

Spring Edition 2019

The BayStater





Jeremy Pilone President

We want you

We want you

We want you

As a new recruit

If that doesn't get you singing a certain song from the 70's, nothing will. If you're wondering where I'm going with this, well here's your answer. We do need you as a new recruit. I'm referring to this in several different aspects. Literally, we are looking to maximize our membership base to get everyone on board. Just in case you didn't hear yet or read the most recent issue of The UPMA Leader, we are currently in a national membership contest in which we can win cash and prizes for our chapter and walk away with the championship belt once again. In order to accomplish this goal, we need everyone to be the boots on the ground for our chapter. That means if you know someone who isn't a member, sign them up. If you're not a member, sign up. If you're retired and didn't fill out your 1187-R, what are you waiting for? If we get the numbers, we get the booty. Didn't anyone ever tell you there's strength in numbers? It is totally true. We need the numbers now more than ever.

That is a perfect segway into my next topic, UPMA versus NPA. Just in case you have been out of the loop for a while, we have a pay package that many see as "lowering the bar" in light of an unfair, faulty system with unrealistic and unobtainable goals. You're not entirely wrong if you believe that, but I'm here to tell you that the UPMA Executive Board on the national level fought hard to get us what we have. Considering there were many who did not get a raise last year, taking a slice off the top was a viable option as opposed to cutting off our nose to spite our face, all in the effort to serve the greater good. The bottom line is that there is a light at the end of the tunnel. Since we only have a one year contract, your UPMA Executive Board will be hard at work trying to find a realistic solution to our pay troubles as opposed

to fighting for scraps in a system that is weighted against us before we even open the doors. Most importantly, make sure you're properly documenting everything so when it comes time to mitigate, you have enough ammunition to blow the system sky high.

I would like to challenge you to make your voice and opinion heard. Go to a local meeting and tell someone how you feel. Come to our state convention (May 29-31 on Cape Cod) and tell our bosses how you feel. Go to the UPMA National Convention (July 27-August 2 at Mohegan Sun) and tell our national board how you feel. The point that I'm trying to make is that I want you to get involved. Like I said, strength in numbers.

Hope to see you soon!

Respectfully submitted,

Honorable Jeremy M. Pilone
MA State President
Brewster, MA 02631
Email: jeremypilone@gmail.com
Cell: (561) 267-7779
Office: (508) 896-5201



Membership Matters

Greeting Friends,

I'm sure by now you've heard the exciting news about our 2019 National Membership Contest. What I love most about this contest is that it levels the playing field for all chapters and provides multiple opportunities to win \$\$\$ for individuals, chapters, and even entire teams!

A few highlights:

Chapters have been divided into six teams based on their time zone and chapter size.

Massachusetts is on the yellow team.

The contest runs thru June 30, 2019.

Final standings in the contest will count towards the National Star Chapter Award.

Read the official contest rules to learn **how to score points** in the Leader.

We're so excited about this contest that the MA Executive Board voted unanimously to approve a cash incentive to individuals for signing new members now through June 30, 2019. Each time you sign a new member and are listed as the Sponsor/Person who influenced decision to join UPMA on the 1187 you will receive a cash award as follows:

\$10.00 for each new active MA EAS member

\$ 5.00 for each new MA Associate member

\$ 5.00 for each new MA Retired member

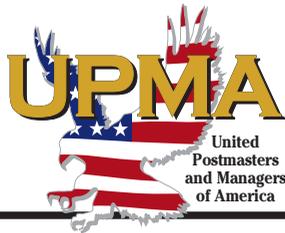
So let's have some fun and win some money but remember the true winner of any contest/initiative is the NEW MEMBER! MA members especially gain an extraordinary network of support. Just think of the many benefits you received and genuine friendships you've made since joining.

Be sure to let potential new members know that UPMA is still offering six months free membership to EAS employees. Joining is simple, you can enroll online, fill out an 1187 (in this issue) and send it to me, or just give me a call and I'll take care of it for you.

As always, stay active, stay positive and attend your area regional meetings!

Happy recruiting,
Deanna

Chapter Membership Chair
Cell: (617) 224-2053
Email: deadea01@icloud.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
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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

UPMA NATIONAL OFFICE FOR PROCESSING

3rd ANNUAL MA UPMA STATE CONVENTION

EARLY REGISTRATION IS EXPIRING SOON



You are cordially invited to this exciting event:

What: 3rd Annual MA UPMA State Convention

When: May 29-31, 2019

Where: Red Jacket Resort, South Yarmouth

Registration: Early fee is \$49 if postmarked by May 1, 2019

After May 1 and Walk-ins, \$99

Prizes: For the 4th year, cash prizes will be given away throughout the convention beginning at the Wednesday luncheon with final prizes during the Friday morning business session. You can win more than once, but you must be present to win.

The Red Jacket is located right on the ocean with a beautiful beach, an indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The room rate is \$139 for up to 4 people, the phone number is 1-800-672-0500 and the Group Code is 644987. The reservation block is held until May 14, 2019, so make your reservations early.

The annual state convention is very important for the business of the Chapter. We will be electing a President and Executive Vice-President for 2 year terms. This issue of The BayStater contains brief descriptions of both positions. Information is also available on the MA website. If you have any questions about either of the positions, please feel free to call the incumbent or anyone on the

Executive Board for information.

We will also be voting on any submitted National and State proposed bylaw changes. I urge you all to come to the convention and cast your vote on these important issues.

National elections will also be held at the state convention. Elections for two positions of 3 year terms for National VP East will also be conducted at the state convention. There are three candidates for two positions, Anthony Leonardi, Mike Quinn, and Sherwin Taylor. All biographies are printed in this issue. All states are required to vote at the state convention for these positions. Votes are required to be cast by written ballot with the outcome being converted to percentages for each candidate. These votes will then be cast at the 2019 national convention at Mohegan Sun in Connecticut.

The state convention is a great opportunity to network and make new friends. All members, Postmasters and Managers alike, experience the same demands every day. No matter what position you hold with the Postal Service, everyone faces challenges every day. An over abundance of emails, mandates and orders from people you do not report to. You are frustrated that some District staff, the supposed support system, does not answer their phones when you need assistance, and in some cases never responds to emails. You all share the same feelings of unnecessary micromanaging and loss of authority even though

you are the ones held accountable. Many members are suffering due to ongoing complement shortages and Amazon demands that seem to have only worsened since inception. Maybe you need some answers or ideas, maybe you need some support, or maybe you just need to vent to someone who is going through the same thing. Whatever you are experiencing and need, the MA State Convention is the place to be. Make the commitment to go, register now, and I know you will not regret it.

The tentative agenda is included in this issue. The convention will start on Wednesday morning with an Executive Board meeting, followed by a luncheon for everyone at noon honoring convention First Timers and Retirees. This will then be followed by Northeast Area Vice President Eric Chavez and the District Managers panel. The 2 training sessions will be about 45 minutes each. Tentatively one will be about Labor Relations and UPMA Member Representation and the other will be about life coaching, managing work/life balance and dealing with difficult people. These sessions will run twice to allow members to attend both. Immediately following the training will be the First Timers' meeting, then the BBQ, and the Auction. Thursday will include the memorial service, a presentation on the National and State bylaws proposals, officer elections, officer reports, a free afternoon, followed by the banquet with entertainment.

