to evaluate the situation. If it appears to concern a serious issue, your role becomes one of trying to stabilize the situation and protect a possibly confused or intimidated member from providing incriminating written or oral statements. If the situation is less serious, your role of providing support and being an adviser during an investigation also is vital.

At the end of the day, the role of the CMR is where the rubber meets the road. The lack of an available CMR to respond to a member in need or the consequences of inadequately trained CMRs cannot be overstated. The initial, timely intervention, regardless of the severity of the situation, is key to successful representation.

Members facing adverse actions (removals or downgrades) are eligible for UPMA's Adverse Action Legal Defense Plan (AALDP). The plan's fee recently was reduced. The AALDP now requires members facing adverse actions to make a one-time deposit of \$3,000. Members will be charged only 25 percent of their attorney fees, up to a total cost of \$3,000. Any funds not used will be returned to the member. If a member's cost exceeds their initial deposit, UPMA will pay 100 percent of the additional cost beyond the \$3,000.

Don't Be One of 'Those' Members

By Barbara Morris, Mississippi Chapter Editor

I found this item, "How to Wreck Any Organization," as I was cleaning out my recently deceased mom's belongings. She and my dad were very active in a number of organizations: the Shriners, Masonic Lodge, American Legion, VFW and the Forty and Eight, a Veterans organization. They were on the boards of and held offices in all.

My parents always were among those handfuls of people who always kept things going and worked hard to see that the organization didn't fail or fold. As I was reading this old, yellowed piece of paper, I wondered if it was like so many organizations today struggling to stay afloat.

It's really sad to have the same people attend and the same people do the work, but it looks as though that has been going on for a long time. I hope our organization's members will step up to the plate and do what's right. UPMA continues to be one of the best.

Had I written this, I would have to add that politics and the need for power also can wreck an organization:

How to Wreck Any Organization

1. Do not come to the meeting, but if you come, come late.
2. If you attend a meeting, find fault with the work of everyone else.
3. Never accept an office as it is easier to criticize than to do things. However, get sore if you are appointed to a committee.
4. Do nothing more than you absolutely have to, but when other members roll up their sleeves and work unselfishly to get things done, start a murmur or a howl that a "clique" runs everything.
5. Hold back your dues as long as possible or don't pay them at all.
6. Don't bother about getting new members; let someone else do it.
7. When a banquet or social event is being given, tell everyone "we're wasting money." When no banquet or social event is given, say the organization is "no fun anymore" and needs life.
8. Do not tell the organization how it can help you, but if it does not help you—resign.
9. Agree with everything said at the meeting and disagree later—outside.
10. Get everything you can from the group, but don't give anything back. When everything else fails, blame the executive committee or the staff!

Reprinted with permission of author Barbara Morris, MS Editor.

"I hope our organization's members will step up to the plate and do what's right."



United Postmasters and Managers of America 2020 Dues Schedule

POSTMASTER/MANAGER/SUPERVISOR/EAS

| EAS Pay Level | Bi-Weekly Dues |
|----------------|----------------|
| Level E | \$8.57 |
| Level 15 | \$11.71 |
| Level 16 | \$12.77 |
| Level 17 | \$13.42 |
| Level 18 | \$13.91 |
| Level 18B (43) | \$14.58 |
| Level 19 | \$14.89 |
| Level 20 | \$15.91 |
| Level 21 | \$16.92 |
| Level 22 | \$17.99 |
| Level 23 | \$18.97 |
| Level 24 | \$19.99 |
| Level 25 | \$21.65 |
| Level 26 + | \$22.94 |

PMR and ASSOCIATE MEMBERS

| Member Type | Bi-Weekly Dues |
|----------------|----------------|
| PMR - 51 | \$2.35 |
| Associate - 50 | \$2.35 |

UPMA Retired Members

| Retired Members | Monthly OPM Dues |
|-----------------|------------------|
| UPMA Retired | \$5.08 |



Joshua Richard Secretary/Treasurer

UPMA UPCOMING EVENTS

By Joshua Richard

Due to the coronavirus, the E-Board had to make some decisions regarding the MA state convention.

At this time, the national office has been unable to reschedule the national convention currently set for August 1-7, 2020 in St Louis MO. In accordance with the national bylaws, all states must have their convention prior to the national convention.

At the recommendation of the UPMA national office, the bylaw requirement to hold the state convention prior to the national convention, and a conference with the MA UPMA Executive Committee, I contacted the John Carver Inn, the contracted site for the 2020 MA state convention. They agreed to reschedule the state convention to July 22-24, 2020 and also to honor all prices that we had negotiated previously.

With this date change, comes a change to the deadlines for the following:

- Proposed Bylaw changes – May 22, 2020
- MA Scholarship Application – June 1, 2020
- UPMA Leader of the Year for 2019 – July 1, 2020
- Ad Book – July 1, 2020
- Convention Registration – Early July 1, 2020

All necessary forms have been updated and are included in this issue of The Baystater.

Your Executive Committee will continue to monitor the current situation and make adjustments deemed necessary. Please visit the website and/or Facebook site for ongoing updates.

Thank you for all you do every day for your employees and customers. Be safe.



VOTE

VOTE

VOTE

VOTE

ELECTIONS AT THE 2020 STATE CONVENTION

By Joshua Richard

STATE ELECTIONS: As stated in the MA UPMA bylaws, Executive Committee positions are to be filled by election at the state convention by a majority of the vote cast. Voting will be held at the 2020 MA state convention for the positions **Secretary/Treasurer and Editor**.

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 the President or Secretary/Treasurer. Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office as long as the candidate is in attendance. The officers will be installed at the banquet.

Both of these positions are for two year terms with unlimited term limits. The duties and responsibilities of these positions are outlined in the MA bylaws as follows:

Article IX – Secretary/Treasurer

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 hereof. 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. In the event of a vacancy in the position of Secretary/Treasurer, the vacancy shall be assigned by the Executive Committee. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy. (The 2020 fiscal policy authorizes a monthly stipend of \$350 for the Secretary/Treasurer for the performance of the duties.)

Article X – Editor

It shall be the Editor's duty to publish the official newspaper of the Massachusetts Chapter of UPMA. The Editor shall receive such compensation for their services as provided for in the fiscal policy. (The 2020 fiscal policy authorizes a stipend of \$250 be paid to the Editor at the time of each publication of the official newspaper and the Convention Program Booklet.)

AD BOOK – SCHOLARSHIP FUNDRAISER

The Official Program Booklet provides a means for the organization to offer scholarships to deserving recipients. Last year MA UPMA awarded eight \$1000 scholarships, and this year your Executive Board has committed to awarding up to five \$1,000 scholarships.

Scholarships are supported through the sale of advertisements in the program booklet. As a member, this is a unique and easy way for you to support the scholarship program. Ad prices start at \$25.00 and go up to \$100 for a full page. The schematic and submission address is in this issue of The Baystater. It is as simple as sending in a business card or you can design your own ad or submit a picture or a greeting to your fellow members. Or, if you prefer, we can design an ad for you. Regional chapter ads are appreciated as well.

