

The Massachusetts

# BayStater

# UPMA

United  
Postmasters  
and Managers  
of America



## MA CHAPTER UPMA MEMBERS

### 2023 State Convention Recaps

Bylaw Voting Results • State Convention Finances

Scholarship Recipients

AUGUST 2023

# New Beginnings!

Greetings Fellow Postmasters and Managers,

I hope this article finds you all to be happy and healthy. It was an exciting State Convention this year held in Burlington MA. It gives me great pride to be sworn in as the new State President for the Massachusetts Chapter of UPMA. I would like to extend a huge thank you to Ray White for all his hard work this past year and prior to that with Dave Branga's retirement. I hope to step into the role and follow his work ethic and passion for helping the membership of the great state of Massachusetts. I also extend a huge thank you to all who supported my campaign and subsequent swearing in.

I cannot begin to describe how excited I am to begin my term and work to help all Postmasters, Supervisors, and Managers within our chapter. We are certainly in tough times with the daily demands and new workload that seems to be never-ending. As I have said for years, keep your own integrity in check and stay in communication with your immediate manager when challenged with being unable to complete an assignment or a deadline. There is no shame in asking for help or assistance.

All of the above people have stepped up and are working to make a difference on your behalf. All contact information is printed on the back page of this publication. Reach out to your RVP or member of the E-Board to start a conversation on topics you may need assistance with.

In this early stage of my term, I am hoping to rekindle a direct dialogue with our District leadership. In years past, we had regular meetings to discuss issues affecting our members and helped both sides to determine the best paths to achieve our common goals. I am hopeful that the

leadership will be open to these meetings and engage in positive communication that can only help us all. At the end of the day, our leadership is comprised of our own members. All management should have the same common goals and ambitions. It is when we can work together to solve our issues that we are most successful.

In addition, I am hoping to try something new in the coming weeks/months and hold a statewide zoom call. I am hopeful to hold a zoom that will give us an opportunity to introduce the entire E-Board to our members across the state. This will be done every so often to share even more information with you, the members, and keep you informed. It is also my hope that this will increase the participation at local meetings, as this will be a huge focus of the E-Board in the near future. I feel we lost our way a bit after the pandemic and our local chapters saw decreased attendance and participation at meetings. Our local chapter meetings are such an important part of what we do as an organization. Vital information is passed down from the national level to the state level and then finally to the local chapters to share with all of you. Just as important, these meetings offer you a chance to network and make new connections that can create lifelong relationships. Many of the people I call friends are people I met at these very meetings. While representation is one of the greatest benefits offered by UPMA, these meetings are equally as important. I encourage all to attend and get involved. You will definitely not be sorry.

Lastly, I want to speak about pride. At my first ever NAPUS/UPMA meeting in 2004, I attended a gathering in Central MA. I remember walking into the restaurant



**Rob Leary,  
President  
Massachusetts  
Chapter**

**As we begin this new chapter, I'd also like to thank your Executive Board (E-Board) for all of their efforts in the past and future. Your new State E-Board is comprised of the following individuals:**

President: Rob Leary  
Executive VP: John Sacco  
Sec/Treasurer: Kim Donahue  
Editor: Deanna White  
Parliamentarian: Donna Legro  
Training/Education: Karen McDonnel  
Chapter Member Rep (Chair): Vacant  
Membership Chair: Ryan DiEoreo  
Chapter Member Rep (Com): Mike Fairbank  
Retiree President: Donna Legro  
Past President: Ray White

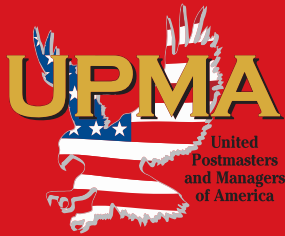
RVP's  
Joe Torcia: 010-013 area  
Sylvain Labelle: 014-017 area  
Keith Miller: 018-019 area  
Tom Driscoll: 020-023 area  
Jack Tompkins: 025-027 area

to a room full of more than 50 Postmasters (we were only a PM organization back then). The RVP at the time began the meeting with a speech on what it meant to him to be a Postmaster. He spoke about what a great achievement it was and how we should all be proud of the position we hold. It was a moment I will never forget, but I feel that we have collectively lost this passion over the years, and this is something I want us to get back. I remember when I first was awarded a Postmaster position in 2005. I walked around for weeks just smiling to myself about finally becoming a Postmaster. With that said, be proud of the position you hold, whether it be a Postmaster, Supervisor, or Manager. You have all worked so

hard to get where you are and deserve to carry that with pride. Remember what your title represents and if you do hold a Postmaster title, also remember this is one of the few jobs in the country that comes with the designation of “Honorable” before your name. Always take pride in who you are and what you do! Let’s find that sense of pride for all and wear it like a badge of honor.

Respectfully,

**Rob Leary**  
MA Chapter President



## State Convention

Wow! We had a great MA State Convention with over 40 attendees at the Boston-Burlington Marriott Hotel. I want to thank those that voted in the election for State officers and on the by-laws. I am excited to continue to serve as your Executive Vice-President, and I want to thank Ray White for his efforts in recent years as our President, Josh Richard for bringing a different thought process to the Secretary/Treasurer position, and Jerry Robertson for his tireless efforts as Retiree President. Your new President Rob Leary has some fresh ideas, and we are hoping to increase involvement even more. Stay tuned. I look forward to working with the new board that will now also include Kim Donahue and Donna Legro, two committed members. It was great to see the increased involvement and interest in current issues. We gave out scholarships, \$100 bills and had a comedic auction hosted by retirees Jerry Robertson and Bernie Duggan. We crowned a very deserved Tom Driscoll (Postmaster Randolph MA) as Leader of the Year, raised \$880 for PAC and over \$2,200 for our scholarship fund! We are open to new ideas and suggestions on meetings and events to get more of you in the fold. Recent regional meetings have been informative and we received some great input from new members. For those that were at those meetings, please bring a friend to the next one! Also, feel free to reach out to your Executive Board with any issues you may have. Several members delayed reaching out and had many questions at the regional meetings and we just want you to know that you don’t have to wait for a meeting to ask your questions or bring up concerns. We are just a phone call or email away.

### LEGISLATIVE INFO

I don’t have much to report legislatively, as H.R. 82 the Social Security Fairness Act of 2023 (repeal of WEP-GPO) is still with the House Committee on Ways and Means. The good news is the Bill (as of this printing) now has 287 Co-Sponsors. Hopefully the Ways and Means Committee will release the Bill and it will be put to a vote on the House floor soon.

### COMING SOON

Next up is the National Convention in Denver August 26 to September 1 and there is still time to register. Remember this year’s Fiscal Policy is very liberal on convention costs. Reach out if you have questions.

