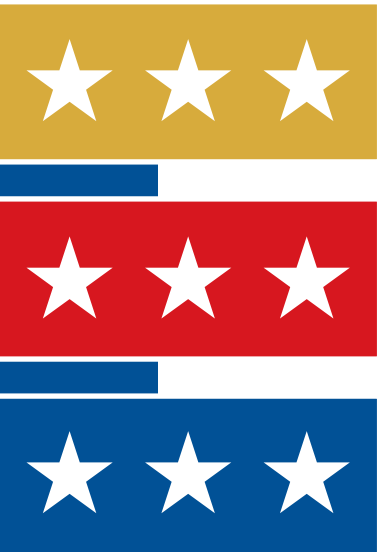
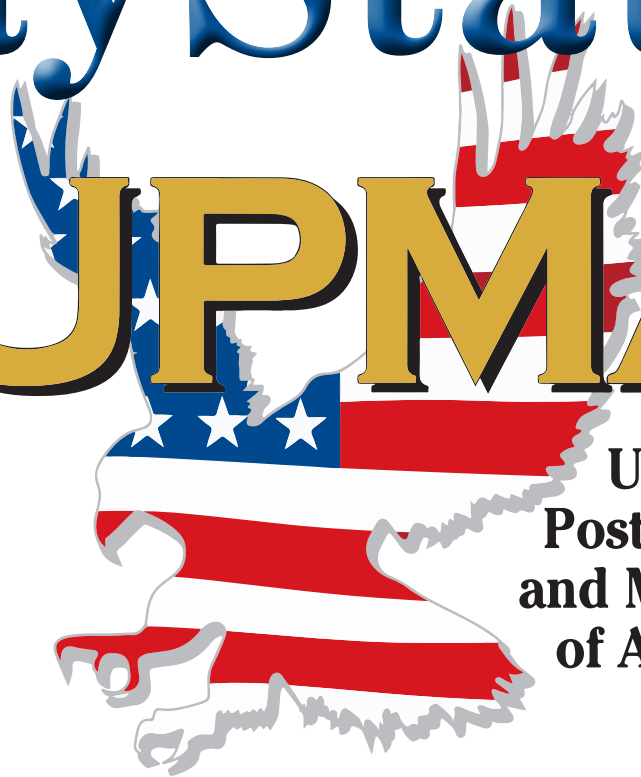


The Massachusetts

BayStater



UPMA



United
Postmasters
and Managers
of America

JANUARY 2024



HAPPY NEW YEAR

President's Perspective

Greetings Fellow Postmasters, Managers, and Supervisors,

By the time you read this article, Peak Season will be well behind us, and we can all hopefully breathe easy knowing “we got through another one”! This year will mark my 27th Peak Season in the Postal Service. I find myself reflecting a bit more as each year passes and think of the many things I have to be thankful for throughout the year. This year, I celebrated many great moments. In October, my family and I celebrated my oldest daughter's wedding. In June, I was honored to become State President of the Massachusetts Chapter. Along with some great trips and even better times spent with family and friends, those were two of the highlights of what I consider to be an extraordinary year. While our jobs can be chaotic and frustrating at times, be thankful for those things in life this job does afford you to do. I have been able to raise three daughters during my time with USPS. All three are grown up and successful now. I have traveled to Australia multiple times as well as many other places around the USA. And most importantly, my career with USPS has afforded me the opportunity to live comfortably and feel secure knowing that one day I will be able to retire, which is something many people outside of USPS may not have the opportunity to do. Take pride in what you do. As a Postmaster or Manger with the USPS, we have a tremendous responsibility to the American people. While much of what we do is tedious and cumbersome, the reason we do it is what matters.

Kicking off 2024, we will have four members attending the UPMA Kickoff and Membership Academy in January. Watch for articles in upcoming issues on this meeting. Your RVP's will also share information from this meeting at your next Chapter meeting.

Following the Kickoff Meeting, we will have our UPMA Legislative Summit March 17-20 in Washington DC. Check the UPMA national website for more information and registration information. This is truly one of the best events we

can attend all year. Those that have attended will tell you it is informative and an experience you will not forget. You'll have a chance to hear from our National Officers regarding legislative information pertaining to the USPS. We have the rare opportunity to walk the halls of Congress and the Senate and meet with our Representatives to discuss these issues. There will be a dinner held by the State Chapter as well, and there is plenty of time to do a little sightseeing as well. The State Chapter will also reimburse you for most of the cost of this trip, so there is little out of pocket expense. The 2024 Fiscal Policy found in this issue will show what costs are covered. I hope everyone considers joining us for this important event.

Coming May 3-5, 2024, we will be hosting our own Massachusetts Chapter State Convention. I am pleased to announce that we will be returning to the Red Jacket Inn in South Yarmouth this year. Those of you that attended the previous conventions there will remember what a great venue this is. We are working on an agenda that will hopefully provide some valuable training and the opportunity to network with your peers. Most importantly, a chance to get away for a couple days, reconnect with old friends, make some new ones, and enjoy some time walking on the private beach at the resort. In addition to the general business sessions, we will have a barbecue on Friday night and a banquet with live music on Saturday night. Mark your calendars and book your rooms for May 3-5! Review the fiscal policy found in this issue to see what you are eligible for in terms of reimbursement.

Last on the convention circuit will be our 8th Annual UPMA National Convention from August 24-30, 2024. We will be traveling to Orlando Florida, staying at the Caribe Royale Resort. Again, review the new fiscal policy for what you are eligible for in terms of reimbursement. The resort is a short distance from Disney World so there will be an opportunity to get out and have some fun as well. I attended my first National Convention earlier this year in



Rob Leary
President
Massachusetts
Chapter

Denver. It was a great experience to attend and receive so much valuable information throughout the convention as well as be given the opportunity to travel and enjoy a new experience.