We also accept ads from friends, family and businesses. If you think a business you know may want to advertise in the booklet, please ask a retiree to contact them for you. Remember, you as an active Postal employee should not solicit ads from your customers.

Thanking you in advance for your support. The deadline is July 1, 2020.

Joshua Richard
Sec/Treasurer

It's Election Time!

Hello to all my UPMA friends and family. I hope everyone is well and staying healthy through these difficult times. I am excited to announce my candidacy for a second term for the position of Secretary/Treasurer of the UPMA MA Chapter. It has been a great honor to be in this position over the last two years. I have had such wonderful support from my peers, and my knowledge of this position continues to develop. I would love to be re-elected into this position so I can continue to keep our chapter united and strong. I love being part of this team and hope to continue to earn your support. The relationships that have been established allow me to succeed in this position. I would like to express my sincere gratitude, and I look forward to being part of this team as your Secretary/Treasurer!

Joshua Richard

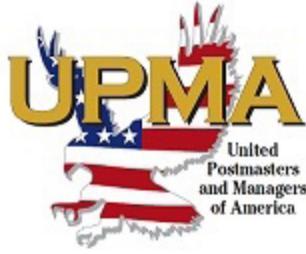


It's hard to believe that 2 years has gone by so quickly. It seems like yesterday that you put your faith in me as your Editor. I have kept you in mind in everything that I have put into each Baystater. I introduced My Town, Where Are They Now, the Kitchen Sink page, and I have shared valuable information from other chapters across the country. I have many more ideas I would like to bring to The Baystater with you in mind! I will be running again for the position of State Editor. I am very grateful you have chosen to put your trust in me as Editor.

I am asking for your vote once again. I look forward to continuing to bring you new and fresh ideas. I would be honored if you would once again cast your vote for me as your State Editor.

Sincerely , Damon Nix





**MASSACHUSETTS CHAPTER OF
THE UNITED POSTMASTERS AND MANAGERS
OF THE UNITED STATES
SCHOLARSHIP APPLICATION
Must be postmarked no later than June 1, 2020**

Full Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Date of Birth: _____ Telephone: _____ Email Address: _____

Name of Member: _____ Relationship: _____

Title & PO 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: | |

CHOICES OF COLLEGES

1ST Choice:

2nd Choice:

3rd Choice:

REQUIRED INFORMATION

- 1) Please attach an essay stating your educational objectives.**
- 2) Please attach official transcripts of grades, GPA and SAT composite scores.**
- 3) Please attach at least one teacher recommendation.**

4) Please list other scholarships you have already received:

5) What honors, prizes or recognition have you received in high school/college?

6) What school activities have you participated in (include year(s) of your participation and any offices held)?

7) List NON-school activities that you have participated in:

Submit completed application with attachments to:

**Lorna Edie
47 Oak Street
No Billerica MA 01862**

Must be postmarked no later than June 1, 2020

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

Grade Point Average:

SAT/ACT Score:

Class Rank: out of (Total seniors)

The grade point average, SAT/ACT Composite score and class rank have been verified by the Guidance Department.

Signature of Guidance Counselor:

Date:

Nomination Form

UPMA Leader of the Year for 2019

This first **UPMA Leader of the Year Award** will be awarded at the 2020 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 2019
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 2019 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 July 1, 2020

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

**Robin Driscoll
17 Blueberry Lane
Wendell, MA 01379**

or

msfrypan@gmail.com

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

**MA UPMA
STATE CONVENTION
OFFICIAL PROGRAM BOOKLET**

1 / 4 PAGE - only \$25.00

Contact Name: _____

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

E-Mail: _____

1 / 2 PAGE – only \$50.00

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

If desired, email or enclose a picture, business card, advertisement or just words on a piece of paper for your ad.

Or, we would be happy to design an ad for you. Just let us know the size and we'll do the work.

**DEADLINE
JULY 1, 2020**

Please make your check payable to
MA UPMA and mail to:
Joshua Richard
119 Lake St
Nashua NH 03060

FULL PAGE – ONLY \$100.00

Send emails to:

dnixupma@gmail.com

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

Bylaw Update

Most of you are aware that 2019 was the first year after the formation of UPMA to propose bylaw and article of incorporation (AOI) changes both at the state and national level.

Prior to the creation of UPMA, the national office sent a template to all states to use to develop their Chapter bylaws. Like most states, MA followed the template after we were told at the 2016 state convention by a national officer that it was best to do that rather than risk the state bylaws being rejected by the national office even though we had some heated and emotional disagreement over some of the template bylaws.

Well lo and behold, a provision of these bylaws came back on the national office during the 2019 national convention in CT. The issue was that all states were required to vote on all proposed national bylaw and AOI changes at their state conventions and then roll-call the votes as taken at state convention during the national convention. All good so far.

But, the national bylaws state that proposed changes must be submitted at least 60 days prior to the opening of the annual national convention, which in 2019 was somewhere around May 28, 2019. This bylaw created an issue because many states, approximately 30, had their state conventions prior to the final submission deadline and therefore were unable to vote on proposals submitted after their state conventions and there was no provision in the national or state bylaws for those states to vote on those proposals at national convention.

So, after much heated discussion at the business session at the 2019 national convention, an impromptu bylaw meeting was held that afternoon, followed by more discussion at the business session the following day, and adjournment of the national convention without any action on the 17 proposed national changes that were submitted. This resulted in a few officers of UPMA writing articles containing **their opinions** of what was right and what was wrong in a couple of issues of The Leader immediately following the CT convention.

In the meantime, the national office of UPMA hired very reputable outside parliamentarian Thomas Balch, Professional Registered Parliamentarian, to review several documents and make recommendations on how the organization can move forward. Mr. Balch wrote a 10 page opinion dated November 11, 2019, outlining what he determined were issues with the current national bylaws and the state template. In this opinion, he offered suggestions to the national office to assist them in moving forward. Mr. Balch's opinion is on the national website under tab "Resources" and "UPMA National Policies and Procedures" if you care to read it.

Because this issue was not going to be resolved completely

until after the 2020 national convention, the national office then published an article in the Jan/Feb issue of The Leader addressing national roll-call voting procedures following Chapter state conventions. In essence, this article strongly recommended that each state adopt instructions for how its active members present at the national convention are to vote on specific identified proposals, and also for instructions for the procedure to be followed to determine how the votes each chapter is entitled to are to be cast during national convention roll-call votes on matters for which the Chapter convention did not adopt specific instructions (by percentage or block vote). According to the article, the chapters could either add a bylaw addition or adopt a motion annually at their state convention. Each chapter could choose any procedure to achieve this and the national office listed 5 wording suggestions for bylaws.

When this information got posted on the national UPMA website, the #5 option had been deleted without explanation. However, this does not prevent any state from adopting the #5 language to their bylaws. Apparently the omission of #5 was a concern for many states and they tried to address it, but did not get a satisfactory answer. The national office scheduled a bylaw meeting at the Legislative Summit in Feb 2020 in which Mr. Balch was in attendance to take questions. A few MA members, including myself, attended this meeting.