**John Sacco**  
Executive Vice-President



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



# State Convention Overview

I hope everyone is enjoying their summer so far, despite all this rain! I have just attended my first State Convention which was held in Burlington MA on June 23-25, with over 40 people in attendance. I have been elected as the new Secretary Treasurer for the Chapter for the next year. Thank you for all your support and encouraging words, as I begin to assume the duties of the position. This would not have been possible without all the guidance and training from Donna Legro. Donna put so much time and effort into making sure the State Convention ran smoothly and I just want to say thank you! Congratulations are in order as well to Rob Leary the new State Chapter President, John Sacco returning as the Executive Vice President and Deanna White's election as Editor.

The convention began on Friday with registration and then lunch which was a time to reconnect with some old friends and meet new ones. It is also when the Door Prize raffles started and went through the weekend. \$2000.00 in cash prizes were given away and some lucky people won more than once! After lunch we heard speeches from 4 candidates running for National Office. Richard Hui read the remarks for Jim Maher, Donna Legro read the remarks for Greg Nors, both who are running for National Secretary Treasurer and could not attend the event. Then we heard from Bernadette Puodziunas and Peter Urbani both of whom are running for National Vice President of the Atlantic Area. Congratulations to Greg Nors and Bernadette Puodziunas who won the votes from Massachusetts.

Following the candidates was UPMA National President Ed Carley. Ed did a presentation on the Proposed National Bylaws, and discussed how important it is to continue to drive membership. The Career Conference in the fall is one way to try and attract new members. If someone signs up to be a UPMA member at the conference and fills out a rebate form National will refund their registration fee up to \$30.00. Ed also spoke to us about the Postal Health Benefit Plan and WEP/GPO.

The rest of the afternoon and Saturday we heard Donna Legro speak on the proposed changes to the State Bylaws,

Richard Hui spoke on the importance of always asking for representation if you find yourself in a situation where you may be the subject of an investigation or given discipline. Headquarters Delivery Support Specialist Drew Helie attended and spoke on the GEMBA process. We then voted on the National and State bylaw changes as well as the four Executive Board positions up for election.

At Saturday night's dinner the winners of the Scholarship awards were recognized, as well as the Leader of the Year Award presentation. Congratulations to Tom Driscoll for winning this prestigious award. Following the dinner, the auction to benefit the Scholarship fund was held. This was a fantastic time with lots of laughs with Jerry Robertson being the auctioneer. Over \$2000.00 was raised for the scholarship fund.

The weekend concluded with breakfast on Sunday morning. If you haven't had a chance to attend a State Convention, I highly suggest you look at going next year. Networking, learning, making new friends and seeing old ones is well worth it. For those of you attending the National Convention August 26-September 1, safe travels and have a wonderful time!

Kim Donahue, Secretary Treasurer



Kim Donahue  
Secretary/ Treasurer

## ...So may I introduce to you: The act you've known for all these years...\*

No, not "the one and only Billy Shears," but at least twenty years, or so, ago Donna Legro was introduced as a member of MA NAPUS. Soon after, Donna became an officer, spending many years as the Secretary/Treasurer. While MA NAPUS, and now MA UPMA, has had many strong and dedicated members, Donna Legro is the person who has kept our state on a steady course. She has been a guardian of our finances and has promoted our members at every turn. She was instrumental in grooming candidates for national offices. She didn't always tell us what we wanted to hear, but she was almost always right, and we were better off listening to her opinions. Donna is respected

by her colleagues across the country. In short Donna Legro needs no introduction.

Now I'm here introducing Donna Legro as the President of MA UPMA Retired. I've been truly honored to serve as your President over the past few years, even though they were quiet years. I would have continued too if not for a little thing called an election. If I have to go up against someone, Donna will always be my choice of opponent. Not because I like to lose, but because I've always admired Donna's integrity and dedication. So, please join me in giving Donna yet another welcome!

Additionally, congratulations go out to Cathy Callahan who is now the VP MA UPMA



# 2023 STATE CONVENTION

## Door Prize Winners (\$2,000)

### FRI Lunch

\$100 Rich Hui

### SAT Lunch

\$100 Susan Dow

### FRI PM Meeting

\$100 Rob Leary

\$100 Ryan DiEoreo

\$100 Bob Fournier

### SAT PM Meeting

\$100 Brenda Martin

\$100 Joe Torcia

### FRI Dinner

\$100 Wally Olihovik

\$100 Mike Fairbank

### SAT Dinner

\$100 Janet Atkinson

\$100 Ryan DiEoreo

\$100 Robin Driscoll

### SAT AM Meeting

\$100 Kim Donahue

\$100 Damon Nix

\$100 Ray White

### SUN Breakfast

\$100 Bob Fournier

\$200 Theresa Thatcher

\$200 Jerry Robertson



**PAC 50/50 2023 RAFFLE**  
**John Sacco won \$850!!!**



Retired. Having had Cathy as a friend for my entire Postmaster career, I know she will also be a welcome addition to the group, especially with Lorna Edie as their Secretary Treasurer.

Thank you all for blessing me with the opportunity to serve, and MUCH thanks to Janet Atkinson who served as my VP and to Nancy White the Secretary/Treasurer

for all their help.

Now that I've moved to New Hampshire, I sure hope I find a new home, and something to keep me busy!

### Jerry Robertson

\*Sergeant Pepper's Lonely Hearts Club Band- John Lennon/Paul McCartney



**Jerry Robertson**  
**Retired President**



# 2023 State Convention Finances

CONVENTION	DEBITS	CREDITS	TOTALS
Registration income from guests		\$999.00	
GEHA sponsored breakfast		\$1,659.20	
Door prizes	\$2,000.00		
Registration gift - old fashion glasses	\$688.06		
Copies and miscellaneous supplies	\$580.33		
Two plaques for Leader of the Year - 2021 & 2022	\$220.46		
Members' room reimbursement	\$6,864.93		
Boston Marriott Burlington	\$17,326.85		
Two meeting rooms			
Fri lunch, dinner, plus admin fees, service charges & taxes			
Sat bkft, lunch, dinner plus admin fees, service charges & taxes			
Sun breakfast plus admin fees, service charges & taxes			
Unused room nights			
<b>TOTALS</b>	<b>\$27,680.63</b>	<b>\$2,658.20</b>	
<b>TOTAL MA STATE UPMA COSTS</b>			<b>\$25,022.43</b>
<b>AUCTION</b>			
Auction proceeds for scholarship fund		\$2,020.00	
Direct scholarship donations		\$150.00	
<b>TOTAL scholarship proceeds will be transferred to CD #43</b>			<b>\$2,170.00</b>
<b>PAC</b>			
50/50 Raffle		\$850.00	
<b>TOTAL PAC</b>			<b>\$850.00</b>



# BYLAW VOTING RESULTS

MA proposed bylaw changes for both active and retiree members were presented at the 2023 state convention. National President Ed Carley also presented the proposed changes to the National Articles of Incorporation (1) and proposed changes to the National Bylaws (5). There were 20 MA active members, and 11 retiree members present to vote.