2018 UPMA Leader of the Year:

There is still time to nominate a member as UPMA 2018 Leader of the Year. I'm sure there is a member that has been there for you whenever you needed help or just listened when you were overwhelmed and needed to vent. The winning member does not have to be present at the convention to be awarded. The process is easy so take the time to recognize someone who has helped you out.

Auction: The auction is the biggest fund raising event to support the MA Scholarship Program. Please be sure to bring an auction item with you. If you cannot attend the convention and would like to donate an item, contact me and I will make arrangements to get your donated item to the convention.

Ad Book: Don't forget to take an ad in the convention Ad Book. This is another fund raising effort to support the scholarship program. Submit a business card, a picture of your kids or grand kids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note and we'll take care of it.

PAC'n A Cure: Sponsor a rider, runner or walker with a donation to PAC'n A Cure event. Proceeds are shared with PAC and the Susan G Komen Breast Cancer Foundation.

There is so much that the MA UPMA State Chapter does for you behind the scenes. Support your

chapter, and yourself, by putting May 29-31 on your calendar, registering early, and submitting your annual leave slip. If you came last year, bring a friend this year. If you bring a First Timer, you are eligible for registration reimbursement at the conclusion of the convention. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I guarantee you will not regret it.

State Convention forms and information is available in this issue of The BayStater and online at www.maunitedpma.org.

Joshua Richard
Your Sec/Treasurer

Every Vote Counts!

Hello to all of the MA UPMA members. Please be on the lookout on the National UPMA Website for some important information. There are currently 17 proposed changes for the National Articles of Incorporation and the National Bylaws. Please take some time to review these because we will be voting on them at our MA State Convention in May. There will be copies of them in your registration packets, but please go over them before convention so you can fully understand them. If you have any questions about them, there will be some discussion at the convention to help you out.

Visit Unitedpma.org to view the proposed changes.

Let your voices be heard!



2019 MA STATE CONVENTION
CASH GIVEAWAYS WILL BE DRAWN AT THESE EVENTS

WEDNESDAY, May 29, 2019

8:00–4:00PM	Registration, Make Your PAC Donation
9:30 AM	PAC’N A Cure Runners/Walkers Send Off
10:00-10:30 AM	Executive Board Meeting
12:00-1:00 PM	*Lunch for everyone honoring First Timers & Retirees
1:00-2:00 PM	Area Vice President Eric Chavez
	District Managers’ Panel
	Dave Mastroianni & Mike Rakes
1:00-2:00 PM	Retirees Meeting – Cottage 7
2:15-4:00 PM	*2 Training Sessions (45 minutes back to back)
	Labor and UPMA Member Rep (Wheelhouse 1 Room)
	Life Coach/Work Life Balance & Dealing with difficult employees (Flying Bridge Room)
2:00-5:00 PM	BC/BS Chair Massages - 2nd Floor
3:00 PM	Hotel Check In
4:15-4:45 PM	*First Timer Attendees’ Meeting (Master Quarters)
5:00–7:00 PM	*BBQ
7:00 PM -	*AUCTION-DON’T FORGET TO DONATE AN ITEM

THURSDAY, May 30, 2019

7:30– 8:15 AM	Registration
8:15 AM-1:15 PM	*General Business Session
	Memorial Service
	Pledge of Allegiance led by Stanley Skamarycz
	President’s Opening Remarks
	Dan Heins, UPMA Nat’l President
	Nominations & Elections for President, Executive Vice President, and 2 National VP’s East
	Presentation of proposed National and State bylaws

FREE AFTERNOON

THURSDAY EVENING

5:30 PM	Cash Bar
6:00 PM	*Banquet & Entertainment (Business Casual)
	Newly Elected Officers Sworn in
	Scholarship Awards
	2018 UPMA Leader of the Year Award
	50/50 Raffle for PAC
	Entertainment and Photo Booth

FRIDAY, May 31, 2019

8:30 AM	*General Business Session
	Continental Breakfast
	Vote of the proposed National and State bylaws
	Officer Reports
	First Timer Awards
	Unfinished Business
	\$\$ BIG PAC Drawing \$\$
	*President’s Closing Remarks

Convention Registration Form
3rd ANNUAL MA UPMA CONVENTION
MAY 29-31, 2019

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

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

Wed Lunch _____ Wed BBQ _____ Thurs Banquet _____ Fri Breakfast _____

_____ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY**– Must be postmarked no later than May 1, 2019. Please indicate the MA member that encouraged you to attend: _____

_____ **\$49.00 ALL MEMBERS EARLY BIRD SPECIAL - Must be postmarked no later than May 1, 2019**

_____ **\$99.00 ALL MEMBERS** postmarked after May 1, 2019 and Walk-in Registrations

PARTIAL REGISTRATION FOR MEMBERS ONLY

_____ **\$20.00 Daily Fee** for members for business and/or training sessions without meals or activities

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

\$25.00 Wed Lunch _____ \$40.00 Wed BBQ _____ \$65.00 Thurs Banquet _____ \$20.00 Fri Breakfast _____

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

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

\$25.00 Wed Lunch _____ \$40.00 Wed BBQ _____ \$65.00 Thurs Banquet _____ \$20.00 Fri Breakfast _____

HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA, 1-800-672-0500

Reservation cut-off May 14, 2019 Group Code: 644987

- Rooms \$139.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee. Guest deposits will be forfeited in the event of "no shows" and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.

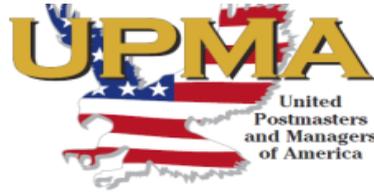
Make checks payable to: MA UPMA and mail completed registration form and payment to:

Joshua Richard, Secretary/Treasurer, 119 Lake St, Nashua NH 03060

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

AUCTION MAY 29, 2019 – PLEASE BRING A QUALITY ITEM

VOTE VOTE VOTE VOTE



ELECTIONS AT THE 2019 STATE CONVENTION

STATE ELECTIONS: As stated in the MA UPMA bylaws, Executive Committee positions are to be filled by election at the State Convention by a majority of the vote cast. MA positions to be elected at the 2019 MA state convention are **President and Executive Vice President**.

The President and the Executive Vice President shall be elected at the annual convention to serve a term of 2 years. The term of office shall commence and end on dates specified in the MA UPMA bylaws, currently November 1st and October 31st respectively. These officers shall be limited to 2 consecutive terms of office. (NOTE: There is currently a proposed bylaw that may change the term of office for all elected positions.)

The President and Executive Vice President positions are limited to active EAS members who are members in good standing of the organization. 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.

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. Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office as long as the candidate is in attendance. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by the President or Secretary/Treasurer. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All newly elected officers of the state will be sworn in during the MA state convention.