After the meeting, it was discussed how MA should address this and it was determined that a proposed MA bylaw change would be submitted. The reasoning behind this decision is that if it is not incorporated into the bylaws, the state would have to vote on this matter every year at the state convention. Failure to take that vote would result in MA forfeiting their right to roll-call vote on any changes/issues or elections/candidates that became known after the MA state convention.

To date there have been 2 proposed MA bylaw changes submitted for consideration at the 2020 state convention. They are published in this issue of The Baystater and are on the maunitgedpma.org website. On the national level, there are 3 proposed changes to the National Articles of Incorporation and 10 proposed changes to the national bylaws. These are printed in the April issue of The Leader and on the national website unitedpma.org under the tab Resources.

Donna Legro

MA UPMA Parliamentarian

Retiree

Proposed Change to the MA UPMA Bylaws

| | |
|------------------------------|--------------------|
| Convention Year: 2020 | Article: IV |
|------------------------------|--------------------|

Description: This would change the wording to match that of the national bylaws regarding Robert’s Rules of Order.

Rationale: This would change the wording to match that of the national bylaws regarding Robert’s Rules of Order and clarify that the MA Bylaws take precedent over “Robert’s Rules of Order, newly revised” should a discrepancy arise.

Submitted By: Deanna White, Rich Hui and Donna Legro

To amend Bylaws Article IV to match the language of the national bylaws.

| Existing Provision | Provision With Proposed Changes |
|---|---|
| <p>Article IV The state convention of the organization shall be held annually. At the discretion of the president, the site will be decided by the president with approval of the majority of the Executive Board or by vote at an annual convention one year or more prior to that state convention. The president may, with the approval of the majority of the Executive Committee, and for good and sufficient reason, change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.</p> <p>Special meetings may be called by the president, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter.</p> <p>The chapter secretary/treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.</p> <p>In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum and shall be entitled to vote on local matters pertaining to the welfare and benefit of the Massachusetts Chapter of United Postmasters and Managers of America.</p> <p>Robert Rules of Order shall govern the deliberations of this chapter unless otherwise specified.</p> | <p>Article IV The state convention of the organization shall be held annually. At the discretion of the president, the site will be decided by the president with approval of the majority of the Executive Board or by vote at an annual convention one year or more prior to that state convention. The president may, with the approval of the majority of the Executive Committee, and for good and sufficient reason, change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.</p> <p>Special meetings may be called by the president, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter.</p> <p>The chapter secretary/treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.</p> <p>In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum and shall be entitled to vote on local matters pertaining to the welfare and benefit of the Massachusetts Chapter of United Postmasters and Managers of America.</p> <p>“Robert’s Rules of Order, newly revised,” shall govern the deliberations of the proceedings at any session of a state convention or other meeting of this Chapter, except that where any provisions of these Bylaws are inconsistent or in conflict with “Robert’s Rules of Order,” then these Bylaws shall prevail.</p> |

Proposed Change to the MA UPMA Bylaws

| | |
|-----------------------|---------------|
| Convention Year: 2020 | Article: XIII |
|-----------------------|---------------|

Description: This change would add wording to the state bylaw that addresses national convention roll call voting on issues that arise after the conclusion of the state convention.

Rationale: This change would authorize active members at the national convention to consider, vote, or change a vote by percentage, on issues and elections that were not able to be considered or fully presented at the state convention.

Submitted By: Deanna White, Rich Hui and Donna Legro

To amend Bylaws Article XIII by adding: “In the event there are issues presented at the National Convention that were not considered or available at the chapter state convention that require a roll call vote, the MA Chapter reserves the right to vote or change a vote at the national convention. Each MA active member present at the national convention for the vote shall have one vote that will determine how the votes are cast by percentage. Issues presented may be, but are not limited to, additional national bylaws and/or articles of incorporation proposals that were not available at state convention; amendments to national bylaws and/or articles of incorporation proposed changes that were not available at state convention; when after hearing the “for” and “against” arguments at national convention, the active MA Chapter attendees determine it is in the best interest of the Chapter to change a vote because all information was not available at state convention; and additional national candidates come forward after the state convention.”

| Existing Provision | Provision With Proposed Changes |
|--|--|
| <p>Article XIII When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter’s votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention.</p> | <p>Article XIII When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter’s votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention. In the event there are issues presented at the National Convention that were not considered or available at the Chapter State Convention that require a roll call vote, the MA Chapter reserves the right to vote or change a vote at the national convention. Each MA active member present for the vote at the national convention shall have one vote that will determine how the votes are cast by percentage. Issues presented may be, but are not limited to, additional national bylaws and/or articles of incorporation proposals that were not available at state convention; amendments to national bylaws and/or articles of incorporation proposed changes that were not available at state convention; when after hearing the “for” and “against” arguments at national convention, the active MA Chapter attendees determine it is in the best interest of the Chapter to change a vote because all information was not available at state convention; and additional national candidates come forward after the state convention.</p> |



Robin Driscoll Legislative/PAC Chair

WHAT YOU MISSED AT THE BEST LEGISLATIVE SUMMIT EVER:

- A reception with 13 Representatives from Congress thanking us for what we do (my favorite was Rep. Earl Blummenauer, from Portland OR)
 - PMG Brennan and Sen Josh Hawley (the youngest Senator) speaking at our General Session
 - 10 Meetings with Massachusetts Congressional Staff in 5 Capitol Hill Buildings
 - A White House Tour
 - A very loud, delicious meal at Portofino's
- AND the opportunity to get your picture taken with Congresswomen and Congressmen, or on the steps of the Lincoln Memorial

WHAT WE LOBBIED FOR:

Bipartisan, **Comprehensive** Postal Reform (we have been lobbying for this for more than a decade) is not progressing. However, H 2382, the USPS Fairness Act, which would eliminate the prefunding requirement, a major liability, had just passed the House 309 to 106.

So, we asked for Support for

- H Res 33- USPS remain independent and not be privatized
- H Res 54- maintain Universal Service
- H.R 141, 3934. 4540 and S 521- eliminate the WEP and GPO and
- Greater pricing flexibility and encourage growth

WHAT WE ARE WAITING FOR FROM UPMA HQ:

Position papers, and guidance on the above bills; as well as S 2965 (companion to H 2382); and H 6085.

WHAT YOU CAN DO:

- Check the UPMA site for Legislative updates
- Watch President Dan's March 20th message, in which he relates the important points of the meeting on March 6 hosted by the Lexington Institute. UPMA sent a letter to our own Rep Richie Neal regarding WEP/GPO and should be posted on the site soon.
- Thank the Postmasters and Managers who traveled to DC on your behalf.
- Mark your calendar for February 2021. We are at the Hyatt next year.

SHOULD WE LEAVE CONGRESS ALONE BECAUSE THEY ARE TOO BUSY WITH THE CORONA PANDEMIC?

- **NO, now is the time to contact them to point out how essential we are! The nation needs USPS, universal service, and our service as employees.**
- **Eliminating WEP and GPO would put more money into retiree's hands. How's that for stimulating the economy?**

Massachusetts PAC:

\$4,260 was raised last year.

Our Goal for 2020 is \$4,686. Can we do it? Share your ideas!