Both sets of MA proposed bylaws were posted on the [maunitedpma.org](http://maunitedpma.org) website and the national proposals were published in *The Leader* and posted on the national website in advance of the convention to allow members sufficient time to review them and decide to attend the convention and participate in the voting process. Approximately 5.31% of MA active members and 7.70% of MA retiree members made the decision to actively participate in their organization. Although this is an improvement on last year, we still have a long way to go.

## Here is a synopsis of the results of the active voting:

- Bylaw Change #1 was rejected with a vote of 5-26
- Bylaw Change #2 was adopted with a vote of 31-0
- Bylaw Change #3 was adopted with a vote of 31-0
- Bylaw Change #4 was adopted with a vote of 31-0
- Bylaw Change #5 was adopted with a vote of 29-1 and 1 abstained
- Bylaw Change #6 was adopted with a vote of 28-2 and 1 abstained
- Bylaw Change #7 was adopted with a floor amendment and a vote of 27-4
- Bylaw Change #8 was adopted with a vote of 27-3 and 1 abstained
- Bylaw Change #9 was adopted with a vote of 24-4 and 3 abstained
- Bylaw Change #10 was adopted with a vote of 29-0 and 2 abstained

## A synopsis of the results of the retiree voting is as follows:

- Bylaw Change #1 was adopted with a vote of 11-0
- Bylaw Change #2 was adopted with a vote of 11-0

Both MA sets of bylaws have been updated and are printed in this issue of *The Baystater* and will be posted on [maunitedpma.org](http://maunitedpma.org). The proposed national changes will be finalized at the national convention in Denver CO August 26-Sept 1, 2023, and then published in *The Leader* and posted on the UPMA national website.

If anyone has any questions regarding the proposed changes, the voting process, or the results, please feel free to contact me.

**Donna Legro**  
MA Parliamentarian





## **BYLAWS OF THE MASSACHUSETTS CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA (UPMA)**

### **Preamble**

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; to improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

### **Article I – Name**

This organization shall be known as the Massachusetts Chapter of the United Postmasters and Managers of America (UPMA).

### **Article II – Purpose**

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

### **Article III – Membership**

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

### **Article IV – Meetings**

#### **Section 1**

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.

#### **Section 2**

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. The chapter Secretary/Treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.



### **Section 3**

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.

### **Section 4**

“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.

## **Article V – Election of Officers**

### **Section 1**

The President and the Executive Vice President shall be elected at the annual convention in odd numbered years to serve a term of two years. These officers shall be limited to two consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the annual convention in even numbered years to serve a term of two years. The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

### **Section 2**

The new Executive Board shall hold an organizational meeting within 60 days of the newly elected officers’ commencement date each year.

### **Section 3**

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office provided the nominee is present during the nomination and election, except with an acceptable reason as determined by the Executive Board.

### **Section 4**

The election of officers shall take place during the state convention of this chapter and it shall require a majority of the vote cast to be elected. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer.

### **Section 5**

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

## **Article VI – President**

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

## **Article VII – Executive Vice President**

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

## **Article VIII – Secretary/Treasurer**

### **Section 1**

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 XV 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 filled in accordance with Article X, Order of Succession Section 3. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy.

### **Section 2**

The President shall appoint an Audit Committee consisting of three (3) members not on the Executive Board. It shall be the duty of this committee to examine the financial affairs of the Chapter to compare its assets and liabilities with the accounts and records kept by the Secretary/Treasurer. The audit report will be published for the membership and provided to the National Office as required.

## **Article IX – Editor**

It shall be the Editor's duty to publish the official newspaper of the Massachusetts Chapter of UPMA. In the event of a vacancy in the position of the Editor, the vacancy shall be filled in accordance with Article X, Order of Succession Section 4. The Editor shall receive such compensation for their services as provided for in the fiscal policy.

## **Article X - Order of Succession**

### **Section 1**

In case of a vacancy of the President, the Executive Vice President shall succeed to the position until the next annual state convention at which time an election will be held to fill the unexpired term.

### **Section 2**

In case of a vacancy of the Executive Vice President, the Executive Board will vote by written ballot to elect an Executive Vice President to succeed to the unexpired term. The selection must be a member of the current Executive Board.

### **Section 3**

In case of a vacancy of the Secretary/Treasurer, the President, with the approval of the Executive Board shall name a member to fill the unexpired term.

### **Section 4**

In case of a vacancy of the Editor, the President, with the approval of the Executive Board shall name a member to fill the unexpired term.

### **Section 5**

In case of a vacancy of the President Retired, the Vice President Retired shall immediately assume the office of the President Retired.

### **Section 6**

In case of a vacancy of a Regional Vice President, the affected Regional Chapter will hold an election within 60 days to fill the vacancy.

## **Article XI – Executive Committee/Executive Board**

### **Section 1**

The officers of the Executive Committee of the chapter shall be President, Executive Vice President, Secretary/Treasurer, Editor and President Retired.

### **Section 2**

The officers of the Executive Board of the Chapter shall be the 5 elected officers of the Executive Committee, the 5 elected Regional Vice Presidents, any MA member serving in a national position, all with voting privileges at all Executive Board meetings, and the immediate Past President who will be a non-voting member and shall serve a term of one year beginning on the commencement date of the newly elected President.

The 5 regional areas by 3 digit zip code are as follows:

Area Zip Codes

010-013

014-017

018-019

020-024

025-027

### **Section 3**

The Executive Committee shall be responsible for developing a fiscal policy. It shall be the duty of the Executive Committee to carry out the orders of the Chapter as expressed at the convention. It shall have direct control of all business of the Chapter and its affairs; to audit all accounts; and in general perform all the functions ordinarily attached to such Committee.

### **Section 4**

The Executive Board shall review and vote to approve the fiscal policy. The Executive Board shall be the governing body of the Chapter and shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board when in session.

## **Article XII – Assignment of Committee Chairs**

The President will be responsible for the assignment of committee chairs for the following duties. Duties may be combined as deemed necessary by the President.