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 of the MA UPMA bylaws. 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 assigned by the Executive Committee. The Executive Vice President will have additional duties assigned by the Executive Committee. The Executive Vice President shall receive such compensation for their services as provided for in the fiscal policy.

NATIONAL ELECTIONS: MA will be voting for **two National VP's East** for 3 year terms each. Currently there are three candidates for the two positions, Anthony Leonardi, Postmaster of Mims FL, Michael Quinn, Postmaster of Tilton NH, and Sherwin Taylor, Postmaster of Chuckey TN. Please review their biographies in the March issue of The Leader and this issue of The BayStater.

**2019 PROPOSED CHANGES TO THE BYLAWS OF THE MA CHAPTER OF
THE UNITED POSTMASTERS AND MANAGERS OF AMERICA**

2019 BYLAWS CHANGE #1

Article IV – Meetings (paragraph 4)

CURRENT LANGUAGE: In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum-

PROPOSED LANGUAGE: In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum **ADD: 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.**

RATIONALE: The Massachusetts Chapter of United Postmasters and Managers of America is an inclusive organization uniting all members. All members should have the right to vote on local matters pertaining to the welfare and benefit of the Chapter.

Respectfully submitted by:
Deanna White Executive Vice President

2019 BYLAWS CHANGE #2

Article V - Election of Officers (paragraph 1)

CURRENT LANGUAGE: The President and the Executive Vice President shall be elected at the annual convention to serve a term of 2 years. ~~The term of office shall commence on November 1st and will end on October 31st.~~ The officers shall be limited to 2 consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the annual convention in a subsequent year to serve a term of 2 years. ~~The term of office shall commence on November 1st and end on October 31st.~~ The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. ~~Exception: For 2017 only the Secretary/Treasurer and Editor will be elected to serve a term of 1 year to facilitate the rotating election years going forward.~~

PROPOSED LANGUAGE: The President and the Executive Vice President shall be elected at the **Massachusetts** annual convention to serve a term of 2 years. **The term of office shall commence the day following the close of the annual UPMA national convention until the close of the national convention 2 years later.** The officers shall be limited to 2 consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the **Massachusetts** annual convention in a subsequent year to serve a term of 2 years. **The term of office shall commence the day following the close of the annual UPMA national convention until the close of the national convention 2 years later.** The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office.

RATIONALE: As it is currently written and in practice, newly elected officers wait from the close of our state convention until the following November to begin their terms. I feel this time would be better spent by the newly elected officers assuming their duties sooner, following their swearing-in (which typically occurs at the state convention) and attending the new officer training (that typically occurs at the national convention). The words Massachusetts are added for clarification purposes to differentiate between the state and national annual conventions. Since the 2017 exception has passed, this section should be omitted.

Respectfully submitted by:
Jeremy M. Pilone Chapter President

2019 BYLAWS CHANGE #3 will be considered at the same time as #2

Article V - Election of Officers (paragraph 1)

CURRENT LANGUAGE: The President and the Executive Vice President shall be elected at the annual convention to serve a term of 2 years. ~~The term of office shall commence on November 1st and will end on October 31st.~~ The officers

shall be limited to ~~2~~ consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the annual convention in a ~~subsequent year~~ to serve a term of ~~2~~ years. ~~The term of office shall commence on November 1st and end on October 31st.~~ The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. ~~Exception: For 2017 only the Secretary/Treasurer and Editor will be elected to serve a term of 1 year to facilitate the rotating election years going forward.~~

PROPOSED LANGUAGE: 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.**

RATIONALE: To specify the year in which officer elections will be held. To specify when newly elected officers will assume the responsibilities of their positions. To allow newly elected officers to assume responsibilities immediately, rather than waiting 6 months. To eliminate the Massachusetts Chapter from assuming financial responsibility for two officers of the same position attending the National Convention for training. The newly elected officers need to attend for the training that is provided at the National Convention. There is no business need for the outgoing officers to attend.

BUDGETARY RATIONALE: Training is not necessary for outgoing officers, they attend the training the previous two years while holding office. Unnecessary expenses for 2017 and 2018 were:

2017 – Two additional officers sent to National Convention for additional costs of \$2914.

2018 – Two additional officers sent to National Convention for additional costs of \$2576.

Respectfully submitted by:

Deanna White, Executive Vice President

2019 BYLAWS CHANGE #4

ARTICLE V – Election of Officers (paragraph 2)

CURRENT LANGUAGE: ~~The new Executive Board shall hold an organizational meeting within 60 days of November 1st each year.~~

PROPOSED LANGUAGE: **The new Executive Board shall hold an organizational meeting within 60 days of the newly elected officers' commencement date each year.**

RATIONALE: To allow for generic language that will coincide with the specific language of Article V, paragraph 1, which addresses the commencement date of elected officers.

Respectfully submitted by:

Deanna White, Executive Vice President

2019 BYLAWS CHANGE #5

ARTICLE XI – EXECUTIVE COMMITTEE/EXECUTIVE BOARD (paragraph 1)

CURRENT LANGUAGE: The officers of the Executive Committee of the chapter shall be President, Executive Vice President, Secretary/Treasurer, President Retired Members, Editor, and immediate Past President who will be a non-voting member and shall serve a term of one year beginning on ~~November 1st of the year a newly elected President assumes office.~~

PROPOSED LANGUAGE: The officers of the Executive Committee of the Chapter shall be President, Executive Vice President, Secretary/Treasurer, President Retired Members, Editor, and 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.**

RATIONALE: To allow for generic language that will coincide with the specific language of Article V, paragraph 1, which addresses the commencement date of elected officers.

Respectfully submitted by:
Deanna White, Executive Vice President

2019 BYLAWS CHANGE #6

ARTICLE XIII – NATIONAL CONVENTION ROLL CALL VOTING PROCEDURE

CURRENT LANGUAGE: When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention. ~~This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, paragraph 14.~~

PROPOSED LANGUAGE: When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention.

RATIONALE: To eliminate the following sentence that is no longer applicable: ~~This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, paragraph 14.~~

Respectfully submitted by:
Deanna White, Executive Vice President

AD BOOK – SCHOLARSHIP FUNDRAISER

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

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

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

Thanking you in advance for your support. The deadline is May 1, 2019.

Joshua Richard
Sec/Treasurer

**MA UPMA
STATE CONVENTION
OFFICIAL PROGRAM BOOKLET**

1 / 4 PAGE - only \$25.00

Contact Name: _____

Company Name: _____

Address: _____

City: _____ State: ____ Zip: _____

Telephone: _____

E-Mail: _____

1 / 2 PAGE – only \$50.00

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

FULL PAGE – ONLY \$100.00

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

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

**DEADLINE
MAY 1, 2019**

Please make your check payable to
MA UPMA and mail to:

Joshua Richard
119 Lake St
Nashua NH 03060

Send emails to:

dnixupma@gmail.com

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

Nomination Form

UPMA Leader of the Year for 2018

This first **UPMA Leader of the Year Award** will be awarded at the 2019 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 2018
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 should be selected. Please be as specific as possible.