On another note, from September through November, we were able to send six members to Chapter Member Rep training. These individuals were trained on procedures to assist our members should the need for representation arise. I am proud to say we now have a full team assembled to assist you in your time of need. My hope is that you won't need them, but we are all here if you do. Graduates of this year's CMR Academy:

Mike Fairbank: Chapter Member Rep Chair

Jack Tompkins

Karen McDonnell

Becky Dzormeku

Sylvain Labelle

Joe Torcia

Should you find yourself in need of representation, please contact Mike directly and either he or a member of the team will be there for you. Feel free to reach out to me as well. Our contact information is on the back page of this issue.

In the six months since I assumed the position of State President, I am happy to report that we have signed up over 30 new members. Please share your

experience as a new member or even as a veteran member with those that have not chosen to sign up yet. There are so many benefits to joining UPMA with representation being most important. I like to think of it as an insurance policy. We'd never drive our car without insurance, and we hope we never need to use it, but we are glad we have it when we do. In addition, if you sponsor a new member in joining, you will receive a check for \$50.00 for each new active EAS, \$25.00 for a new retiree, and \$10.00 for signing up an associate (craft employee). UPMA is an organization dedicated to developing leaders. Let's try to share this opportunity with all those eligible to join!

In closing, I hope everyone enjoyed their Holidays and that you were able to spend some quality time with your family. As they say, "It's a new year with new beginnings!" Make the most of your opportunities this year. Put your UPMA network to good use. Work on yourself and how to better your own career. Make time for yourself and your family. The work will always be there, but the kids are only young once. As always, reach out to your RVP or an E-Board member if there is anything we can do for you. Wishing you all the best in 2024!

Respectfully,
Rob Leary
MA Chapter President

Strength in Numbers

One of my favorite sayings is "There is strength in numbers." As of this article, I am proud to say that the Massachusetts Chapter of UPMA is standing strong with 629 members comprised of active and retired. With that said, we still show 73 nonmember offices across the state, and many supervisors and managers that still have the opportunity to join UPMA. Your Regional VP's have the list of nonmembers that will be contacted with this opportunity in the near future. I ask all current members, if you know a fellow Postmaster, Manager or Supervisor that has not yet joined UPMA, please encourage them to do so.

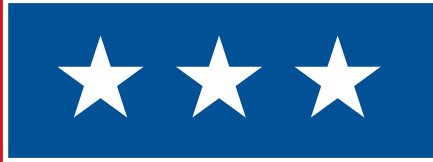
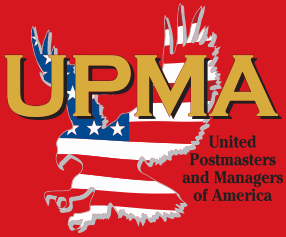
There are so many benefits to being a member of this great organization. Representation is one of the greatest benefits. Some may not believe they will ever need this, but I ask you, would you drive your car without insurance? Just like insurance, we hope we never need to file that claim, but thankful that it's there when we need it. Beyond the representation benefits, we have many opportunities to receive valuable training throughout the year, local meetings to gain important knowledge pertaining to our jobs, and the opportunities to network with our fellow managers and build new relationships.

Some of the strongest relationships I have within the Postal Service are due to my participation in UPMA.

UPMA is also offering one year of free membership to all new EAS members. Dues withholding would begin on the one-year anniversary of joining. For any current member that signs up a new EAS member, they will receive \$50.00 from the Massachusetts Chapter as a thank you. Craft employees are also eligible to join as an Associate Member for only \$2.00 a PP. As an Associate Member, they would be eligible to attend meetings and reap the benefits of being part of UPMA. Anyone signing up an associate member will receive \$10.00 from the Massachusetts Chapter for this. It only takes about 3 minutes to sign up on the UPMA national website at Unitedpma.org.

I hope that all current members will share their experience with nonmembers and encourage them to take advantage of what UPMA has to offer. Reach out to your RVP or another member of the Executive Board if we can be of any assistance to you.

Sincerely,
Rob Leary, (Membership Chair Currently Vacant)



John Sacco
Executive
Vice President
Legislative/PAC Chair

Happy Holidays

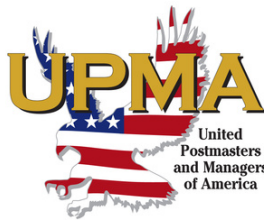
I hope this printing finds you all enjoying the Holiday Season. We sometimes lose sight of the season, due to the busy work atmosphere that we all encounter and the increased stress and pressure we are seeing from above certainly does not help. We have seen an uptick in corrective actions being taken on EAS by POOM's and Area Managers, and it seems the pressure for this is coming from even higher above. Please make sure if you are to be questioned as part of an investigation that could lead to corrective action that you ask for representation. Some folks are still trying to go it alone with this and are not notifying their UPMA Member Reps until after the initial conversations. If your boss asks to speak to you or starts questioning you along the lines of an investigative interview, ask them immediately if you are the subject of an investigation, or if it could lead to corrective action. If they answer yes to either question, ask for representation. If they say they don't have to afford you that right, they are wrong. Don't proceed until you can get a Member Rep to join you. The act of disciplining employees at times for circumstances beyond their control or for the acts of their employees seems to be swaying more towards EAS employees and away from the craft mostly due to past agreements that the USPS has signed off on with the unions that put constraints on our operations. Some of our leaders seem to have forgotten that. If you have any questions or concerns that this may be happening to you, please reach out to your Regional VP or anyone on your State Board.