- a) Membership Chair: It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership.
- b) Legislative/PAC Chair: It shall be their duty to continually monitor legislative activity and communicate legislative information to the members via all available methods. They shall handle any PAC activities within the chapter. They shall handle any PAC activities within the chapter.
- c) Education Chair: It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership. They shall be responsible for communicating educational resources to the members via all available methods.
- d) Chapter Member Rep Chair: It shall be their duty to provide representation to active UPMA members in all areas, including adverse actions for the protection of their rights of employment and tenure.
- e) Parliamentarian: It shall be their duty to assist the Chapter in the drafting and interpretation of bylaws and rules of order, the planning and conducting of meetings and maintaining current written MA Bylaws and MA Fiscal Policy. They shall serve as an adviser to the officers and members and must be familiar with the National Bylaws and “Robert’s Rules of Order, Newly Revised”.

## **Article XIII – Sergeant-At-Arms**

At the opening of each convention the President may appoint a Master Sergeant-At-Arms and the necessary Assistant Sergeants-At-Arms, and it shall be their duty to maintain order and perform such other duties as designated by the President.

## **Article XIV – National Convention Roll Call Voting Procedure**

### **Section 1**

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 or his/her designee. The results of the votes shall be recorded by the National Officer present at the State 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.

### **Section 2**

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.

#### **Article XV – Bonds**

The Secretary/Treasurer shall be required to be bonded in the amount deemed sufficient by the Executive Committee, said bond to be executed by a surety company approved the Executive Committee and the premium on such bond shall be paid by the Chapter.

#### **Article XVI – Dues**

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

#### **Article XVII – Official Publication**

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named The Baystater. In addition, the Chapter may maintain a website for the dissemination of information. The Executive Committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

#### **Article XVIII – Scholarship**

##### **Section 1**

The President will appoint a member to serve as the Scholarship Chair of the Committee. The President Retired will serve on the Scholarship Committee. The President will appoint a third member, not a member of the Executive Board, to serve on the Scholarship Committee. If an applicant relationship conflict exists with any appointed member of the Scholarship Committee, the MA Chapter President will appoint a replacement with an active member and/or retiree member as necessary.

##### **Section 2**

The chair is responsible for providing all committee members with a copy of the current scholarship article from the bylaws, copies of all applications, and a copy of the Fiscal Policy as it pertains to the scholarship. The Chair is responsible for conducting a meeting with the committee, via conference call, in person, or zoom, to discuss and select the recipient(s) for the scholarship(s). The Chair will inform the President of the selection(s) for the President to notify the recipient(s). The Chair will send recipient and non-recipient letters to all applicants. The Chair will write an article for The Baystater including pictures and bios of each recipient.

##### **Section 3**

The number of scholarships and the financial amount of each scholarship will be decided by the Executive Committee and approved by the Executive Board as part of the Fiscal Policy each year.

##### **Section 4**

The scholarship committee will review all applications and determine requirement eligibility of each applicant which includes any relationship to a MA UPMA member as outlined in Section 5, full completion of the application with all required documentation and timely submission with

tracking service. Previous recipients will not be considered unless there are not enough eligible first time applicants.

### **Section 5**

Scholarship recipients must be a son, daughter, grandson, granddaughter, nephew, niece or ward of an active member, retired member, or associate member. Selection(s) shall be by lottery and payment of the scholarship award is dependent upon successful completion of one full semester and submission of the recipient's corresponding transcript.

### **Section 6**

Scholarships awarded each year shall be given the following names:

The Stanley Skamarycz Scholarship  
The Winnie McLaughlin Memorial Scholarship  
The Donna Legro Scholarship

### **Section 7**

The Executive Board will determine when a named scholarship should be added or deleted by majority vote prior to the scholarship application deadline each year. The bylaw change will be recorded with the printing of the bylaws following the close of the state convention of that year.

### **Section 8**

Moneys raised by various activities of the Chapter will contribute to the scholarship fund. The scholarship fund has the right to be named as recipients of wills, bequests and trust funds.

## **Article XIX – Amendments**

### **Section 1**

All proposed amendment(s) must be submitted in writing to the Chapter President and the Parliamentarian at least sixty (60) days prior to the opening of the annual Chapter Convention. The proposed amendment(s) shall be published or posted prior to the Convention.

### **Section 2**

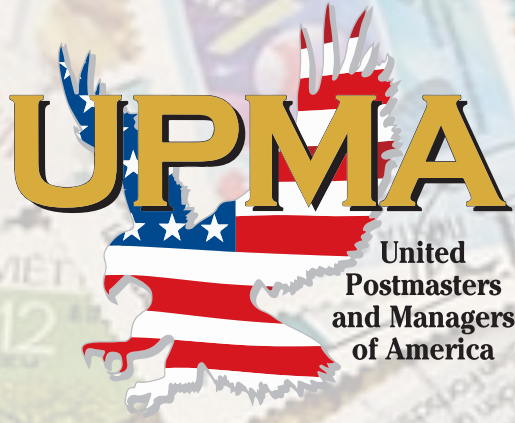
These bylaws may be amended at any Convention of the Chapter by a majority vote of the delegates present and voting.

### **Section 3**

Any proposed amendment(s) shall be read at one session of the Convention and voted on at a subsequent session.

### **Section 4**

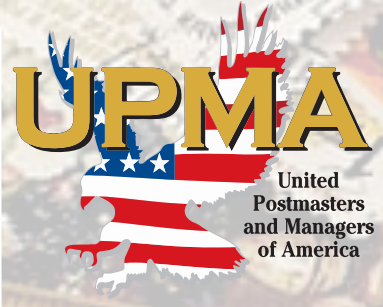
These amendment(s) shall become effective immediately upon the adjournment of the Convention unless otherwise specified in the amendment.



# 2023 MA State Convention



# 2023 MA State Convention







# One Hot Minute, One Long Cough

Team, It's that time again: review budgets, reduce overtime, capture undertime, all while being perfect EVERY TIME. The intensity and ineptitude of personnel positioned to be "support functions". The obscene lack of understanding of situations and scenarios that truly have no excuses but "the whole truth so help me God". Help never seemed so far away these days. I cannot tell you how many emails I have deleted recently, wait, I don't even have time for that. Which ZOOM am I on? All of them!!! It seems like, with an understaffed situation like this, no one will be at 100%. It's not your fault, nor is it mine. For those who try to convince you that it is, are surely removed from the reality of our day-to-day operations. Offices with greater than 5 supervisor positions, you will be getting an additional supervisor to cover as a utility supervisor of sorts, at least if you are in a large office like Boston or Providence. After that, we will be getting Level 16 Apprentice Supervisor Customer Services positions probably by September/October if we are lucky. Is this a blessing or a curse? Will more be put on all of us or will it balance off?