I nominate as 2018 Leader of the Year:

Nominee's Name: _____

Nominee's Title: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____

Your Phone and email: _____

Your Office: _____

Your Signature: _____

Nominations must be received no later than May 1, 2019

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

**Lorna Edie
47 Oak St
N. Billerica 01862-1907**

or

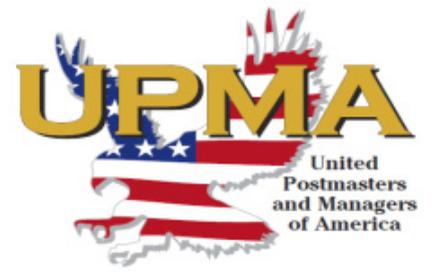
lornasan@aol.com

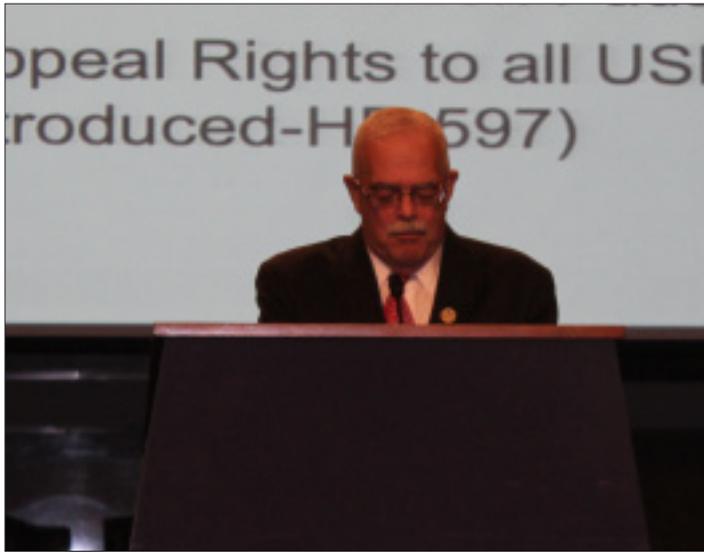
DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

Legislative Summit 2019



Legislative Summit 2019





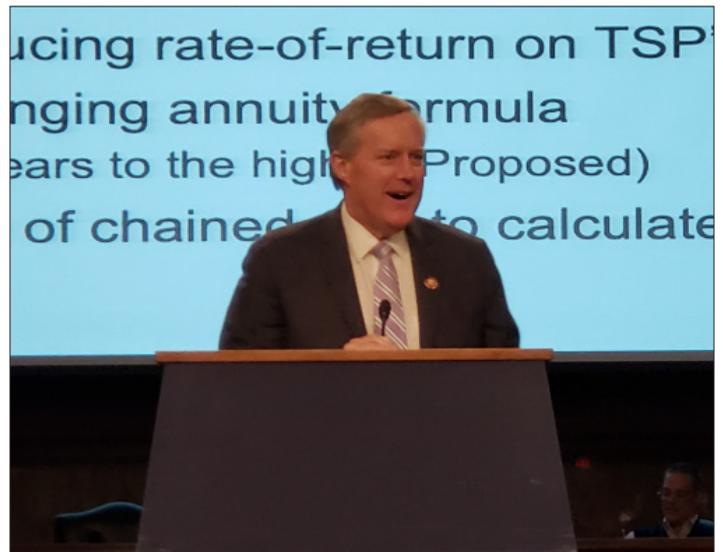
Jerry Connolly VA-D



Brenda Lawrence-MI-D



Robert Taub
Chairman Postal Rate
Commission



Mark Meadows R-NC

The recent government shut down made scheduling for this year's Legislative Summit challenging. The responses for a meeting were slow and I soon realized the Postal Service wasn't a priority at this time. With a lot of polite persistence, I was able to get seven committed meetings.

I want to thank the MA delegation for visiting all other representatives even without appointments. All in all I know our voice was heard. I also want to thank Rob Leary and Robin Driscoll for their assistance.

See you all the state convention!

Joe Torcia
Legislative/PAC Chair
Palmer MA 01069

Greetings Massachusetts Postmasters and Managers



I hope all is well with you and your family. For the folks that traveled to DC for the Legislative Summit representing members from the great state of Massachusetts, feel free to give me honest feedback. I will relay the feedback to the national office and perhaps the event can become an even better experience.

At the National EXEC Board meeting, we discussed the aggressive agenda of one full day on Monday. We are talking about moving the Monday night reception to Tuesday night. The rationale behind this is twofold. First, the one full day event became very exhausting. And second, with Postmasters and Managers going to Capitol Hill on Tuesday morning and afternoon, members can personally invite their own Congressional Reps to attend the reception Tuesday night. I'm curious how you feel about the proposed changes?

Our National Adverse Action Councilors held a teleconference on Feb. 21. We decided to cascade all of our resources across the country to certify state and local member representatives. Anyone that would like to become part of the solution can attend this training at your State Convention. I will be attending conventions to open classes and help certify members as representatives.

Speaking of the State Convention, this year we will again be at the Red Jacket Resort located in South Yarmouth. For new members that joined in the past year or so, I am formally inviting you folks to join us. If your schedule prohibits you from joining us for all three days, please make every effort to come for portions of the convention. As a first timer, your registration fee will be waived. You can relax at the private beach, take a stroll of the area, enjoy the indoor and outdoor pool, and other great amenities.

Massachusetts won the National STAR Chapter Award last year. This year the award criteria has changed. The following are specific activities that will be considered in the determination of the UPMA National 2019 STAR Chapter Award winner. Many of these behaviors have been quantified, some cannot be quantified, they need to be demonstrated. The goal of the STAR Chapter program is to encourage State Chapter officers to develop leadership behaviors that are beneficial to members. Each chapter is unique, a one size fits all approach in determining a National STAR Chapter winner would limit creativity and would not be consistent with the stated goal of the STAR Chapter program.

Membership

Total membership change over SPLY (%)

Points scored Membership contest

Legislative/PAC

Chapter Convention # contributors VS SPLY

Attendance on Legislative Telecoms and Legislative summit.

Recognition

Examples of innovative quality member recognition

Communication/Training

Participation on Area Coordinator telecoms

Member attendance at Chapter convention VS SPLY

Newsletter/Publication/website

Chapter Administration

Timely submission of Star Chapter application

Proof of tax filing (convention report)

Bonus points

Auxiliary Chapter / Quality of STAR Chapter submission documentation.

At your service,

Richard Hui

NVP/UPMA



Retired Members' Corner

We are now into the spring season and many of you will be heading back north from warmer climates. Some of us that didn't head south for the winter months attended the UPMA Legislative Summit in Washington DC this past January. At the conference we walked the Capital Hill and visited all Massachusetts Congressman and Senators. We asked them to support Postal Reform and explained why this reform is necessary for the viability of the Postal Service.

While there, we also asked for their support for bills that would overturn the Governments Pension Offset (GPO) and the Windfall Elimination Provision (WEP). These two titles of the Social Security Act have unfairly reduced or eliminated Social Security benefits to millions of Americans who have devoted their careers to public service. These two titles were changes to the Social Security Act back in the 1980's when President Reagan was in office and need to be finally overturned.