I would like to recognize the following contributors since I have been PAC Chair:

Thanks to Wayne McGill, Damon and Linda Nix, Gerry Robertson, Deanna White and Donna Legro for donating to PAC in DC; John Hester for donating at the Retirees meeting in November; and Lorna Edie, Rich Hui, Damon Nix, Donna Legro, Linda Nix, and Gerry Roberson for donating at the Fall Conference in Maine. And of course, the ePACers: David Branga, John Carroll, Greta Cofield, Patricia Dillon, Julie Dubuque, Lorna Edie, Darlene Grossnickle, Rob Leary, JeanMarie McLellan, Keith Miller, Linda Monahan, Chuck Nichols, and Steve Cmuchowski for donating in the most efficient way. Please forgive any omissions.

If you see any of these people, thank them for donating on your behalf to further our interests in Congress.

Contact me if you need an envelope, or want to sign up for ePAC. The info is also on the UPMA site.



Greetings, Fellow Postmasters and Managers,

It has been a quiet couple months in regards to Member Representation. All previous cases have been resolved and thankfully, we have had no new cases to report. One of the issues that I have seen cropping up more regularly is strained relationships between our members and their managers. The Postal Service promotes its Zero Tolerance Policy in a big way, and being a manager does not mean we are exempt from that. We are all expected to treat our employees with dignity and respect and we should expect no less from those that manage us. In fact as managers, regardless of level, we are held to a higher standard. If you find yourself in a position that you are not being treated with the dignity and respect that is expected, please reach out so that your situation can be addressed. This is a very stressful time for all of us with all of the Covid-19 activity. Having the added stress and anxiety of a strained working relationship is completely unnecessary and should not be tolerated. Don't be afraid to reach out for assistance if you are in this position.

With all the stress we are under, we are also seeing an uptick in daily reporting requirements. Many of us are seeing reduced staffing levels due to additional people being out for illness, childcare issues, care of family members, etc. In light of all this, remember, you are only one person.

Keep doing the best you can and take it one day at a time. Reach out to your district office for assistance when needed. Keep your manager informed of conditions in your office, and as always, let them know if you are struggling with any of your compliance items. Bottom line, don't go it alone! Reach out to your manager when you need to. Don't let things get to a point that your manager is frustrated with you and requests a meeting. Lean on one another for support, even if it's just to vent. We are in uncharted waters right now; none of us have ever experienced anything like this. But we will get through this together, even if we have to stay six feet apart!

As always, I am available for the need of our members. Please reach out to me if I can help in any way. My contact information is on the back page of this publication. Stay safe and hang in there!

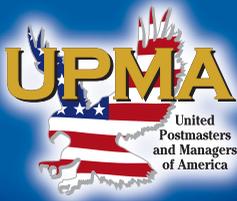
Respectfully Submitted,
Rob Leary



Suggested for EAS or PCES employees, If requested, directed, or approached for an interview, the following should be your initial statement:

If this interview is part of an investigation of a criminal matter I request to be represented by an attorney prior to any interview. Until I have my attorney present, I do not agree to sign any document, and will not answer any questions. I also will not make any written or oral statement. I do not consent to any search without a warrant. If you provide me with a search warrant I will not resist the search while reserving legal objections to it.

If this interview is not part of any criminal investigation, I request to contact my UPMA representative for advice and to be present with me for the interview. I will appear with my UPMA representative and orally answer questions. I decline to provide any written statement, and reserve my legal right to refuse to answer any questions that may intend to incriminate me.



Missouri

St. Louis



4th UPMA National Convention

Aug. 1-7, 2020

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:

| | 8/2/19- 12/31/19 | 1/1/20- 2/28/20 | 3/1/20- 6/15/20 | After 6/15/20 |
|--|------------------------------|------------------------------|------------------------------|--------------------------------|
| Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional | \$195 | \$220 | \$245 | \$270 |
| Daily registration is available at \$65/day until June 15; \$75/day after that date using this form; online registration not available. You also can register on-site. Check all that apply: | | | | |
| | <input type="checkbox"/> Sat | <input type="checkbox"/> Sun | <input type="checkbox"/> Mon | <input type="checkbox"/> Wed |
| | | | | <input type="checkbox"/> Thurs |
| First-Timer*—Active and Retired | \$95 | \$95 | \$95 | \$95 |
| UPMA Retired or Guest† (UPMA Retired Luncheon included) | \$171.25 | \$190 | \$208.75 | \$227.50 |
| Auxiliary/Spouse/ Postmaster Guest (Does NOT include UPMA Retired Luncheon) | \$142.50 | \$161.25 | \$180 | 198.75 |

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. 6, 2020

Payment Information

Convention Fee: _____ \$ _____

_____ Additional tickets for UPMA _____ \$ _____

Retired Luncheon @ \$25 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 Aug. 1, 2019. 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 8, 2020.** 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 8, 2020, 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.

Marriott St. Louis Grand

1-877-303-0104

\$119—single/double/triple/quad

Be sure to request the UPMA group rate.

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, 2020; no refunds after that date. All refunds are subject to a \$30 handling fee.

Registrations are non-transferable.

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

UPMA First

I would like to write to everyone about the importance of coming to the UPMA State Convention. Not only is it a great opportunity to network with your fellow Postmaster, Managers, and Supervisors across the state of Massachusetts, but it is a great way to find out how to help with this great organization. This year I will be helping with all of the first timers that come to the convention. If you have been to the convention, I would like everyone to bring a first timer with you so we have a huge turnout. New location plus New Attendees equal a fantastic convention for everyone. Again here is the information for the convention. This year the convention will be at the John Carver Inn in Plymouth MA from July 22th to July 24th. If this is your first time coming to the state convention don't worry this is the first year we are having it in Plymouth so it will be a new experience for all members that attend. But it will be even more special because you decided to come and be a part of this 3 days of fun. Here is some of the thing that you can expect at the convention. As a first timer, I will help you get involved with the members that have been coming for years. You will have to interact with all the current and retired members of

UPMA from the state of Massachusetts. You will have to take part in the games, training, and even a hunt that will require to take a lot of pictures of your days at the convention. The convention itself is important since we need all voices to count for local and national items that we as a group will have to vote on during the convention. You will even be able to meet the UPMA National President Dan Heins and other candidates that will be running for national offices. There will be an auction that you can buy items to help support our Scholarship fund. We give out scholarships to our eligible students of MA UPMA members that will be furthering their education. So make sure you bring an item that we can auction to help raise money for our scholarships and maybe buy some great items for yourself. During the week we will be giving out the scholarships to this year's winners and even announce the Leader of the Year. Oh I forgot to mention that you can win MONEY throughout the convention.

Please come to this year's convention. Get involved. Learn what UPMA does for you and what you can do to help UPMA move into the future stronger with leaders like you.

Keith Miller
RVP 018-019

Greeting 020-024 UPMA members

Happy Spring! There's no better time of the year to feel renewed, refreshed, and alive!

Even with the world seemingly going mad all around us, the gardens will be planted soon and sunset is getting later and later into the night sky. It's a great time to reset your "to do" list both personal and postal.