I gave a standup talk this morning in my delivery unit regarding communication and how crucial it is to management for the entire operation. Prior to my arrival, there was limited accountability with pretty much anything. It is a challenge to fix up a Level 22 Office with 50 routes where things were not done the right way. We all have challenging positions. As Installations Heads, we must set expectations with subordinate employees to complete tasks on time. It seems daunting, yes, but we must refrain from doing others' work unless it is an absolute emergency. For instance, during the past 10 months, Boston Offices had supervisor jobs withheld due to staffing issues. The negative impact of the hiring crisis challenged the offices within Boston. Can you imagine the 204B grievances? It's hard to

imagine how many liabilities exist until we dig deep. Contracts are guidelines to follow, I hope we try to follow them to the best of our abilities. I do not think we can fulfill our roles unless we collaborate and avoid operating as islands.

I recently attended the Massachusetts State UPMA convention in Burlington. It was a great turnout! We had some thoughtful conversations with UPMA National President Ed Carley where members voiced their displeasure with the direction and course by the UPMA at the national office. I happened to be one of those individuals who steered towards the spirited conversations. I believe that common ground can be found in realizing that too many discrepancies exist between newer and older employees' compensation packages. Who do the representatives of our organization work for? They work for us, not the higher ups at Postal Headquarters. They must not forget that. It is not right; it is not fair and this needs to be addressed. What is understandably upsetting is that a newly promoted Supervisor Customer Services or Exempt Level 18 or 18B Postmaster position can get \$80K off the street. What about those level 18 or 18Bs that are non-exempt making less than those with 10+ years in the service? Huge discrepancies there. These divisions and cultural discrepancies must be changed if we are to create a more just system fair for all that work within it.

Congratulations to Rob Leary, UPMA MA State President and John Sacco, UPMA MA Executive Vice President and Deanna White as MA UPMA Editor. I look forward to assisting the state and its members as Membership Chair within Massachusetts. Thank you to Ray White for serving as President for the past year. I am looking forward to seeing the direction for MA UPMA with this new regime change. Take time to spend it with your loved ones and stay safe and healthy this summer.

Keep up the great work everyone,

**Ryan DiEoreo**

MA Chapter Membership Chair

## Dear UPMA Members,

I am happy about the number of members who attended the UPMA State Convention in Massachusetts from June 23rd to June 25th. (Burlington) The convention was a success, and I owe it to your active participation.

I would like to express my gratitude to Rich Hui for his informative and insightful presentation on adverse actions at the recent UPMA State Convention. Rich's expertise and willingness to share his knowledge greatly enhanced the convention's educational value.

During his session, Richard spoke about adverse actions, providing attendees with a comprehensive understanding of the disciplinary measures that can be taken against us, such as suspension, demotion, or termination. He discussed the rights and protections available to employees facing adverse actions, ensuring that our members are well-informed and prepared to navigate.

Richard's expertise and experience in the field of adverse actions were evident in his presentation. He shared real-

life examples, enabling attendees to grasp the practical implications of these disciplinary actions. His insights served as valuable guidance for postmasters and managers in handling adverse actions.

The presentation not only provided attendees with a deeper understanding of the adverse action process but also emphasized the importance of due process, fairness, and employee rights. Richard's presentation sparked engaging discussions and allowed attendees to seek clarifications on specific scenarios and concerns they may have encountered.

I extend our sincere appreciation to Richard Hui for sharing his expertise and contributing to the success of the state convention. His dedication to educating and supporting UPMA members is commendable and aligns perfectly with our commitment to providing valuable resource.

For those who were unable to attend the session, we encourage you to reach out to Robert Leary or myself. It is crucial to stay informed about your rights as postmasters and managers, particularly in navigating complex disciplinary situations.

Continued on Page 22

# Greetings and Salutations! Happy Summer!

Okay, here goes....

I am forever grateful to my peers for being selected as Leader of the Year!

It is an amazing honor. I was shocked and quite surprised as I do not think I deserved it.

There are so, so many more deserving Postmasters out there but alas, I eat my humble pie and wonder if I can just keep on helping the organization and others find meaning and fulfillment performing an extremely challenging and difficult job. It's manageable and rewarding as long as we support and help each other. I will do my best to pay it forward and will get over my shock and find it soothing to the soul in the sunset of my postal career.

I shall continue onward and yes indeed the MA UPMA convention was wonderful. The many friends, the comradely brilliant, and the food was plentiful and excellent. Many, many thanks to

Rockin' Robin for the leftovers! I did not get criminally indicted for absconding with the hotel leftovers so my record and my plate were clean. Momsie always said, "You shouldn't waste food!" My baby sister would get her best from her "charm school" education and pipe in

"We can mail it to the poor people!" We were poor but I didn't know it or really care. We were, and are, rich in spirit and love! That is the UPMA family I have! See you at National Convention in Denver. Colorado Rocky Mountain High here we come.

Many thanks to Ray White for all his commitment and service over the past several years.

Congratulations to incoming officers – Rob Leary, John Sacco, Kim Donahue, and Lorna Eddie.

Wishing you all success as you lead us through some troubled waters ahead. Captain Jerry

Robertson has been amazing as well taking care of the retirees and just about everything else. Deanna White – thanks for all your amazing work and I will try to be more timely and if possible, a tad more interesting in my future articles. Oh, and then there's the glue of the whole thing, Parliamentarian Donna Legro who keeps going and going and going. Try spelling that word Parliamentarian and then know this – nobody does it better! I need to include DR Richie Hui for keeping us locked in. Great crew and great people!

To all the RVP's, now and future RVP's, thank you for all you do and if I can help I will.

I'm working on either joining the retirees soon or coming back if the mini bar in the boat is well stocked and I get a new pair of roller skates for my new hips.

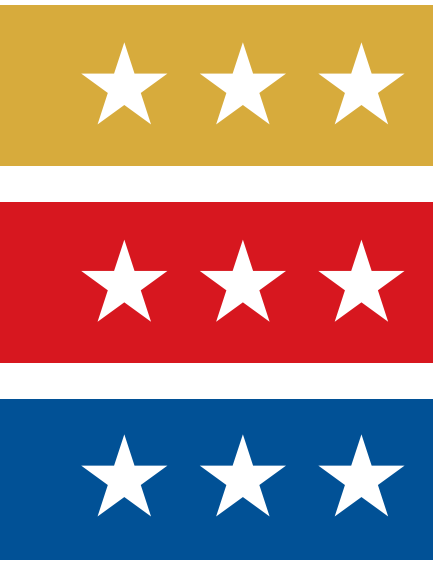
Thanks to all for all the hard and excellent work you all do....

Sincerely,

**Tom Driscoll**

RVP 020-024 Mayflower Chapter

PS. If I don't get the leftovers please give 'em to the chickens!!!