The Windfall Elimination Provision (WEP) reduces earned Social Security benefits of an individual who also receives a

public pension from a job not covered by Social Security. If you were or are in the Civil Service Pension system while working for the Postal Service you did not earn or pay into Social Security but you could have worked at other jobs that were covered under Social Security and earned your quarters. Because of WEP your Social Security benefits would be reduced up to 40% even though you paid into the system like everyone else.

The Government Pension Offset (GPO) reduces by two-thirds the benefits received by surviving spouses who also collect a government pension.

Statistics show that 9 out of 10 public employees affected by GPO lose their entire spousal benefit even though their spouse paid Social Security.

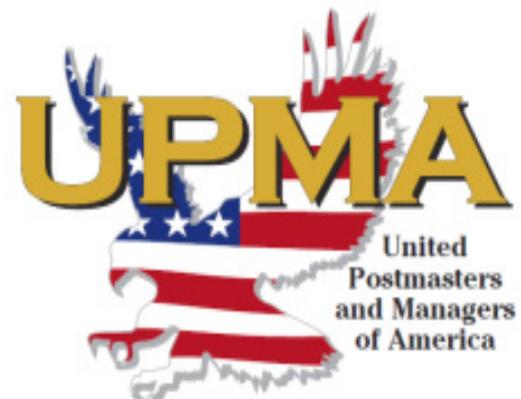
Please contact the Congressional Rep from your District and ask for support of H. R. 141, the Social Security Fairness Act. Also contact MA Senator Elizabeth Warren at (202) 224-4543 and MA Senator Edward Markey at (202)

224-2742. Whether you are retired now or will be retired someday please make the calls. This legislation needs to pass now.

On another note, I hope to see all of you at the UPMA State Convention, May 29 – 31, 2019. Our Spring Retiree meeting will immediately follow Wednesdays Luncheon. We will be voting for a new State President and Vice President for the Retired Members. If you would like information on these two positions please call me. I will not be running for another term. Please make every effort to join us for a fun reunion of old friends and make new friends.

Stay safe and in good health,

Lorna





FORM 1187-R

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

Please complete and mail to:

UPMA National Office
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

**OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse*

Social Security Number

			-			-				
--	--	--	---	--	--	---	--	--	--	--

My Annuity Number is:

CSA

		-								-	
--	--	---	--	--	--	--	--	--	--	---	--

Name of Retired Employee (PRINT Last Name, First, Middle)				Date of Birth			
Street and Number/PO Box			City		State		ZIP+4
Month/Year Retired	Home or Cell Number ()		Gender Male _____ Female _____		Chapter		
Email Address				Sponsored by:			

Note: If not receiving an annuity contact National Office for information on membership.

SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **UPMA** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

Signature	Date:
-----------	-------

Postmasters Retired monthly dues withholding is currently \$5.00.

Waiting too long for the buggy..



Lauren Anderson,
Postmaster of South
Dennis and Wellfleet
for 12 years. Retired
May 2018. Lauren is
enjoying time with
her grandchildren.

Brenda Senna,
Postmaster of West
Wareham for 24 years.
Retired Sept. 2012.
Brenda spends most of
her time quilting with
the Easton Library group.
They donate quilts to the
childrens' unit of Brigham
and Women's and South
Shore Hospitals. She also
loves to travel and drink
wine!

...ended up somewhere better

Karen Sigmund
Postmaster of Pocasset,
Mashpee and Sandwich
for 12 years. Retired
Jan. 2018. Karen loves
spending time with
her daughters and
granddaughters

MaryBeth O'Brien
Postmaster of
Marstons Mills for
16 years. MaryBeth
enjoys having the
time to spend with
her grandchildren.



Chess Anyone?

My first experience of the UPMA Legislative Summit in Washington DC this January reminded me of playing the game of Chess.

The goal was to reach the Congressman or woman to ask support for the Postal Reform Bills that the Legislature needs to pass in order for the Postal Service to move forward in a competitive market while sustaining Universal service throughout the country.

The team consisted of UPMA representatives from all 50 states! It was a pleasure to meet Postmasters and Managers from across our country and learn about their work environments.

The first morning of the Conference was informative with speeches from our leaders of both the Postal Service and UPMA. The questions raised by colleagues showed that we share the same concerns nationally such as staffing and scheduling imbalances, vehicle replacement, professional training, Medicare integration into health benefits and retirement. The closing song of America the Beautiful was truly uplifting and made me feel Proud to be a Postmaster in rural Lancaster, MA!

The team heads to Capitol Hill to where the game gets played. The halls and offices are filled with the “pawns” aka “pages or interns” that are the front lines of Congress. These worker bees answer the phones, record the emails and relay the messages of the constituents to their respective representatives. They receive 100-200 per day and I assure you, that your efforts get recorded. So contact your Representative and Senator from your home phone and work address because they may be located in different districts. You can find their contact info at www.govtrack.us/congress/members/MA.

The next level of players, the Knights and Rooks are the senior staffers that met with us. They work directly with the Senators and Representatives that are on the Government Oversight committees and work on obtaining the bipartisan co-sponsors needed to pass the bills.

Rep. Lynch from MA introduced HR 33 which involves no privatization of the Postal Service. His staffer told us the number of co-sponsors was increasing while we were in DC in January. In February, the WEP/GPO bill was introduced and assigned to

the Senate Finance Committee as S.521 and HR 141 on the House side. This bill concerns the retirement of our CSRS employees. Please contact your Senator and ask them to be a co-sponsor or thank them if they are already. Next, we need the re-introduction of HR 597 that had bi-partisan support last year. These representatives are the Bishops in this game of Chess. The ones that will initiate the bills, request the co-sponsorships and work towards Postal Reform.

Every election year, the players change, the committee assignments change and so do their staff. No wonder nothing gets passed because they have to re-introduce the bills and start at ground zero with new members of Congress. Don't give up because progress lays ahead!

Who are the Kings and Queens of this Chess game? Every Representative and Senator! Keep calling and writing emails asking for their support so we can reach Checkmate!

Martha Casey
014 RVP
Lancaster MA 01523

Greetings to all from 020-024 RVP!

I thoroughly enjoyed my trip to DC for my first UPMA Legislative Summit in late January. Very interesting meeting fellow PM's and Managers from across the country . We met with several congressional representatives and aides to discuss numerous issues affecting our jobs and company. Albeit slow progress with the wheels in Washington.

We were heard and it's sorely needed. The day we got there President Trump did open the government up for us as he knew we meant business.

Welcome back to the 020- 024 band Kerry Watson who has completed her detail on DRT and is back in her position as PM Easton MA 02334. She is also ready to jump back into her other job as 020 – 024 UPMA Secretary. We shall endeavor to ensure

a well written BayStater article from her for the next publication.

Congratulations on the following promotions to Postmasters: Barbara Hynes – PM Walpole, Al Gigliotti - PM Plympton, Gary Fahey – PM Stoughton , and John Connolly – PM Dedham.