Get out more! Get Healthier! Get Happier! Get stuff done and off the list (s)! Please get more involved with your local and state UPMA chapters.

A whole bunch of members just got back from the Legislative Summit in Washington DC.

It was an awesome visit. There are a lot of Senators and House members who are huge supporters of USPS. Bills HR 33 and S 99 have bipartisan support in both houses. OUR USPS is not going away! Working together, we will persevere and do the right thing for our customers, our company, and ourselves.

It's going to be July before you know it and it is hoped that everyone joins our MA State Chapter convention in Plymouth MA – 7/22 – 7/24. Just a week later is the National Convention in St. Louis the first week of August. Members who come will be partially reimbursed. Just please sign up, go enjoy,

and support your fellow PM's, SCS', and Manager's.

Call me if I can be of any assistance with anything at all.

Wishing that your life and your garden bloom brightly and prosperously. Now that we have dug in, please go wash your hands!!!
Be well !

Tom
RVP UPMA 020-024

My honorable peers,

I want to briefly introduce myself to the membership. I am the current Postmaster of Northborough and have proudly served this office for just over two years. I was elected RVP of the 015 offices in 2019 and attended my first state convention last spring. I have a broad base of experience primarily in F2, but three years in labor relations exposed me to a diverse range of conflict resolution experience in all crafts. I am DRP and 552 certified, and still serve as the OT ADMIN coordinator for the Greater Boston District. I have assisted the district and large offices with training, hiring, and operations reviews. I have advocated and assisted in arbitration. I will also be trained as a chapter member representative for managers by the time you are reading this.

It is my pleasure to communicate with fellow managers and supervisors regarding corrective action, operations, and even just giving my opinion on who to speak with or what actions to take in difficult situations. I encourage anyone with concerns to reach out to me at my office.

From my perspective, so many managers have a wealth of experience to share with each other, but don't realize it. Dealing with an issue even once or twice might make you a de facto subject matter expert. You have knowledge that many of your peers do not. No one person is a central authority on all things Postal. Your labor relations representative is likely doing research in real time to figure out how to guide you best. Our next-level managers rely on us as much as we look to them for guidance and assistance. Find out what you bring to the table and offer it! In my case, I often rely on level 18 Postmasters or lead clerks with daily window and F4 experience to provide guidance in my operation. I might lean on a steward or pick up the phone to reach out to a larger city office to find a solution to a complicated workplace problem.

Like most members, I have no expectations that I will need representation or that I will actively seek any specific benefit UPMA provides. I'm here as a part of our community. The shared goals, the common stressors, and the unique Postal culture binds us all together. I'm here because I believe UPMA exists to better the quality of life for Postmasters and other EAS in our service. We can see evidence of this in the successful negotiations to improve and strengthen our NPA.

The daily grind experienced by supervisors, managers, and postmasters can be overwhelming. Our work day can be feast or famine, days where it's hard to find motivation beyond our basic paperwork, and days where there isn't enough time to balance all of our tasks and put out those unexpected fires. At the end of the day, we sought out and were chosen for these positions. We are given a great deal of authority and trust as caretakers to our offices and employees. For most of us, the Postal Service has provided stability, good pay, and the opportunity to grow and climb. There can be toxicity and tribalism in the Postal Service, negative press, and difficult interactions with the public and our employees, but at the end of the day, we are a public good, we are relevant, and we are relied on by millions of Americans.

I would hope that more and more of our members get involved in any way we can. We all have something to contribute to one another and our company.

"We are greater than the sum of our parts." -John Green

John J. Coons Jr.
Northborough Postmaster
UPMA 015 RVP

SPRING AHEAD / FALL BACK LEAP YEAR 2020

All of these expressions have to do with the change of time.

And oh boy are times a changing!

Spring brings optimism with longer days and warmth from higher temperatures. These expressions relate to the reasons why I am proud to be a member of UPMA.

I joined this organization for the networking opportunities to spring my career ahead. I was an OIC at the time and needed to meet the decision influencers and introduce myself to them. I recommend attending the Conventions and Conferences to meet other Postmasters and Managers. The educational sessions are where you learn more about finances, NPA, 150s and the insiders' tips that really get you through the workload. At the State convention, I met the most caring Postmasters that became Mentors and friends.

These outstanding Postmasters and Managers encouraged me to fall back onto them with questions for more knowledge and real experiences. The support from the members of UPMA is strong!

2020 is a Leap Year so we got an extra day to make a difference. Take the leap into active membership. Go to your chapter meeting to voice your concerns and hear suggestions from your colleagues. Get involved on a committee to plan educational meetings, entertainment for the convention, review scholarships, contact politicians, represent members and mentor new supervisors.

Now along comes Covid – 19 and new expressions come to mind.

High temperatures become a symptom instead of a warm day.

Self -quarantine takes the place of a mental health day?

New expressions like “social distancing” may mean we need a bigger dancefloor?

We may not have a State Convention if we cannot gather together.

Now that bylaw change for absentee balloting becomes more realistic.

Lockdown = spring cleaning? No traffic! Spending time with family

Yes, you absolutely are an “essential employee”! You are the leader of your office.

Spring Ahead with your employees to provide customer service during these trying times.

Fall Back onto each other for support when supplies and patience run low.

Take The Leap and get involved, learn the ropes and share your talents.

Martha Casey, 014 RVP MA UPMA



Jerry Robertson, President Retirees

Ob-La-Di, Ob-La-Da...

I should have been writing an article detailing the latest Legislative meetings in Washington, D.C. in February. I'm sure there are many articles in this issue that address our meetings with our Congressmen and their staff, as well as Sens. Markey's and Warren's staff. I thank Congressman McGovern and Congressman Neal for allotting time for their staffs to be updated on our agenda and upcoming bills.

Today it all seems like ancient history. Like the rest of you, I sit here wrestling with what I can do, where I can go, who I can see. The country has shut down. Now what? How long before I lose my mind (what little I have)? When do I just say, "screw this," and go about my business and ignore the warnings? Never. I'm not going to go crazy, and I'm not about to ignore the guidelines to stop this pandemic. And neither should you.

To all my friends who are still active in the Postal Service, thank you. I know the dedication you all have to this organization and realize how important your roles are in binding this nation together. Today, it may very well be the most important thing you will ever do. Many of you persevered through dangerous times before. 9/11, Anthrax, even Marvin Runyon. I'm confident you will get through this, too. We all just need to pay attention. We need to be sensitive and caring. We need to be accommodating.

I do worry about all my retired and soon to be retired friends. We all need to worry about them. Not lay awake at night worry, but "let me check on him/her" worried. Your parents, aunts, uncles, and yourselves. Not just physically, but mentally, emotionally as well.

As you're reading this article, we are already a couple weeks into the social distancing routine and the self-isolation / shelter in place fiasco. So, how's it going? Here's what Janet and I are doing to keep our sanity.

First, we hid all the knives (kidding, I'm kidding for Pete's sake). I did look through the closet at all the games we don't play anymore and almost threw out.