## Family Time Hobby!

This quarter we were asked to do something different with our articles. Try not to talk about the post office but tell people a little something that interests us outside of the post office. Some people know that I have an enormous collection of Funko Pops and Funko Soda figures. So, I decided to talk a little bit about my hobby. What are Funko Pops you might be asking? They are Pop Culture figures of your favorite TV, Movie and Music.

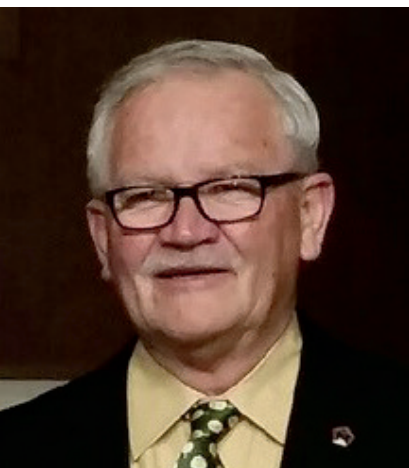
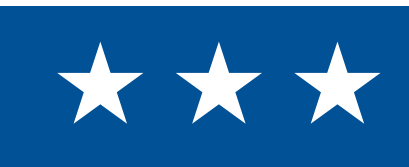
Some people might think that I am obsessed with them, but it is something that my children, my wife and I do together as a family. As a family we have over two thousand different figures. I am into the Marvel comic book characters, Star Wars, and other classic movies from my childhood. My son loves to collect the anime like My Hero Academia and other animated shows. My daughter and wife like to collect the Disney figures like Stitch. Funko really has something for every type of collector out there. This is something that I really love doing with everyone in my family. I also like to help other people across the country. I run two different Funko collector's groups and help with getting people what they need for their collection. I even help some UPMA members get some of these items for their collection. I really love helping people get Funko Pops for their collections!

My biggest collection is called Funko Soda. It is not soda like a lot of people think but it is a soda can that has a vinyl collectable figure inside. I have over five hundred different Soda figures for my collection, and it continues to grow.

Everyone needs some type of hobby to get their mind off work. This is the way I can spend time with my kids and not think about the post office all the time.

Keith Miller RVP 018/019





**Jerry Robertson**  
Retired President

# When You Have a Talent You Just Have to Run With It!

You are all assuming that I'm bragging about my prowess as an auctioneer; aren't you? Well, maybe a couple of you are? Doesn't matter because that's not what I'm talking about. I'm referring to all the attendees at the state convention who support the scholarship auction. You are nothing short of amazing! As the "volunteered" auctioneer of this event once again, I am truly humbled and thankful for your participation in this event. You were successful in raising just over \$2000, and that doesn't include money spent on the auction items that were offered. With an attendance of under 50 members and guests, that amount is a credit to all of you. The last big auction held at the Red Jacket brought in a little over \$3,000, if my memory serves me correctly. The attendance at that auction was roughly double 2023's showing.

Ruth Bosworth's Postal memorabilia donations raised in the vicinity of \$350. Thanks, Ruth, I wish you could have been with us!

George Podmore's inability to restrain himself from bidding (and overbidding) adds a lot to the auction, especially when the final tally is calculated. Thank you, too, George.

Let's not forget that we all had the honor(?) of having Bernie Duggan back to help with the auction. He has all the qualities of a good auctioneer; he's loud, sarcastic, and funny. I learned from him. Thanks for the special guest appearance. It was great working with you. Some guests even thought it was entertaining! I'm like, uh, Jimmy Kimmel, Bernie's like Guillermo Rodriguez! But, Bernie, don't come back! Wait. Hold that thought. My alternatives are Joe Torcia or Ryan DiEorio. Bernie, please come back!

Lastly, congratulations to all the scholarship winners. I wish you the best for the next few years and beyond. Now, get out there and don't disappoint us! You could end up like Bernie and me.



**Jerry Robertson**  
Retiree President

# SCHOLARSHIP RECIPIENTS:

## **Madison Donahue:**

### **Daughter of Kim Donahue, Postmaster in Haverhill**

Madison played field hockey and gymnastics. She was a member of the National Spanish Honors Society, National Technical Honors Society, and the National Honor Society. She participated in Health Occupations Students of America Club and the HS Health Science Technology CTE program where she was able to earn 3 college credits.

She volunteers at Be WELL at Black Barn Farm, a therapeutic farm operated by LCSW's. She is a restaurant hostess, a Teacher's Assistant, has been a radiologist technician intern, and had a patient care experience as an LNA at local rehabilitation facility.

Madison will be attending Merrimack College to obtain a nursing degree and plans on becoming a Physician's Assistant.



**Madison Donahue**

## **Patrick Mahlert:**

### **Grandson of John Hester, Retired Postmaster**

Patrick was on the honor roll for 4 years, participated in the National Honor Society, and was named the Best Freshman Artist. He was Captain of both the cross-country team and the Track and Field team during his senior year. Patrick enjoys painting, bowling, and working at Market Basket.

Patrick will be attending Wentworth Institute of Technology in the fall majoring in Architecture and will participate in the co-op program to gain hands-on experience in the field. As an Architect, he wants to be able to help others build affordable and efficient housing.



**Patrick Mahlert**

## **Shawn Maple:**

### **Son of Robert Maple, an EAS Surface Planner for the USPS**

Shawn was an Honor Roll student who played Basketball and Soccer, where he was named the Midwach and CMass All-Star. He participated in Indoor and Outdoor Track on the Track and Field team and was named the 3X Team Jumper of the Year, 3X and 2X Sprinter of the Year as well as Team MVP. Shawn works at Market Basket and Willy's Ale Room in Maine during the summer. He volunteers at his mother's day care.

Shawn has been admitted to the Behavioral Science Program at the University of MA Amherst and plans to study Communication. He plans to focus on effective presentations, social media, sales, and writing. He hopes to forge a career in recreational sales, particularly boats, which he is still passionate about.



**Shawn Maple**

## **Aiden McMahon:**

### **Grandson of George Podmore, Retired Postmaster**

Aiden received recognition for High Honors and was a member of the National Honor Society, Math Honor Society, and served as varsity captain of the soccer team and ran varsity track. Aiden works at Superior Waste & Recycling, volunteers as a Mountaineer and volunteers at the Josh Thibodeau Tournament for the Helping Hearts Foundation.

Aiden is currently a freshman attending the University of New Hampshire where he is enrolled in Business Administration, with a major in Finance. He has received a Dean's Scholarship and PSAI Scholarship.