We had a local 020-024 Chapter meeting on January 17th at Barrett's

in West Bridgewater. We discussed PS 150's, LV 18 A & B's, open vs. earned hours, FY 19 budgets, and food. Lunch was great !

Please join us for our next quarterly meeting being held at Barrett's in West Bridgewater on 4/9/19 at 12:30. Please block that Tuesday out on your

calendar and join us. Lunch will be served.

It's been busy for all and our local chapter has had a lot of movement with retirements, promotions, etc. Please assist where you can and we shall soldier on .

Please visit MA UPMA website for important information and Form 1187 to join the band! Bring on spring!

Thank you,
Tom Driscoll
Randolph MA 02368

Where Are They Now?

Postal managers never seem to be content just sitting around after retirement. They would much rather be active. Take Jerry Robertson, Retired Postmaster from Leicester MA. Approaching four years of retirement, he keeps pretty busy doing several "jobs." Most of you already know that Jerry volunteers at Worcester's WICN 90.5 Radio, where he hosts a weekly radio show. "I get to play any kind of music that strikes me, and it changes continuously, usually in the same Wednesday evening show. You'll even hear songs you know or remember. Occasionally!" Check out "Against The Grain" some Wednesday evening. You can live stream it at WICN.org.

He recently became a board member of the Spencer Rescue Squad, assisting the board with Human Resources issues and policies. His twenty years as a Supervisor and Postmaster gave him the experience to make a positive difference to this non-profit ambulance/ emergency service.

Shortly after retiring he took on a part-time job driving cars for several Central MA car dealers. "It gets me

out of the house and gives me some pocket money with a little extra to do things without worrying about how to pay for those things." After a year he took over scheduling for the roster of drivers who he works

with. This part-time job has now grown to over twenty drivers who drive for a dozen dealerships and several private clients. "If you enjoy driving", says Jerry, "especially different vehicles, it's actually a cool job. I've delivered a Maserati to Long Island, taken a Ferrari across the state, taken a 492 HP Grand Cherokee to the hills of VT, and delivered a dump truck! My favorite is the Alfa Romeo Giulia." He told me that the scheduling part reminds him of trying to schedule carriers in Worcester thirty years ago.



Jerry beside his favorite car to drive (unfortunately it's not his): Alfa Romeo Giulia

Jerry has no intentions of becoming a model for an Easy Boy Recliner. "There's too many opportunities to stay active, have fun, and interact with people out there. That was the greatest part about my Postal career, and I still get to enjoy that aspect of the job!"



How Deep Is The Mud?

They say a picture is worth a thousand words. Take a look at the picture. Was your first thought, "Isn't that the truth"? I believe both professionally and personally we constantly face challenges that define us. In previous articles I have touched upon perspective, tolerance, management styles, pressures, and self-development. I would like to ground those thoughts with this picture and a personal example.

I recently became a volunteer attorney assisting at Housing Court. My first session several days ago affected me on many levels. I assisted with preventing three families with children from becoming homeless with the extreme cold. When you feel down about yourself, feel like you can't catch a break if it fell in your lap, wonder how you are going to get through something, or any other feeling that hinders you from a positive attitude, I believe you would have an immediate different outlook if you simply looked around you. Depending where you looked, I believe within a short time you would embrace your own problems or challenges, discover a new outlook, feel better about yourself, and restore the "can do" attitude within yourself.

Relating the picture and my example to our own work place. We all face obstacles, challenges, and decisions. Although the situation faced may be common, depending

on the office or individual it may have a varied level of affect. There is no need to reinvent the wheel as each office tries to figure out the best practice. The key to your success is your ability to communicate. Network with your

colleagues. With training now online and out of the classroom, it has reduced the opportunity to network. Aside from a couple of POOM meetings how often have you networked? Do you even know your neighbors? I have discussed this with many others and a common feeling is that the field has disconnected especially with new supervisors or reassignments to different areas. I caution you not to isolate yourself. UPMA is a great resource. Attend your local chapter meetings. Get involved. Talk with your neighboring office. Establish your support mechanism. Everyone will benefit.

Second request. Active members and retirees in 014, 015,

016, and 017 please send me your private email address so messages of recent information may be sent to you quickly outside of the Postal email. Your address remains private and not visible to other members. Thank you to those that have already.

Ray White
Regional VP 017
raywhiteupma@aol.com



Greetings Fellow Postmasters

PEAK is over! Some of us survived much better than others. Those of us that had a difficult season may have seen our staffing drop unexpectedly, our vehicles suddenly break down more frequently than usual or seen our parcels jump 15-40% over last year! No matter how you did it, you survived. And for that, you deserve a huge thank you from above but more importantly, the hearty thanks of our customers. So if you haven't heard it by now, I want to thank each of you for all the long hours and extra effort this season. You truly made it a happy holiday season for our customers.

Now, I usually use this space to post a rambling message about whatever is on my mind at the moment. This time however, I would like to do something different. I am announcing my candidacy for the office of State President of our great organization.

My name is David Branga and I am the Postmaster of Tewksbury Massachusetts. I have been a NAPUS/UPMA member since 2008, when I first became an OIC. Prior to that, I was a member of NAPS.

I began my career as a mailhandler in 1993 in the Middlesex-Essex P & D Center. It didn't take long for me to realize I wanted to do more for the company than load mail onto a truck at 3am. I had spent six years in the United States Air Force as a Security Police Officer and was used to leading people and having some level of responsibility and believed I could do the same for the USPS. I felt I had something to offer. I asked for more and I got it. I was given the opportunity at the plant to be a 204B on Tour 1, then became a Supervisor for Tour 3. After some time, I became the A/MDO for Tour 3. When an opening occurred, I was

asked to be the A/MDO on Tour 2. I was lucky enough to learn and run every operation at the plant. After spending 11 years there, I made a move to a Post Office. I became a Supervisor in Dracut. I had no idea what DOIS was or a 3996. It was like learning to walk all over again. Eventually, I got my delivery legs under me. My Postmaster, the Honorable Mike Quinn, saw something in me and pushed me to become an OIC. For that I will be eternally grateful. It has been an eye opening experience! Out of the frying pan and into the fire. That's the best way I can describe the move up the ladder. One of the first things I did as OIC was join NAPUS. Immediately I saw the camaraderie between everyone and how important the organization would be in helping me learn and grow.

I became the PAC Chair some years ago as an entry level way to get more involved. I was then asked to be the 018-019 President. I have done that for several years now and as I have been promoted to higher level Postmaster positions, I have also become more involved in UPMA. I've been on several committees for UPMA, been involved in the last several management organization meetings, and I find that more and more Postmasters are reaching out to me for information. As a current member of the Executive Board, I am able to offer my thoughts and opinions on matters affecting each us. But I want to do more for you and UPMA.

This decision to run for President didn't come lightly. I had several current and former Postmasters, who I have the utmost respect for, approach me and "feel me out" about running for President. I was surprised and flattered. The position comes with a host of responsibilities to the organization and to each one of you. If elected, I would

be beholden to represent each of you and responsible for making sure we continue to be the best UPMA State Chapter possible. Being President means putting the members needs first and continuing to educate and inform our membership.