LEGISLATIVE SUMMIT

The printing of this issue contains the 2024 Fiscal Policy that outlines reimbursement of costs for the Legislative Summit in Washington DC, March 17-20. Once again I would like you to consider joining us for the trip, as it is very informative, fun and certainly has an effect on how our representatives vote on postal issues. Please reach out if you have any interest or questions.

John Sacco
EVP and Leg/Pac Chair





UPMA Legislative Summit

March 17th - 19, 2024 Hyatt Regency Crystal City, Arlington VA

Registration and information available at www.unitedpma.org

Legislative Summit Information:

The 2024 UPMA Legislative Summit will be taking place at the Hyatt Regency Crystal City, March 17 - 20, 2024.

Every member wishing to attend must register.

Training sessions will be held on Monday, March 18 beginning at 8:30 AM and are expected to conclude by 5:00 PM. Tuesday, the 19th, will be spent on Capitol Hill. Necessary materials will be provided Monday, March 18th.

Full Name:

Address:

City, State: **Post Office You Represent:**

Postal Code: **Phone Number:**

Email:

Chapter:

Title (check one): Postmaster UPMA Retired Associate Member Manager
 Supervisor PMR EAS Professional Guest

U.S. Representative:



The registration fee is \$100 per person on or before February 15, 2024. February 16, 2024 and after, the registration fee is \$150 per person. Payment is due at the time of registration. Online registration is strongly encouraged.

Name on Card:

Card Number: **Security Code:**

Signature: **Expiration (MM/YY):**

I prefer to pay by check. I have enclosed check # _____ payable to UPMA.

HOTEL INFORMATION :

Contact the Hyatt Regency Crystal City to book your hotel room and mention that you are attending the United Postmasters and Managers of America Meeting. UPMA rates are available until February 23, 2024 or until the room block is sold out, whichever comes first.

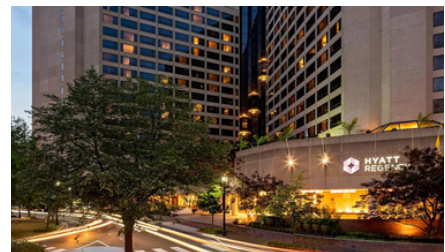
Hyatt Regency Crystal City Phone Number: 877-803-7534

GROUP CODE: G-POST

Hyatt Regency Crystal City

2799 Richmond Highway, Arlington, VA 22202

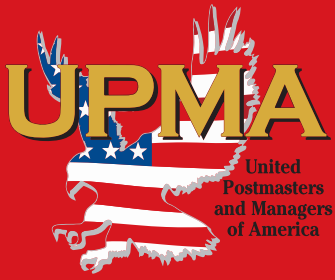
CLICK TO BOOK YOUR HOTEL ROOM



Please return this form to Devan Reid by 2/16/2024 to :
Executive Assistant to the National President
8 Herbert St. Alexandria, VA 22305
dreid@unitedpma.org
703-683-9027

Questions?

More information to come at
www.unitedpma.org
or call 703-683-9027



Happy New Year!

I hope everyone had the chance to enjoy the holidays with family and friends, as when you look at it that is the most important thing of all. Our jobs are very stressful, being understaffed in almost all functions and constantly being required to do more with less. In my office we are short both clerks and carriers although after an uphill battle I have finally been approved to hire PTF's. Let's hope now I can get people through the door!

2024 will be an exciting year to be part of UPMA. Registration is open for the Legislative Summit March 17-20, 2024. The Summit will be held at the Hyatt Regency Crystal City VA. The Registration fee is \$100.00 per person if completed on or before February 15, 2024. After Feb 15, the fee will be \$150.00 per person. I attended my first summit last year and can say it is an excellent opportunity to learn about legislative issues and lobby on Capitol Hill. I learned so much and met many new friends. This trip also comes at a minimal cost as UPMA members may request reimbursement as outlined here. A specific voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Legislative Summit. This is defined as being in attendance at all President mandated events from beginning to end.



Kim Donahue
Secretary/ Treasurer

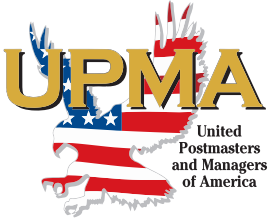


- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at one half (½) the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation rideshares, buses, taxis, etc. will be reimbursed up to a maximum of \$100 for this event.

We have also signed the contract for the State Convention which will be May 3-5, 2024, at the Red Jacket Resort in South Yarmouth MA. This will be a great time and comes again at a minimal cost as UPMA members may request reimbursement as outlined here. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention. This is defined as being in attendance at all President mandated events from beginning to end.

- Early registration for all members will be set at \$49 if postmarked by the date indicated on the registration form. At the conclusion of the state convention, the registration fee will be returned to all MA members that attended and fully participated in convention activities.
- Full registration after the early registration date will be \$99, with no reimbursement.
- Partial registration will be set by meal selections as indicated on the event

Continued on Page 10



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

SCHOLARSHIP APPLICATION

**Must be postmarked no later than March 22, 2024
Tracking must be included**

Full Name: _____

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

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

Name of related UPMA Member: _____ Relationship: _____

Title & Office of Member: _____

Address of Member: _____ City/State: _____ Zip: _____

LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED

Name of School	Location	Dates Attended
_____	_____	_____
_____	_____	_____

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

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

COLLEGE CHOICES

1ST Choice: _____

2nd Choice: _____

3rd Choice: _____

REQUIRED INFORMATION

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

4) Other scholarships received: _____

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

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

7) List non-school activities: _____

Submit completed application with attachments to:

**Monique Omalley, Chair
90 State Rd
Baldwinville MA 01436**

Must be postmarked no later than March 22, 2024 and include tracking information

Certification

All of the above statements are true and correct. I believe that I am eligible to apply for a scholarship, and agree to abide by the decision of the selection committee.