**Aiden McMahon**

## **Daniel McSweeney:**

### **Nephew of Brenda Martin, POOM 018-019**

Dan was a member of English Honors and National Honors Society. He was the Varsity starting goaltender and was awarded the Coaches' Character Award, a Varsity distance track runner, and JV football player. He was awarded Student Athlete of the Month and Cape Ann All-Star. Dan is a self-taught guitarist through taking virtual lessons, watching videos, and joining the school's guitar ensemble, where he received the Most Improved Award in the Band Program. Dan assisted the Environmental and Sustainability teacher with a presentation. Dan works at Target, is a painter, and is the founder of the Ultimate Frisbee Club.

Dan plans to major in Geology to pursue a career in either geological engineering or archaeology.



**Daniel McSweeney  
and Family 21**

# My UPMA Journey Continues

This past year there have been many changes within the MA Chapter of UPMA and now after state convention, we have more changes. There are some new officers, some new RVPs, and other members volunteering to get involved.

I want to thank President Ray White for serving as President for the past year or so. It has been challenging times not only within the Postal Service, but within UPMA. He inherited an E-Board that had several vacant positions which was a challenge by itself. He recruited members to run for RVP positions and got other members involved serving on various committees. He was a role model with membership recruitment and served as a Chapter Member Rep as needed. Thank you, Ray, for all you did.

I want to thank Kim Donahue for running for the position of Sec/Treasurer for the MA Chapter. This is a very daunting job. Having worked with Kim for the past couple of months, I am confident she will do a great job.

I wish newly elected President Rob Leary the best of luck in his new role and look forward to working with him and the rest of the Board.

As I enter this next phase of my

UPMA journey as MA President Retired, I want to thank all the people that served in this role before me and there were many. They set an example of professionalism, dedication and upheld the saying that I always live by, "work hard, play hard".

I would like to especially thank Jerry Robertson, the most recent President Retired for his service to the organization, and especially to both the retired members and the active members. He always welcomed everyone with open arms, expert advice, and a shoulder to lean on. These are big shoes I will be walking into. The good news is that Jerry is always a phone call away and I'll have him on speed dial.

I would like to congratulate Cathy Callahan for her election as the MA Vice President Retired during the state convention and congratulate Lorna Edie for her election as Sec/Treasurer for the Retirees at the fall meeting. I look forward to serving with both of them. I hope that more retirees will get involved and join us.

If you know me, you know that I like to stay involved with UPMA. If you don't know me and went to the state convention, I think my presence was clearly evident and hopefully we got



**Donna Legro**  
Parliamentarian  
Postmaster Retired

to know each other a little. And if you don't know me at all, why are we not friends yet?

Please don't hesitate to reach out to any of us with any concerns, ideas, or suggestions of what you as the members would like to see from us. We are here to serve you.

**Donna Legro**  
MA President Retired

## Continued from Page 18

Once again, we extend our thanks to Richard Hui for his enlightening presentation on adverse actions. We appreciate his dedication to supporting our members and fostering a culture of knowledge sharing within UPMA.

Should you have any further questions or require additional information, please do not hesitate to reach out to me. I remain committed to providing ongoing support and

resources to assist you.

Gemba training, provided attendees with valuable insights and practical tools for process improvement. I gained a deeper understanding of the challenges. The Gemba

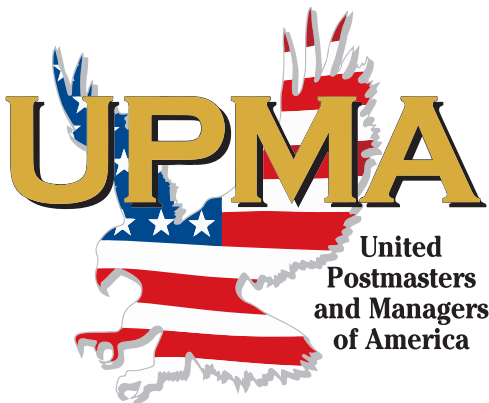
training session was led by experienced trainer, Drew Helie who shared real-life examples, offering guidance on implementing effective improvements.

Equally important was the emphasis on peer communication throughout the convention. We had the opportunity to connect and network with fellow postmasters and managers from across the state, fostering a supportive and collaborative atmosphere. The power of sharing experiences, discussing challenges, and learning from one another was evident during our interactions. I think the most important resource is our peers.

I would like to express my appreciation to the trainer, speakers, and the E-board who contributed to the success of the convention. Their dedication and expertise made this event truly impactful.

Once again, thank you for your active participation in the UPMA State convention and I encourage all to attend next year.

**Joseph Torcia**, AVP 010-013





# BYLAWS OF THE MASSACHUSETTS CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED



## **Preamble**

The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA) Retired, shall be to promote, assist and instruct retired Postmasters and Managers in all areas of personal and related items of interest or concern and to work cooperatively in the advancement of national UPMA Retired aims and goals.

## **Article I – Name**

This organization shall be known as the Massachusetts Chapter of United Postmasters and Managers of America (UPMA) Retired.

## **Article II – Membership**

Any person as designated by the UPMA Retired Bylaws to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

## **Article III - Meetings**

The Annual Convention of this Chapter shall be held in conjunction with the UPMA Massachusetts Chapter Annual Convention. Special meetings may be called by the President, and shall be called on the request by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid-up membership of this Chapter. The Chapter Secretary shall give notice of meetings to members of the Executive Board at least ten (10) days prior to the date specified for such meetings. In any convention or meeting of this Chapter, all members who are present and registered for the convention shall constitute a quorum.

## **Article IV – Election of Officers**

### **Section 1**

The elected Chapter officers shall be a President, a Vice President, and a Secretary/Treasurer.

### **Section 2**

The President and Vice President shall be elected at the annual Chapter Convention in odd numbered years to serve a term of 2 years. The officers shall be limited to 4 terms of office. The Secretary-Treasurer shall be elected at the annual Chapter Convention in even numbered years to serve a term of 2 years. The Secretary-Treasurer may be elected to serve 4 terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

### **Section 3**

The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their name is placed in nomination except with an acceptable reason as determined by the Executive Board. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are

eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

#### **Article V – President**

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

#### **Article VI –Vice President**

##### **Section 1**

The Vice President shall serve in the absence or disability of the President and work with the President as needed. Should the office of the President be vacated, the Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as President. In addition, the Vice President may serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization, and insure that the Chapter always has a strong membership.

##### **Section 2**

In the event of a vacancy in the Vice President position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice-President.

#### **Article VII – Secretary/Treasurer**

##### **Section 1**

The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required. The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide.

##### **Section 2**

The Secretary/Treasurer will provide all documentation necessary to the auditors on a yearly basis or more frequently if necessary.

##### **Section 3**

In the event of a vacancy in the Secretary/Treasurer position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Secretary/Treasurer.

#### **Article VIII – Executive Board**

##### **Section 1**

The officers of this Chapter shall be a President, Vice President and Secretary/Treasurer. These officers shall constitute the Executive Board and the governing body of the Chapter.