We've started playing Backgammon and Scrabble again. We dragged out a couple jigsaw puzzles, more for me than her. Thanks to the "miracle" of the internet, we Skype with our kids and grandkids. On St. Patrick's Day we all went online together and shared a pint via face time! You can visit several people at a time doing this!

We've gotten our bikes out and got them ready to go. We walk nearly every day. You can go outside, you just need to keep your distance. Our yard and flower beds should be spectacular this year since we have plenty of time to get a head start on them.

Of course, I am catching up on lots of music I've not listened to in a long time. Along with some movies I miss or have completely missed.

We go to the store when it's not crowded. (I'm not sure how this whole "senior citizen hours" thing is working out. It looks MORE crowded than the normal hours.) You get the idea.

You may be alone, but you don't have to be lonely. You just need to be careful. Take advantage of technology. And for God's sake, don't be afraid to call somebody. It's good for you, it's good for them. In fact, I'm closing this article and I'm going to call you right now. Even if it is 1:00 AM!

Take care, be safe, I'll see you on the other side.

Jerry Robertson

Dan Leonard



East Area National Vice President Candidate

With support from my New York Chapter and family, I am declaring for UPMA East Area vice president. I believe it is important to get members involved in every level of UPMA. Without the involvement of new members, our organization becomes stale and less attractive to potential members.

UPMA needs a presence—from local to national—protecting and promoting our members' rights and benefits. We should proudly wear the UPMA logo and create the conversations about what UPMA offers.

New board members bring fresh ideas and free thinkers to analyze programs to replicate successes and eliminate waste. Attention to transparent fiscal responsibility assures that we make decisions for the betterment of our members and organization. I commit to be a candidate who will diligently work toward analyzing every decision, with the interest of the membership.

I am an EAS-20 Postmaster in Bath, NY, with almost 33 years of experience. As a city carrier for 13 years, I served as local NALC secretary-treasurer, vice president and president. I know the challenges Managers face.

I am a veteran, an Eagle Scout, former scout commissioner, scoutmaster and master mason. I understand commitment, responsibility, dependability and honor. These are characteristics I believe are important in a UPMA board member. I encourage your input because we cannot lead without listening to our members.

I'm in my fourth term as the New York Chapter president. With the transition board for New York, I helped draft our bylaws and fiscal policy. We merged the two organizations smoothly to create a united New York Chapter.

Our current leaders have made great strides in our benefits. I'm asking for your vote to continue that work. I don't think what you bring to the table is nearly as important as the accomplishments you leave. I will work to help unite us by listening to our members in order to present a strong image.

UPMA must be recognized as the premier postal management organization in order to encourage membership, inspire members to step up to leadership roles and successfully negotiate.



Vote & Elect!

Tammy Powell

UPMA National Vice President EAST

Dear UPMA Family & Friends,

Last year at the National Convention I announced my candidacy for National Vice President in the East. I am writing you today to officially ask for your vote.

I am married to a wonderful man, retired Postmaster John Powell and we have a blended family of 5 children. We have recently been blessed with 2 beautiful grandchildren as well.

My organizational experience includes being a member of all the management organization at one time or another as an advocate, editor, vice-president, co-president, state president, and National Area vice President. I currently serve as state vice president in charge of training. It is my passion to develop upcoming leaders in our organization.

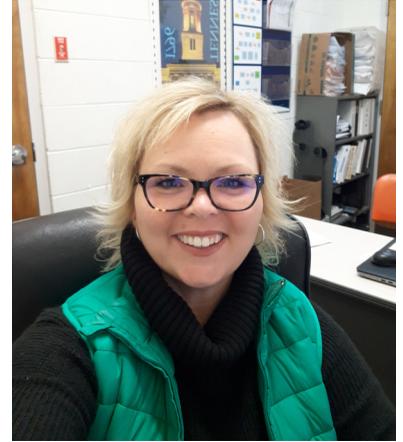
In my 35 year Postal Career that began in Indianapolis Indiana, I have held many positions from LSM Clerk and beyond. After 10 years, I moved my family to Simpsonville South Carolina where I started over as a PTF. From there, I went in to the 1st Associate Supervisor Program. After becoming a Customer Service Supervisor, I went to a Level 18, 20, 21 Postmaster and now I am the level 22 Postmaster in Simpsonville. After numerous details, including that of the MOPs, I know being a Postmaster is my calling. My office is the most space constraint office in our district. We had one of the lower engagement scores and our numbers were not good on any spectrum due to a lot of transition with staff over the years. My team and I have worked diligently to staff and retain those hired. We have an 85% retention rate on RCA's. We were the 1st and only office in our district to successfully implement and run a parcel delivery annex for this last PEAK season. Our engagement scores are so improved that the Area came to our office to see what was going on to improve so quickly. It's all about the communication, structure and integrity.

That is what I offer you, Communication, Structure & Integrity as I ask for your vote!

Very Respectfully,

Tammy Powell
Honorable Postmaster
Simpsonville South Carolina
State Vice President

Sherwin Taylor



East Area National Vice President Candidate

I'm back! A year later—more experienced in both my postal career and UPMA—I'm asking for your vote and support as candidate for East Area vice president. The past year provided me opportunities for a detail as a Retail specialist for the Tennessee District.

This experience has broadened my postal knowledge and prepared me to better assist UPMA members with RCE shops, revenue generation and response to customer surveys. I have a passion for educating members; I can bring new ideas to the avenues we use for UPMA training.

I am familiar with what this generation looks for in an organization. I have the energy to work membership with passion. The majority of my career lies ahead, so I must be committed to finding ways to increase membership to secure UPMA's future.

To be successful, we need to be more than “fire insurance” for members. Under a new postmaster general's leadership, we must prepare our members for successfully navigating through change. I want to be part of the UPMA partnership that drives that success.

Last year, I campaigned as a “new voice” because my membership has only been UPMA. I do not focus on the past; instead, I plan for the future.

I traveled to several chapters and met amazing members who shared their interest, encouraged my campaign and became my friends.

I do not count last year as a loss. I am grateful for the opportunity that broadened my UPMA horizon. I sincerely believe that experience has developed me into a potential board member who can better serve our membership.

I pledge to be your voice, share my passion for UPMA, listen to your ideas and always remember that I serve you. Please feel free to contact me about my campaign; I welcome your input. You can reach me at 432-426-6951 or

jclaybriarpatch@yahoo.com.

Once again, I ask for the opportunity to work for you!



G. Sean Acord,

Candidate for National Secretary/Treasurer

For the last year and a half, I have stepped away from the national UPMA scene to focus on my postal career. I have remained involved at the state level serving as State President of West Virginia as well as a Chapter Member Representative. My passion for this organization has never wavered but some decisions made over the past few years have caused me concern for the future. For this reason, I have decided to declare for *National Secretary/Treasurer*.

Last summer at our National Convention, I tried to professionally and respectfully bring information forward to our current leadership in the interest of our members. During the general session, the membership made the decision to postpone amendment decisions until the procedure was clarified. UPMA has now retained a professional parliamentarian to educate us on proper procedures from both our Bylaws and Robert's Rules of Order. This will assist us in developing Bylaws that represent the direction UPMA membership directs.