Applicant's signature: _____ **Date:** _____

THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT OF HIGH SCHOOL STUDENTS

Grade Point Average: _____ SAT/ACT Score: _____

Class Rank: _____ out of _____ (Total seniors)

Signature of Guidance Counselor: _____ Date: _____

Incomplete applications will be disqualified



2024 State and National Bylaws and Elections

MA BYLAWS:

In accordance with the active member bylaws and the retiree bylaws, members have until March 4, 2024, to submit any proposed changes to the active member bylaws and April 3, 2024, to submit any proposed changes to the retiree bylaws. If anyone needs help with this, please let me know. These will be distributed prior to the start of the state convention and will be presented and voted on during the convention.

REGIONAL AREA ELECTIONS:

In accordance with the Regional Area Procedures issued in Feb 2023, elections in even years are for the following positions: RVP in 010-013, 018-019, 020-024 and for Regional Area Secretary/Treasurers in 014-017 and 025-027. The guidelines state elections for these positions will be held in the month prior to the state convention in even years. Regional members will be notified of the date, time, and place of the election meeting no later than 2 weeks prior to the scheduled meeting. Newly elected officers shall be sworn in at the annual state convention.

MA EXECUTIVE COMMITTEE ELECTIONS:

The MA active and retiree bylaws outline that Executive Committee positions are to be filled by election at the State Convention by a majority of the vote cast. At the 2024 state convention, we will be voting for the positions of Secretary/Treasurer and Editor and also for a Retiree Secretary/Treasurer.

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office. The election of officers shall take place during the state convention of this chapter, and it shall require a majority of the vote cast to be elected. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer. Eligibility, terms and duties for each of these positions is outlined below. If you are interested, you may also contact the incumbents or former incumbents for more information.

Secretary/Treasurer:

- Must be an EAS member in good standing. Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold this office if they are present at the meeting where the vote is taken, and that no active EAS member seeks this position.
- Term is two years beginning the first day of the month following the state convention.
- May serve unlimited terms if elected.

Duties: The Secretary/Treasurer shall combine the office of Secretary and Treasurer and may perform all duties commonly incident to both offices. The Secretary/Treasurer shall be bonded as provided in Article XIV of the bylaws. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers, and membership. The Secretary/Treasurer shall receive such compensation/benefits for their services as provided for in the fiscal policy. The January 2024 fiscal policy authorizes a monetary monthly stipend of \$350 for the Secretary/Treasurer for the performance of the duties.

Editor:

- Must be an EAS member in good standing. Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold this office if they are present at the meeting where the vote is taken, and that no active EAS member seeks this position.
- Term is two years beginning the first day of the month following the state convention.
- May serve unlimited terms if elected.

Duties: It shall be the Editor's duty to publish the official newsletter of the MA Chapter of UPMA, The BayStater, and any other publications as approved by the Executive Board. This includes designing the cover, collecting articles from members, arranging the layout of articles, information, pictures and then working with the printer to

ensure the final publication is organized appropriately. The Editor shall receive such compensation for their services as provided for in the fiscal policy. The January 2024 fiscal policy authorizes a monetary stipend of \$300 to the Editor as compensation for every publication in support of the Chapter.

Retiree Secretary/Treasurer:

The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required. The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers, and receipts, provide a financial statement at the annual meeting of the Chapter and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide. The Secretary/Treasurer will provide all documentation necessary to the auditors on a yearly basis or more frequently if necessary. In the event of a vacancy in the Secretary/Treasurer position, the vacancy shall be filled by the Executive Board. This would not exclude any person filling an unexpired term from seeking a full elected term as Secretary/Treasurer. The term is two years and also commencing on the first day of the month following that state convention.

NATIONAL BYLAWS AND ELECTIONS:

MA will also vote on any proposed national bylaws that are submitted to the national office by the deadline established in the current national bylaws. A National President and a National VP – Atlantic Area will also be elected. In accordance with the MA bylaws, voting will be by written ballot at the state convention with the results being cast at the 2024 national convention in Orlando FL. Currently there is one candidate for the position of National President, Postmaster Anthony Leonardi of Mims Florida.

Look for more information on elections and voting in the national magazine, The Leader, and in the next issue of the BayStater.



Donna Legro
Parliamentarian
Postmaster Retired

Donna Legro
Parliamentarian

Continued from Page 6

- registration form.
- There will be a \$20 daily business session fee without meals.
- Hotel room at one half (1/2) the convention rate as indicated on the event registration form.
- Full non-member registration will be set at \$150 or partial registration will be set by meal selections as indicated on the registration form.

There will be one 50/50 drawing at the state convention designated for PAC. All other net proceeds from fundraising activities will be designated for the scholarship fund. Up to five (5) \$1,000 scholarships will be awarded at the state convention. \$2,000 will be allotted for door prize drawings at the state convention for MA members only.

We also have the National Convention coming up this year in Orlando FL August 24-30th at the Caribe Royal Resort. This will be my first time attending one and I am looking forward to it. UPMA members may request reimbursement as outlined here. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention. This is defined as being in attendance at all President mandated events from beginning to end.

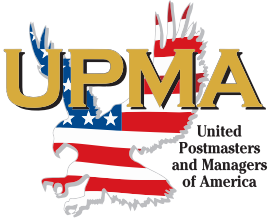
10 • Early registration as indicated on the event

registration form (March 31, 2024).

- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at one half (1/2) the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation rideshares, buses, taxis, etc. will be reimbursed up to a maximum of \$100 for this event.

Respectfully,

Kim Donahue
Secretary Treasurer, MA Chapter UPMA



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

FISCAL POLICY EFFECTIVE JAN 1 – DEC 31, 2024

The Secretary/Treasurer shall furnish a surety bond for an amount not less than the current balance of all accounts, with the exception of the CD's. The premium of said bond is to be paid by the Chapter and the bond to be held with the records of the Sec/Treasurer during his/her term of office.

The President or designee will be reimbursed for mileage, with mapping/mileage documentation, and meal expenses to attend regional chapter meetings.

The Secretary/Treasurer shall receive \$350.00 per month as compensation for services rendered.

The Editor shall receive \$300.00 compensation for every publication in support of the Chapter.

The Chapter Member Representatives will have mileage reimbursement with mapping/mileage documentation to attend meetings representing a MA UPMA member where e-Travel is not authorized.

The Sec/Treasurer will pay \$7.50 annually for each retired/associate member to the MA Retired' Secretary/Treasurer in January. The MA Chapter will reimburse the retirees for E-Board members that attend retired luncheon meetings.

Regional Chapters - In an effort to promote membership, attendance and member involvement each regional treasury (5 exist as of the adoption of this policy: 010-013, 014-017, 018-019, 020-024, 025-027) will be eligible for a stipend of \$1500 from the MA Chapter in January with the submission of a specific voucher, the previous year's regional area treasurer report, meeting minutes and Baystater articles.

Legislative Summit – The MA Chapter may host a dinner for all MA UPMA members at the Legislative Summit event.

The following E-Board members will have the below listed expenses reimbursed to attend the Legislative Summit. A specific voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Legislative Summit. This is defined as being in attendance at all President mandated events from beginning to end. MA UPMA members who receive compensation for the Legislative Summit from national reimbursements are not entitled to MA Chapter reimbursements.

President
Exec Vice-President
Sec/Treasurer
Editor

Retiree President
Legislative/PAC Chair
Regional Vice Presidents (5)

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event.

Legislative Fund - All other MA UPMA members may request reimbursement as outlined below. A specific voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Legislative Summit. This is defined as being in attendance at all President mandated events from beginning to end. MA UPMA members who receive reimbursement for the Legislative Summit, be it national reimbursements or in accordance with the current MA Chapter bylaws or fiscal policy will not receive any monies from this fund thereby allowing the distribution to more members. Any eligible reimbursements in excess of the available legislative funds will be distributed from the MA Chapter checking account in 2024.

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at one half ($\frac{1}{2}$) the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event.

State Convention - The following E-Board members will have the below listed expenses reimbursed to attend the State Convention. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any

reimbursement must assist and fully participate in conducting UPMA business while at the State Convention. This is defined as being in attendance at all President mandated events from beginning to end.

President
Exec Vice-President
Sec/Treasurer
Editor
Retiree President
Regional Vice Presidents (5)

- Hotel room at the convention rate as indicated on the event registration form.
- There will be no registration or transportation costs associated with the state convention.

All other MA UPMA members may request reimbursement as outlined below. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention. This is defined as being in attendance at all President mandated events from beginning to end.

- Early registration for all members will be set at \$49 if postmarked by the date indicated on the registration form. At the conclusion of the state convention, the registration fee will be returned to all MA members that attended and fully participated in convention activities.
- Full registration after the early registration date will be \$99, with no reimbursement.
- Partial registration will be set by meal selections as indicated on the event registration form.
- There will be a \$20 daily business session fee without meals.
- Hotel room at one half (1/2) the convention rate as indicated on the event registration form.
- Full non-member registration will be set at \$150 or partial registration will be set by meal selections as indicated on the registration form.

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

All other net proceeds from fundraising activities will be designated for the scholarship fund.

Up to five (5) \$1,000 scholarships will be awarded at the state convention.

\$2,000 will be allotted for door prize drawings at the state convention for MA members only.

National Convention - The MA Chapter may host a dinner for all MA UPMA members at the National Convention.

The following E-Board members will have the below listed expenses reimbursed to attend the National Convention. A specific voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the National Convention. This is defined as being in attendance at all President mandated events from beginning to end. MA UPMA members who receive compensation for the National Convention from national reimbursements are not entitled to MA Chapter reimbursements.

President
Exec Vice-President
Sec/Treasurer
Editor
Retiree President

Any officer or chair when there is scheduled training for the position or when requested by the President to attend.

- Early registration as indicated on the event registration form (March 31, 2024).
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event.

All other MA UPMA members may request reimbursement as outlined below. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention. This is defined as being in attendance at all President mandated events from beginning to end.

- Early registration as indicated on the event registration form (March 31, 2024).
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point. All flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights and amount paid.
- For members that drive, mileage, tolls and hotel parking will be reimbursed up to the airfare of the Sec/Treasurer.
- One luggage fee each way if applicable.
- Hotel room at one half ($\frac{1}{2}$) the convention rate as indicated on the event registration form.
- Up to \$75 with receipts for departing airport parking or for combined transportation to and from the departing and returning airports to include parking at Logan express, bus tickets, rideshares, etc. There will be no mileage reimbursement to and from the home base airport.
- UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts. If no UPMA or hotel provided transportation, rideshares, buses, taxis, etc will be reimbursed up to a maximum of \$100 for this event.

Atlantic Conference (if scheduled) - **The following E-Board members** will have the below listed expenses reimbursed to attend the Atlantic Conference. A specific voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business

while at the Atlantic Conference. This is defined as being in attendance at all President mandated events from beginning to end.