## **Section 2**

It shall be the duty of the Executive Board to carry out the orders of the Chapter as expressed in the convention, it shall have direct control of all business of the Chapter and its affairs, it shall be the power of the Executive Board to authorize necessary expenditures; to audit all accounts; approve the expenses of the officers and in general perform all the functions ordinarily attached to such committee. The Executive Board shall have full control of the affairs of the Organization between conventions.

## **Section 3**

The Executive Board shall have the power to remove any of its members for good and sufficient reason by majority vote of the board when in session.

### **Article IX – Sergeant-At-Arms**

At the opening of each convention the President shall appoint a Sergeant-At-Arms Chairperson and the necessary assistant Sergeants-at-Arms. It shall be their duty to maintain order and perform such other duties as designated by the President.

### **Article X – Dues**

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

### **Article XI – Parliamentary Procedure**

Robert's Rules of Order Newly Revised shall govern the deliberations of the proceedings at any session of a UPMA Retired Chapter Convention or other meeting of this Organization, except that where any provisions of these Bylaws are inconsistent or in conflict with Robert's Rules of Order Newly Revised, then these Bylaws shall prevail.

### **Article XII – Amendments**

All proposed amendment(s) must be submitted in writing to the UPMA Retired Chapter President at least thirty (30) days prior to the opening of the annual Chapter convention. These Bylaws may be amended at any convention of the UPMA Retired Chapter by majority vote of the delegates present and voting. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.

# Greetings Postmasters and Managers,

Two weeks ago, I attended our convention in Burlington/Boston. Getting together with friends is always fun, and it's great to see the improvement in attendance. In the last two years because of COVID safety concern, the attendance has been dismal, so to see more than thirty active and retiree members attend this convention, feels good that we are back on the right track.

The hotel was very accommodating and the conference room was located away from the lobby. The room was comfortable, the food was good, and to me, just chilling with friends and enjoying the comradery is nothing better.

For an old timer like me, it was great to see so many first timers joining the convention, and they also stepped up and volunteered to serve the Chapter as officers. Jack Tomkins was elected as Regional Vice President in the Cape area, and Sylvan Labelle was elected as Regional Vice President for the Central Mass area.

We have a great group of Postmasters stepping up that were elected to the Executive Board. Rob Leary was elected as the new State President, John Sacco was re-elected as the Executive Vice President, Kim Donahue was elected as the new Secretary/Treasurer, and Deanna White was elected as the Editor. Additionally, Donna Legro was elected as the new State President Retired, Kathy Callahan was elected as the new Vice President Retired, and Lorna Edie was elected new Secretary/Treasurer Retired.

The convention was mixed with laughter and information. National President, Ed Carley was on hand to give us the latest news from Capitol Hill, as well as share information on the soon to be new healthcare program coming to you in 2025. I did miss the auction on Saturday night due to a previously arranged family vacation, but I heard it was extremely entertaining with our outgoing President Retired Jerry Robinson as auctioneer, and his sidekick Bernie Duggan. Even though I was not there in person that night, I was able to place a bid through satellite, and thanks to Rob Leary's assistance, I won the bid and am the proud owner of a nice bottle of Scotch, not just a bottle of Scotch, but a limited edition that has a label of my favorite soccer team, Manchester United, England.

For the Postmasters and Managers that missed this event, stay tuned for the BayStater magazine and check out the Facebook page. We will be posting the next convention time and date as soon as possible, so you can have ample time

to make arrangements to attend. The convention is for you, the members.

Aside from our upcoming National Convention in Denver, Colorado in August, there is CMR (chapter members' representative) training in Philadelphia on September 16, 2023. It is 8 hours of training. Registration deadline is August 15, 2023. You will learn all the tools and procedures necessary to represent your fellow Postmasters and Managers in the State. You can arrive on Friday night, attend a full day session on Saturday, and travel home on Sunday morning. The MA Chapter will cover your travel expenses and National Office will cover your lodging. Please reach out to President Rob Leary if you are interested. Come and learn about your rights as Federal Employees, so you can help others as well as strengthen your knowledge.

Before signing off, I will be remiss not to mention outgoing State President Ray White and outgoing State President Retired Jerry Robinson. Both served us very well. I was always amazed how President Ray managed to balance three hats, working as a Postmaster, working as an attorney, and somehow managed to represent the Postmasters and Managers in Massachusetts. As for Jerry Robinson, he managed to bond us, the Retirees together, even during the darkest time of the COVID era. The meetings he held in past years were always informational, the location was always good, and he made it fun. So, to both gentlemen, THANK YOU.

**Rich Hui**

Postmaster Retired

UPMA

Nat'l Adverse Action Committe



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

## Upma Chapter Member Rep Training Academies

**September – November 2023**

**PHILADELPHIA – SEPTEMBER 15-17**

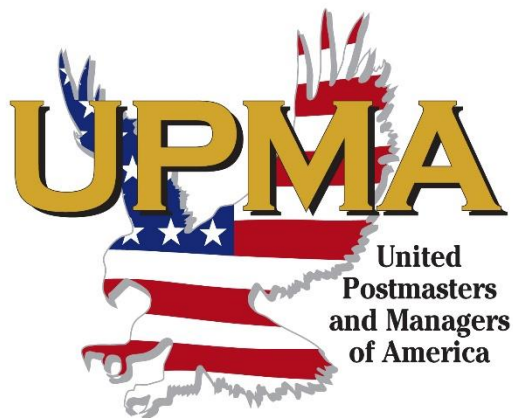
Embassy Suites  
9000 Bartram Avenue  
Philadelphia PA 19153  
215-365-4500  
Complimentary Airport Shuttle  
Complimentary Parking

**PORTLAND – OCTOBER 20-22**

Sheraton Portland Airport  
8235 Northeast Airport Way  
Portland OR 97220  
503-281-2500  
Complimentary Airport Shuttle  
Complimentary Parking

**OKLAHOMA CITY – NOVEMBER 3-5**

Embassy Suites  
1815 S. Meridian Avenue  
Oklahoma City OK 73108  
405-682-6000  
Complimentary Airport Shuttle  
Complimentary Parking



## ATLANTIC OFFICERS CONFERENCE

Friday, Sept 29<sup>th</sup> - Sunday, Oct 1st, 2023

**Renaissance Meadowlands Hotel**

801 Rutherford Avenue  
Rutherford, NJ 07070

**Hotel Costs** -\$179 a night; \$11 overnight parking

**Group Code**—UPMA Atlantic Conference Registration

**Registration Fee: \$75 - Send registration form & fee to:**

NJ UPMA  
PO Box 31  
Mickleton, NJ 08056

.....

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