Massachusetts has always been a leader in membership. But membership is just a representation of people. Anyone can join an organization. One of the things I want to work on if elected is participation. I have gone to local meetings and found the attendance to be lacking considering how many members are in each chapter. Oftentimes, it is the same few people that show up to meetings. And while grateful that they are there, I always ask myself "Where is everybody else?" We have too many talented people out there that just aren't attending our local meetings. The USPS is in such a state of change that the local meeting is frequently where we get additional information or get to ask questions of each other in a friendly setting. I would like to see this year be the year of participation. Bring a member to the local meeting. Reach out to your neighboring office and invite them to come along.

In closing, I am asking for your vote at the state convention to be your next President of the Massachusetts Chapter of United Postmasters and Managers of America. I will be visiting local meetings over the next few months to introduce myself and answer any questions I can. Thank you for your consideration.

Sincerely,
David Branga
018-019 Regional Vice President

Central Happenings

An 015-017 UPMA meeting was held on Friday, March 15th at the CMPD&C. 26 members were in attendance. Many thanks to our guest speakers Dave Branga , Linda & Damon Nix & the members in attendance.

Members chimed in on concerns about F4's, RCA freeze, as well as where & how level 18 Postmasters' 15 hours of bargaining unit work hours are being allocated. 015 RVP & Secretary/Treasurer positions are up for nominations & election this year. All members are encouraged to attend the State Convention to educate, vote & enjoy socializing with UPMA members.

Many thanks to our own Rich Hui for always going the extra mile for the members. Thank you to Deanna White for stepping up to the many challenges in representing the Greater Boston District. Also, CONGRATS & welcome Josh Balcunas as our POOM 6.

Many thanks to those that called upon me for advice, information or as a supportive ear. I continue to educate myself as well as our members with knowledge to strengthen not just our Postmasters' positions but building & strengthening our Network....

~Shalom

Wanda Poteat, 015 RVP



Whose Job is it Really...



Hello to all,

Don't worry spring is on the way...

Whose job is it really? What I'm referring to is the micromanaging that has continued to go on in most of our offices.

Are you a Postmaster or are you just the filling in the donut? Why must every decision you make need an email or call to upper management or does it really? The last time we checked upper managements name wasn't on the Postmaster Certificate we received from them. You know, the one that authorizes and empowers us to run our offices. When did this change? Why can't we all effectively run our own offices, with the supervision of our upper manager, not with the instructions of them running it for us.

Hmmm..... I wonder if I need an extra clerk or carrier tomorrow. But wait!! I better call or e-mail my upper manager to get that answer. I don't want to

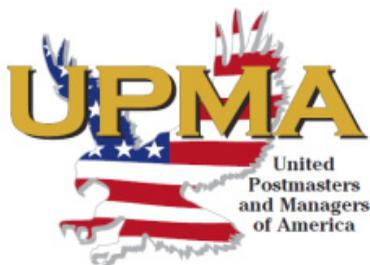
go outside the new norm of getting authorization or empowerment from them to run my office.

Don't get me wrong, on the bright side, if and when something goes array, I'm sure you will have the full support or authorization and empowerment to meet them in their office for you to be told you didn't make a sound decision as the Postmaster. What!!....

Let's see where spring takes us. Hey we already moved an hour forward, at least the clock is going in the right direction. Hopefully we will follow.

Our UPMA support system is only as good as the support given.

Respectfully,
Adrian E. Joia
Cape Cod & Islands Chapter RVP



Where do you belong?

Every now and then we get stuck in a rut, we feel trapped, and we feel like we don't belong. Whether it is growing up and not fitting in or being put in a position that you do not feel that you can be successful in. No matter how you approach the problems, these feelings can be overwhelming and make you feel insecure. You are not alone because I am sure we have all felt that there is no way out of a job or situation we get ourselves stuck in. As Postmasters and Managers, we deal with a lot from the bottom to the top all coming at you. It can be so overwhelming. What comes first? What is the priority? Your priority should always be you. Don't be fooled by temptation and escapism. Just a bit of advice, don't settle for less, don't try to convince yourself you are happy when you truly are not. Be you, don't lose yourself in your job, it can damage more than just your marriage. Don't chase something big for the wrong reasons and do what is right for your life and your family. We only live once, some of us strive for perfection and some of us have a difficult time getting out of bed and reporting for work. Some of us are perfectly happy. "Life is what happens when you are busy making other plans..." That quote has always floated my boat since it was said at my high school graduation. Don't settle for less.

Ryan DiEoreo,
Postmaster of Southborough



Investigative Interview?

Postmasters, Managers, Supervisors, and other EAS Members

What you need to do for an OIG visit or a POOM investigation interview

ASK

“Am I the subject of the investigation?”

“Can this interview lead to discipline?”

At that point call your representative

Three types of scenarios that Managers CAN get into a sticky situation:

“FAILURE TO FOLLOW INSTRUCTIONS!”

1) Boss: “I am telling/ asking you to notify me for any pre-overtime and any NSD OT prior to its use for approval.” The manager gets busy and schedules a NSD in for OT and forgets to get prior approval from the boss and is then scheduled for a PDI.

“PDI FOR TAC’s MANIPULATION”

2) TAC’s: Carrier doesn’t make a move to the street and the manager doesn’t want to end up on the poor % to standard list from OPS. The manager inputs the move to the street prior to leaving for the day. OIG gets involved. What a mess this can become. Remember these numbers: PS Forms 1260, 3971, and 3189 anytime you make a change.

“MISAPPROPRIATION OF POSTAL FUNDS”

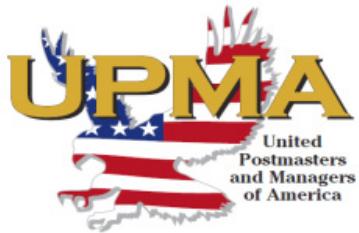
3) You are issued a Postal Service credit card for postal travel. You are also issued a Voyager Z card for your fleet of vehicles. The credit cards are not for your personal use. Familiarize yourself with the guidelines as intended by the Postal Service.

“DESCRIPTION OF A MANAGER”

The Manager is responsible for overseeing and leading the work of a group of people in many instances. The Manager is also responsible for planning and maintaining work systems, procedures, and policies that enable and encourage the optimum performance of its people and other resources within a business unit. Remember you are a Manager.