President

Exec Vice-President

Sec/Treasurer

Editor

Retiree President

Any MA Executive Board member with a scheduled training class, holding an Atlantic Conference elected position, conducting a training class or authorized by the President.

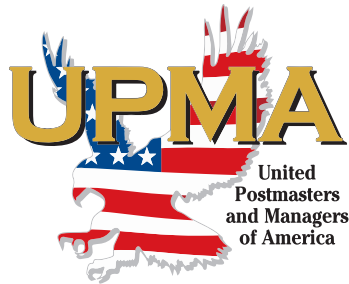
- Early registration as indicated on the event registration form.
- Hotel room at the conference rate as indicated on the registration form.
- Transportation reimbursement, including hotel parking fees, will be determined by the Executive Committee based on location.

National UPMA Academies/Meetings – The President will authorize and register members to attend National UPMA Academies/Meetings. A specific voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at any academies/meetings. This is defined as being in attendance at all President mandated events from beginning to end. Transportation expenses will be reimbursed at the most cost effective means based on location and decided by the President.

- If airfare transportation is authorized, all flight documentation must include an itemized itinerary showing the departing/arriving airports, times of flights, and amount paid.
- If driving is authorized, mileage reimbursement will include the cost of tolls and parking.
- Hotel rooms are covered by the national office. If this changes, the MA Chapter will reimburse hotel room charges only.
- \$60 per diem will be allowed for the training day minus \$15 for any meal provided by UPMA. Members may submit a dated receipt for up to \$30, (no alcohol) for a meal not provided by UPMA for the training day.

The fiscal policy will be effective January 1 – December 31. It will be reviewed and amended annually by the Executive Committee no later than November 1. Presentation and a quorum vote of the Executive Board will be held no later than December 31 each year.

This fiscal policy was proposed by the MA UPMA Executive Committee and approved by a quorum vote of the MA UPMA Executive Board at a meeting held on October 26, 2023.



Nomination Form

UPMA Leader of the Year for 2023

This **UPMA Leader of the Year Award** will be awarded at the 2024 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 2023
2. Nominee must have been in good standing in the Chapter.

Please include the below information with your nomination and a narrative stating the reasons you feel this Postmaster/Manager should be selected. Please be as specific as possible.

Nomination for 2023 Leader of the Year:

Nominee's Name: _____

Nominee's Title: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____

Your Phone and email: _____

Your Office: _____

Your Signature: _____

Nominations must be received no later than April 1, 2024.

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

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



Form 1187

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

Fill Out Form On-line, Print it out, and Return to UPMA National Office at the Address Below for Processing

Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

Section B (Check One): Postmaster Manager/Supervisor Associate PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization

P Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
-----------------------	------

Section E

Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name _____

Career Awareness Conference USPS Provided Training Other _____

Retired Members' Corner

The fall retiree meeting was held on November 2, and it was great. There were 43 people in attendance. MA Pres Rob Leary, EVP John Sacco and RVP Sylvain Labelle, 014-017, also attended. GEHA Representatives Jeannie Singleton and Eric Johnson and BCBS representative Alex Stathopoulos gave presentations regarding the changes to their health plans and the coordination of benefits with Medicare.

Retiree dues will increase effective January 1, 2024 from \$65.45 to \$68.76.

Medicare Part B premium increase effective Jan 1, 2024 from \$164.90 to \$174.70. Medicare Part B coverage encompasses physician care, outpatient services and medical equipment. Medicare enrollees may see higher premiums based on their income. For more information: <https://www.axios.com/2023/10/13/medicare-premiums-set-to-rise-in-2024> or <https://www.myfederalretirement.com/>.

2024 open season is closed now but the new Postal Service Health Benefit program is right around the corner, effective January 2025. You will be required to select a health insurance plan in the PSHB Program during the 2024 open season period which will run from November 11, 2024, to December 9, 2024. If you do not actively select a PSHB plan, you will be automatically enrolled in a comparable PSHB plan.

Members will be receiving postcards in Jan, March, May and Aug 2024 with additional information. You can receive information and updates by signing up for text messaging notifications by texting "PSHBP" to 39369. This information is extremely important for any retiree that did not sign up for Medicare B when they reached age 65. There will be a special enrollment period (SEP) for Medicare Part B starting on April 1, 2024, which will allow you to enroll and not pay the late enrollment penalty.

- Watch for the those postcards
- Sign up for those texts

- Subscribe for the UPMA Gold emails by contacting Linda Carter at upmagold@gmail.com or 919-323-6595

- Sign up for the free USPS Retiree newsletter at www.Keepingposted.org. The newsletter provides much information specifically geared to USPS Retirees. When you click the link, look to the upper right to subscribe and to read past issues. The newsletter is also available in hard copy by mail.

Upcoming events: (There have been changes to the fiscal policy regarding eligible reimbursement of expenses so please review the policy in this issue of The Baystater and online.)

Legislative Summit – March 17-20, 2024.

State Convention – May 3-5, 2024 at the Red Jacket Resort – Vote on proposed bylaw changes, if any, and elect a Retiree Sec/Treas (See Parliamentarian article in this issue.)

National Convention – August 24-30, 2024 in Orlando FL

I hope everyone had a 2023 happy holiday season and wish you all a happy, healthy and prosperous 2024.

Donna Legro,
MA President Retired



Donna Legro
Parliamentarian
Postmaster Retired

Grateful Hearts

FY23 ended with some of us losing loved ones, mothers and husbands to name a few. During all this you still performed your duties to the best of your ability. With grateful hearts, we wish all the peace of God that surpasses everything to keep going despite all the difficulties.