UPMA officers must be held to the highest standards. Membership rights to open financial records, and open voting records are both a legal and parliamentary requirement. Members have a right to hold officers accountable for their decisions. There is no place for personal gain in service to UPMA. Membership dues finance UPMA. This is YOUR organization and if you see fit to elect me as your Secretary/Treasurer I promise to work for YOU. Any information you need or want to see I will help you obtain it.

UPMA should be a member driven organization. We need to properly and promptly move forward from past issues and invest our time and energy where it belongs.... on challenges that impact our members. If I simply attend Board meetings, I cannot provide information, speak or debate where we must focus. To do that, I need a seat at the table.

Including myself, the Secretary/Treasurer position I am seeking currently has two seasoned Board members vying for your vote and support. We have both served on prior organization Boards and UPMA Boards. It's fair for you to ask us about our records, challenge our opinions and expect answers. In my opinion, officers are elected to carry out the wishes of the membership, to be accountable for their actions and to represent members in a knowledgeable, professional manner. There was not 1 day in my 2 years as UPMA Co-President that I did not understand that I serve at your pleasure and I was grateful for that opportunity. I am asking for your vote and support to come back and assist in taking care of the unfinished business so that we can get down to the REAL business of serving UPMA members.

G. Sean Acord
304-646-7879 (cell)
Gregory.s.acord@hotmail.com



Elect Susan Rice

UPMA National Secretary Treasurer



Since announcing my candidacy to be your next National Secretary-Treasurer last summer, I've been humbled by the outpouring of support I've received from my UPMA family. The encouragement from my fellow members across the country has been overwhelming. It was awesome to see so many of you last week at the Legislative Summit and to have an opportunity to talk to you individually and hearing your concerns. It is critical to receive feedback from fellow members. After all, this is YOUR organization.

During these uncertain times, UPMA needs experienced leaders who respect the past, have a thorough grasp of the present, and possess dynamic vision for the future. I believe I am such a leader and would be honored to have your support. Throughout my career, I have proudly and assertively represented my UPMA family at the chapter and national levels. With your support, I will continue to do so.

Serving both as President and as Editor for my chapter, I learned firsthand how hard it is to get everyone involved, but also how to get things done. I am proud to be part of the Alabama Chapter -- with the highest percentage of Postmaster membership in the country!

As a National Vice President, I have served as Executive Board advisor to the editor and as advisor to multiple USPS Areas. Most recently, as the Board advisor to the Southern Area, I served temporarily as the Postal Area Coordinator. Wearing both hats for the Southern Area and representing our members from both positions provided me a unique opportunity to understand these roles. Having served with committees conducting numerous audits of the

our finances in order and that I will answer promptly any questions raised about specific issues. Our financial health is better than ever. Under the current board's leadership, our Reserve Accounts have increased by almost \$3 million since the end of 2016. I have consistently advocated avoiding expenditures that do not lend value to our membership, and I will continue to do so.

My thorough understanding of our finances combined with my experience on our national leadership team gives me an advantage: I'll "hit the ground running" as your next National Secretary-Treasurer. I won't need any "learning curve" to do this job. I will, however, need your support and your vote. Together, we will make UPMA stronger than it has ever been.

FROM ACROSS THE COUNTRY

PM Carla Biggerstaff Farmington Arizona

When I started thinking about what I wanted my article to be about I knew almost immediately that I wanted to speak to you about being the employee we expect our own employees to be. I sat down to begin writing and the radio was on and they were talking about reacting vs. responding and that hit me hard and then I was conflicted. So, lucky you, I am going to write about a little of both.

Ask yourself, am I being the best employee I can be? Am I showing my employees what a good employee looks like? Is my work ethic reflected in my people? Is my attendance record reflected in my people? I know, I know, that is a whole bunch of reflection. So here we go...

Mirror, mirror on the wall, am I showing my best to all?

We, as Postmasters and managers expect our employees to be regular in attendance, to perform their jobs safely and efficiently. Now, ask yourself, am I performing my job safely and efficiently, am I regular in attendance, on that matter am I being ethical in my attendance practices? We see our employees every day, we record their absences, require documentation for those absences. Now, here we sit in our little or big or office and we are it, we are where the buck stops, or so we let ourselves think. If your boss was in your office everyday what would you do different? Would you take shorter lunches? Would you be on time, be present and accounted for? Is your leave being recorded correctly or do you just think I can not show up on Friday and not take leave and no one will be the wiser? Regardless if your boss knows or not, your employees see and they know. They see your dedication or lack of. They see you day in day out, they know when you are not there. Your employees see you walking the workroom floor each morning, pushing the safety message and letting them know you care. These same people notice the "GHOST" master the ones who pass through and aren't seen again the entire day. Your people become a reflection of you. Do you put your best out there each and every day? We need our people to see we care, about them, about our customers, about service. They need direction and we are that compass. Is your compass pointing north?

We were all promoted for a reason, someone saw something in us once that led them to believe that we were leaders, people that could lead and develop the future of this organization. We are the future of this organization. I am not always perfect in my day to day, but what I am is a leader that doesn't mind rolling up my sleeves, busting out my worker bee hat and diving into the trenches with my people. I want them to see me as a leader that is engaged in their day to day lives. They need to see our work ethic. If you don't think they are paying attention to your daily habits you are gravely mistaken. That clerk with the bad attitude towards customers may just be a reflection of you. They notice your behavior and follow where you lead. Where are you leading your employees? Do they notice you coming in at nine, taking a three hour lunch only to leave at three and somehow recording yourself an eight hour day? Do they notice you failing to hold employees accountable for their actions? Why do you have attendance issues in your office? Why do you have service failures? Why do you have employees that aren't punctual? Why do you have employees that just flat out don't care? Why do you have discipline issues? I know, again, that is a whole bunch of why's. The main question is, are all these because they are a reflection of your leadership, are you the "WHY"? Some of us have inherited some pretty great people and think we can just skate through this but those great people you inherit will start to reflect you. Be the image that you want reflecting back at you.

Now, on to this reacting vs responding. Maybe you just reacted to the above article, an instant thought popped up. You reacted emotionally, you were offended, judgmental toward me. Listen, I know I am not perfect and I work on that every day. Now, your reaction is over. How are you going to respond to this article? Will you take a nugget out and take it with you and try to be a better image for your employees to reflect or will you chose to just toss this aside and continue on the same path? You choose how you react and also how you respond. I personally have allowed myself those

knee jerk reactions that only serve my emotional state at that moment. I have had to walk back comments and feelings that served only to do harm. They harmed people and they harmed people’s perspective of me. I am not too big of a person to admit when I am wrong. I know I need to work on my own reactions vs responses. I am going to leave you with a few quotes.

“When you REACT you are giving away your power. When you RESPOND you are staying in control of yourself.”-Bob Proctor

I am taking back that power for myself.

Reacting is reflective. Responding is informed. Reacting arises from a wound-driven state. Responding arises from a purpose-driven state. Which one servers your higher purpose?

-The JoyfulProfit Movement

I for one, want to live a purpose-driven life.