Let's not forget our very own Stan, such a big loss

not only to his family but to us all. Our most resent loss is Michael Imperato. We pray they all rest in perfect peace. As we go about our daily duties, let us keep our families in prayers. I cannot express enough how much we appreciate all you do for our organization and the United States of America.

May the peace of God be with you all. Please reach out if you need anything.

Becky Dzormeku
MA Chapter Chaplin

Grievance and Arbitration Tracking System

Greetings Postmasters and Managers,

By the time you read this article, peak season will have come and gone in the Postal Service again. It is time for me to put my yearly adverse action file together. While I was going through the cases that I worked on this year, one category continued to raise its ugly head. You may have thought it had something to do with harassment, hostile workplace environment, performance issues, misuse of government properties, etc. Well, this year's hottest item is GATS.

The Grievance and Arbitration Tracking System (GATS) is used by Postal Service management to locally authorize and process the payment of informal and grievance payments. The GATS program handles lump sum and hour(s) related payments for individual and class action settlements.

Postmasters, Managers and Supervisors are responsible to input correct information, such as grievances and the method to settle each grievance, which results in monetary payouts to settle each grievance.

The Office of the Inspector General recommended several line items for the Postal Service to enforce the integrity of GATS usage. They are as follows:

Recommendations:

- Develop an action plan, with milestones, to manage and reduce informal grievances costs and payments.
- Formalize and communicate monetary thresholds for informal grievances and review payments that exceed the established thresholds.
- Reiterate compliance with the Postal Service's training policy that requires all supervisors to attend mandatory grievance handling courses and review existing training curriculum to ensure it adequately covers grievance handling procedures.
- Establish a centralized repository or database of local MOUs and other contractual agreements.
- Implement and communicate tracking methods for payments stemming from these local MOUs and other contractual agreements to allow for transparency and accountability.
- Update issue codes in GATS and the GATS Entries Handbook to include clear definitions and instructions for use and establish timeframes for periodic updates.

One of the issues I see is the threshold of each level of Installation. Each District may have different levels of threshold. Some Districts may have one level of threshold. So, to settle the grievance in the GATS system, Postmasters, Managers and Supervisors **MUST seek prior approval in writing** before finalizing each GATS payment. Failure to do so may result in corrective action being issued to you.

In addition, you should always contact the Labor Relation Office and seek advice or assistance before you attempt to settle any grievances, no matter how big or small the payment may be.

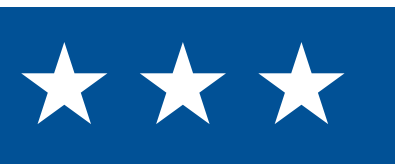
For those managers who are not familiar with the GATS system, there is a training guide that is available for you so you can navigate the system more efficiently.

With the increasingly short staffing situations, compounded with the addition of Sunday delivery, grievances can be an occurring headache for managers.

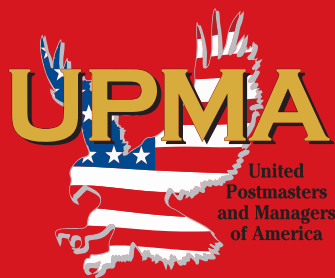
But remember, regardless of how many hurdles you must climb through each day, make sure you set your priorities to handle daily workload. Finally, strike a balance between work life and home life, hug your loved ones every day and count your blessing that you will always have support from your family.

Wishing you all a very Happy Holiday Season,

Rich Hui
Nat'l Adverse Action Committe



Rich Hui
National Adverse Action
Rep - Retired





December 19, 2023

Mr. Edmund A. Carley
National President
United Postmasters and Managers of America
8 Herbert Street
Alexandria, VA 22305-2628

Dear Edmund:

This is in reference to recent discussions with you concerning the following pay matters:

- Modification of salary range minimums and maximums for employees in the Executive and Administrative (EAS) and Part-Time Postmaster (PTPM) Schedules
- Modification to the Annual Leave Carryover and Annual Leave Exchange Programs

EAS and PTPM Salary Schedule - We are proposing to modify these salary schedules as follows:

- Increase the salary range maximums by 4.7%
- Increase the salary range minimums by the dollar increase of the respective range maximums

Increases will be applied on January 13, 2024, immediately prior to applying the Fiscal Year (FY) 2023 Pay-for-Performance (PFP) award.

Annual Leave Carryover and Annual Leave Exchange – Current Postal policy outlined in *Employee and Labor Relations Manual (ELM) 512.321, Maximum Carryover Amounts* provides the maximum annual leave carryover balance and maximum leave amount that can be requested through the annual leave exchange program.

We are proposing to modify policy and allow career non-bargaining employees to carryover an additional 80 hours each leave year by increasing the carryover maximum to 640 hours permanently.

Additionally, we are proposing to modify policy and allow career non-bargaining employees to exchange an additional 40 hours of annual leave against their advanced leave accruals, to a maximum of 168 hours permanently.

Enclosed are the proposed salary schedules for your review. We are requesting your soonest possible review and any recommendations so we can implement changes prior to the effective date of the FY23 PFP award.

Please contact James Timmons if you have questions concerning this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Director
Labor Relations Policies and Programs

Enclosures

**Executive Administrative Schedule (EAS)
Annual Salary
Effective January 13, 2024 (Day 1, Week 1, PP 03-2024)**

RSC E

Grade	Minimum	Maximum
15	\$58,390	\$81,590
16	\$61,870	\$91,270
17	\$65,510	\$95,310
18	\$67,380	\$99,480
43 (18B)	\$72,860	\$101,260
19	\$73,890	\$104,190
20	\$85,250	\$109,880
21	\$86,420	\$115,170
22	\$89,990	\$124,840
23	\$94,940	\$131,640
24	\$100,470	\$138,170
25	\$112,440	\$145,040
26	\$120,240	\$152,240

Better Together



**Tom Driscoll
PM Randolph MA**

Greetings to all:
Happy New Year!