“When you react to someone’s emotion, you have lost control of the one thing you can control, yourself.” – Amaury Murgado

React vs Respond

| | |
|----------------------------------|---|
| Is immediate and emotional | Evaluates the situation |
| Concerned with self-preservation | Considers values and primary objectives |
| Allows others control | Maintains self-control |
| Emotions hijack the outcome | Able to influence the outcome |
| Short-term outlook | Long-term outlook |

Interrupt Reaction:

1. **Recognize emotions quickly**
2. **Pause, take 3 deep breaths**
3. **Choose values based response**
4. **Repeat as needed**

--Leadershiphooligans.com

I am going to end this with a quote from someone a little bit better-spoken than myself because as you can tell from my articles and if you have ever spoken with me, I am not that eloquent.

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.” –John Quincy Adams the 6th President of the United States of America

***Carla Biggerstaff- UPMA-Arkansas Chapter Executive Vice President
Postmaster Farmington***

Where Are They Now?



Laila O. Lawrence

Retired from
Baldwinville MA 01436

36 years

Retired 1999

Spending time with
family , church , and
travel, lives in Daytona
FL most of the winter,
loves crafts and
gardening

Charles Boyle

Retired from Billerica MA
01821

36 years

Retired 1998

Traveling to all 50 states,
only has 4 left,
enjoying his 9
grandchildren

Advice: Be Active!!!

Janet Jones

Retired from Boxford MA
01921

32 years

Retired 2000

Enjoying her grandkids
and great grandkids,
going to the YMCA 4 days
a week to stay healthy,
taking a cruise from
England to Norway where
she can also visit her
grandson in Oslo, Norway

Advice: Keep moving



George E Podmore Jr

Retired From Hampden MA 01036

35 years

Retired 2006

Studying geneology, Active in MA
Sons of the American Revolution,
Colonel Henry Regimental
Colorguard-Sr. Guardsman, studying
Irish for 10 plus years songs and
prayers, play golf and grandchildren
duties

Advice: Stay busy, be involved in
your community

Signature FCU's Scholarship Program

College and Trade-School Members are Eligible to Apply

Signature FCU understands the importance of higher education—and how costly it can be.

If you're a Signature FCU member in need of a little help with your higher education tuition or related expenses, you are eligible to apply for our essay-based scholarship. Three winners will be chosen to receive **\$1,000 each**.

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, 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.

For more details about our scholarship program and to apply visit www.SignatureFCU.org/Scholarships. The deadline to submit your application is June 15, 2020. Scholarship winners will be announced at the 2020 Credit Union annual meeting in St. Louis, MO.

Applicants may apply for the scholarship each year they remain eligible, but can only be a scholarship winner once.

*Active account means using the account at least once a year

UPMA RETIRED SCHOLARSHIP FOUNDATION

The UPMA Scholarship Foundation awards scholarships to qualifying students. The application has been printed in The Leader, In The Mailbox and is available at unitedpma.org under the UPMA Retired tab.

The applicant must be the child, stepchild, grandchild or great-grandchild of an **Active or Retired** Postmaster or Manager who is a member of the UPMA.

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.

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 application and all additional pages must be received no later than **June 15, 2020** 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. The winners will be announced at the annual national convention. Applicants 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 Retired organization.



Megan Brennen and Dave



Legislative Summit 2020



State dinner





State dinner



Ray and Megan



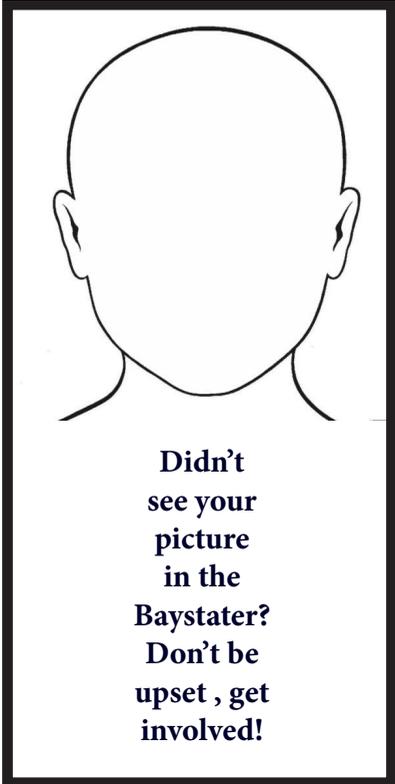
White House Visit

Kitchen Sink Page

Recent Promotions

John Graves selected as the Postmaster of Plymouth 02360
 Cynthia English selected as the Postmaster of Cataumet 02534
 Robert O'Connor selected as the Postmaster of East Falmouth 02536
 Tara Lewis selected as the Postmaster of West Tisbury 02575

Take a minute to reach out and congratulate our fellow EAS



Didn't see your picture in the Baystater? Don't be upset, get involved!

Retirees

Where are you now? We want to know. Please send a recent picture and a little blurb about what you have been up to so I can put it in your Baystater.

Members

We want to see you! Send your pictures in so they can be used in The Baystater or on the facebook or web page. Send pictures of you in front of your post office for the MY TOWN page.

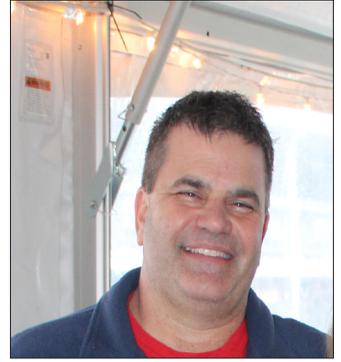
**Deadline for articles for the next Baystater
 June 20, 2020**

First Annual MA Postmasters Convention in Marblehead
 June 19, 1929
 I think that's Jerry in the last row



Damon Nix Chapter Editor

Hindsight in 2020



Greetings UPMA Members,

Who knows what the future holds, I'm sure we all wished we did. Geez, how many times would I have moved my thrift savings or not moved it. I'm sure there a lot of stupid things I said that I would have avoided if I knew the outcome. Maybe I wouldn't have eaten the whole bag of fries if I knew how bad I was going to feel. I could go on and on about things I wish I could have known the outcome. One thing I do know is that we as leaders in the Post Office will be here to do our job even in the worst of times. I am grateful that I have an organization like UPMA where I have knowledge, support and comradery in these unsure times. In hindsight, I wish I had been more involved from the beginning. Please don't look back on 2020 and say "I wish I was more involved", do it now, TODAY is the day you can start. We have a lot of great things coming this year, please don't miss out. The Baystater is about you , I challenge you to be involved and you may find your article or picture in future edtions.

WEBSITE- maunitedpma.org
FACEBOOK- MA Chapter UPMA

Look forward til next we meet!

Damon Nix
Chapter Editor

MARK YOUR CALENDAR

4th UPMA State Convention

Plymouth MA
July 22-24, 2020

John Carver Inn
Plymouth MA

4th UPMA National Convention

St. Louis Missouri
August 1 - 7, 2020

Marriott St. Louis Grand
800 Washington Avenue
St. Louis MO 63101

3rd Annual Northeast Council Conference

Sturbridge Ma

October 2-4 2020

Sturbridge Host and Hotel
Conference Center

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Buzzards Bay MA 02532

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