It's not entirely all chocolates and roses but I need to start here with my acknowledgment of how fortunate I've been working for USPS for some 35 odd years. You may have other thoughts about my next line here but I can attest to, and remind everyone, how fortunate we are

to have such good jobs with excellent benefits. I needed a lot of sick time to recover from 3 surgeries last year and wouldn't have been successful had I not been able to accrue a sizable balance to cover myself. I pray that none of you ever run into health issues requiring surgeries and that way you can have your built-up sick time added on to your retirement years. Don't take things for granted and remind ourselves we are blessed.

Local 020 – 024 Chapter meetings are ongoing, and

I appreciate all those covering for me in my absence as of late. The next meeting that this article hopefully will catch up with will be in February next year with date and time to be determined. You will be updated and looking forward to getting back involved and out and about meeting up with you folks again.

I read of, and have been appraised of, numerous postal changes happening as I write this with notifications of even more upcoming changes – 10-year plan, SDC's, new pricing from PRC, and on and on...

Change is challenging and unwelcome sometimes. Comfort levels are tipped upside down and then time does come around and things seem to smooth out. In my 35 years, there's been nothing but change. I think it'll be that way in my next 35 years too!!! Hang in there and please, as always, continue to support your fellow PM's, managers, supervisors, and employees to foster a steady balance for success. Be it your office or your personal life, being able to phone a friend for help, an LLV, a "whatever" is so valuable. Stay balanced and positive. It isn't easy but it can be achieved knowing we're not alone.

"Better when we're together...." Jack Johnson....

Be well and don't be late for lunch! Thank you very much!

Tom Driscoll

RVP 020-024 Mayflower Chapter

“Change of Time” or “Time for Change”

As I write this article, a few things have happened. I attended my daughter’s wedding in Thunder Bay, Canada. For those of you who don’t know where that is, it is on the Northwest side of Lake Superior. Yes, 22 hours driving distance from home. The event was small and different than what I am used to. The day started with some rain and believe it or not the temperature was 54 degrees for that late October day. My daughter has been around horses since she was 10 years old and decided to have her wedding ceremony in a barn. She had mended her relationship with her brother, and we all had a blast that day. The following morning, before leaving to come home, we decided to go for a walk on Mount McKay, just Southwest of Thunder Bay. From the observation point, you could see Lake Superior to the south and the Canadian Shield to the North. Being on a reservation, I met two natives and started conversing with them. I was looking to plan for retirement even though I am still a bit far from it. I love nature, hunting, fishing, and hiking but haven’t done much of it since I moved to New England, just too busy or maybe not making time for it. I started inquiring about the cost of living, price of homes, unemployment and to my surprise being in an isolated area, they were explaining that the cost of living was high, values of homes were high, \$500K for something decent and unemployment was very low. Finding workers was hard for companies and they had to fly workers to work during the week. They mentioned that the government was going to spend lots of money to build a road and power line towards the North. They were explaining that this would help provide services we all take for granted in the 21st Century, like electricity, running water, cell phones, internet, etc.

Daylight savings time had also gone by along with the falling leaves. This was time for our minds and bodies to adjust to days with less daylight and the shifting of our sleep by one hour.

The new calendar year is just around the corner as we head into another peak season. Changes in volumes, especially parcels that seem lighter than we have seen,

mean that we need to change the way we think about how many work hours will be needed. This is especially true when changing the philosophy of the craft employees and making them realize that the workload we had prior to and during COVID may never come back.

With the new year, comes new resolutions and this is where we take the time to see what changes we would like to see in our own personal lives. Whether its habits, lifestyle, participation and involvement in UPMA, upcoming retirements, possible relocation, or career change. We all need to find a way to balance our lives with the demand of work and family in the future.

We have seen leaps and bounds in technological advancements and in the last couple of years. The Postal Service decided to use warp speed to try to catch up with the rest of the world. Those changes will still be coming fast and furious along with the demands of our positions. We need to adapt to the changes that are coming. We will need to adapt our work habits, routines, expectations, etc. and be ready for what is ahead.

To finish, we will have our next Central Massachusetts meeting in early February.

Hope you have a great start to the New Year.

Sylvain Labelle,

014-017 RVP





8th UPMA National Convention

Aug. 24-30, 2024

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:

	9/2/23- 3/31/24	4/1/24- 6/30/24	After 6/30/24
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$176	\$208	\$260
Daily registration is available at \$75/day on-site.			
UPMA Retired or Guest [†] (UPMA Retired Luncheon included)	\$167	\$191	\$230
Auxiliary/Spouse/ Postmaster Guest	\$132	\$156	\$195
(Does NOT include UPMA Retired Luncheon)			

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

*Active first-timers must pay their registration fee in advance. 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. 29, 2024

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA
Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

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

Signature: _____

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

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 24, 2023. 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 22, 2024. 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 22, 2024, or until all rooms in the block are sold, whichever comes first. The group rate is available three days pre and post convention based on availability.

Caribe Royale

407-238-8000

\$174—single/double/triple/quad

Be sure to request the
group rate: UPMA24

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by July 25, 2024; no refunds after that date. Requests can be emailed to UPMA@crispevents.me. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

Questions?
Call 703-683-9027

ORLANDO
FLORIDA



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Gloucester MA
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020 - 024 RVP
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Cell: (508) 944-0068

025 - 027 RVP
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