Respectfully,

Linda Nix
Chapter Member Rep



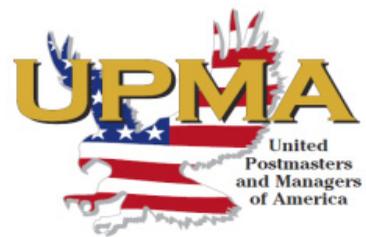
MY TOWN

Adrian Joia Supervisor, Falmouth MA 02540



MY TOWN

Linda Nix Postmaster, Wareham MA 0257



Kaleb's Big Day

Kaleb is a very outgoing and personable boy who unfortunately has some disabilities. The highlight of his day is when his friend Henri comes and delivers the mail to his house. These two have a very special bond as do all of us with Kaleb. We have some of his artwork on our walls and mostly everyone in the office knows him from when they have delivered to his house over the years. His parents have been contacting me about letting Kaleb come in for a visit so he can see his friend Henri casing his route. I emailed John Fitzpatrick to see if there was anything he could do to make this visit a special one. John and Anna really came through on two days' notice to help me put this together. The event took place on 3/9/19 at the East Falmouth Post Office. Me and Postmaster Jonathan Graves hosted the event and officially swore him in as an honorary letter carrier and also recognized him for helping his friend Henri get through the day. Kaleb became very overwhelmed during the swearing in and started crying but there was Henri crouching down to his level to calm him down. There wasn't a dry eye in the house during the ceremony. Henri has especially gone above and beyond no matter how busy he is he always stops by when he sees Kaleb and gets a hug and a fist bump.

Thanks,

Kyle Bouchard
Supervisor Customer Service
East Falmouth Post Office





Mohegan Sun Connecticut



3rd UPMA National Convention

July 27-Aug. 2, 2019

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: First Name (for your badge): _____

Postmaster

Supervisor Post Office You Represent City: _____ State: _____

Manager Your Mailing Address: _____

OIC

Associate City: _____ State: _____ ZIP+4 _____

UPMA Retired

Spouse Cell Phone: _____

Guest E-mail: _____

**First-Timer/
UPMA Retired
First-Timer?**
 Yes No

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

Please circle the appropriate fee:

	3/1/19- 6/15/19	After 6/15/19
Postmaster/Manager/Supervisor/ OIC/Associate	\$240	\$265
UPMA Retired or Guest* <i>(PM Retired Luncheon included)</i>	\$205	\$223.75
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$180	198.75

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

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

Grand Banquet: Aug. 1, 2019

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)

Signature: _____

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

Questions? Call 703-683-9027

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 1, 2018. 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 May 15, 2019.** 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 1, 2019, or all rooms in the block are sold, whichever comes first.

Mohegan Sun

1-866-708-1340
\$139—single/double/triple/quad

Be sure to request the UPMA19 group rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by May 1, 2019; no refunds after that date. All refunds are subject to a \$25 handling fee.

Registrations are non-transferable.



Damon Nix Chapter Editor

BayState Editor

Greetings UPMA Members,

Wow how fast does the time go. Time for another BayStater! I hope you enjoy

this issue. I tried to fill it with a lot of info and a lot of YOU! I had 4 for the “where are they now” feature. Please send me your pics and what you are up to stories, so I can add you to the next one. Also I added the “My Town” pictures. Please send me a picture of you in front of your Post Office. Maybe you can be in the next BayStater. I will be trying to get around to offices this spring and summer to get pictures. Send pictures and stories to dnixupma@gmail.com.

We had a great group head to Washington DC for the Legislative Summit. It’s good to see so many congressional reps on the side of the Post Office. Please think of coming next year. We had some fun when we had some down time.

I’ll have those pictures at the state convention. Why don’t you plan to come so you can see them?

Also please consider coming to the National Convention this year. It is in our back yard at Mohegan Sun Casino. Perfect time to experience the fun and excitement of the National Convention.

Thank you once again for the honor of being your Editor. I am still learning and hope to continue to improve. I am setting my sights on the webpage!

WEBSITE- maunitedpma.org
FACEBOOK- MA Chapter UPMA

Look forward till next we meet!
Damon Nix
Chapter Editor

MARK YOUR CALENDAR

3rd Annual UPMA MA State Convention

May 29 - 31, 2019

Red Jacket Resort

1 South Shore Drive

South Yarmouth, MA

3rd UPMA National Convention

Uncasville, Connecticut
July 27th - August 2nd, 2019

Mohegan Sun
1 Mohegan Sun Blvd.
Uncasville, CT 06382
1-866-708-1340

UPMA 2020 Legislative Summit

Arlington, Virginia
February 23 - 26, 2020

Renaissance Arlington
Capital View Hotel

4th UPMA National Convention

St. Louis Missouri
August 1 - 7, 2020

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

2019 UPMA National

Candidates are listed alphabetically in their respective areas.

Anthony Leonardi

East Area National Vice President Candidate

It is with a strong desire to continue to serve this great organization that I announce my candidacy for UPMA East Area national vice president.

From the start of my postal management career, our organization has been a top priority in my life. Since joining in 2002, I have not missed any chapter or national convention. I served the Connecticut Chapter as membership chair, member representative, secretary-treasurer and president. I currently serve as president of the Florida Chapter.

At the national level, I was appointed National Membership chair and Adverse Action counselor. I was elected to serve on the National Executive Board as a national vice president and NAPUS national president. Most recently, I served as UPMA national co-president.

Times like these demand that we have experienced, dedicated members serving on the UPMA Executive Board. Our board's work is much more involved than many members realize. UPMA's Executive Board sets policies that will shape the organization's direction; monitors and protects its hard-earned, highly valuable assets; and, most importantly, safeguards the jobs of the members we have pledged to serve.

I have the experience and the skills—as well as a good rapport and working relationship with many top USPS leaders—that make me the candidate most experienced and prepared to represent our members and ensure they all get the fairness and protection they deserve.

Because I have gained a thorough understanding of every aspect of our organization at both the chapter and national levels, I bring an



unparalleled level of knowledge and readiness to the race for this national vice president position on the Executive Board.

We are facing major challenges in our organization; I know I can help solve them. I'll work hard to ensure our continued financial viability and I will represent our members in the manner they deserve to be represented.

When deciding who you will support for East Area national vice president, please ask yourself: Who has the dedication, the experience and the proven record to get problems resolved and keep us moving in a positive direction?

I look forward to discussing the issues and gaining your trust and support. Feel free to contact me by phone, 203-376-9197; or email, tonyupmafl@gmail.com.

Mike Quinn

East Area National Vice President Candidate

I am Mike Quinn, Postmaster, of Tilton, NH. I have successfully served on both the state and national organizational levels. I am proud of my career as a Postmaster in EAS-18, -20 and -21 levels. My family is my priority, but I also have the time and interest to serve UPMA. For that reason, I am announcing my candidacy for East Area national vice president.



I applaud our new members who are getting involved and stepping up to be the future of this great organization. While I have no current intentions of seeking future positions, I do have the historical knowledge, skills and abilities that can be of benefit as we continue to grow into one seamless membership. Having served previously as national secretary-treasurer, I am very familiar

Candidates



with the business side of the operation.

I have interacted with USPS Headquarters, areas and districts; there will be no “learning curve” necessary for me to contribute. I would enjoy serving as a mentor to new board members as they become tomorrow’s leaders. I have no political agenda, so I can look at every issue only for what is best for UPMA members. I also have the benefit of knowing what has and has not worked in similar issues faced in the past.

I am not intimidated. I listen to everyone’s ideas, but I handle every interaction with dignity and respect. Above all, I am ready, willing and able to serve, but I need your vote and support to accomplish this goal.

Currently, we have myriad issues facing our organization, including much-needed congressional legislation, a working partnership with the Postal Service and necessary training for our members. I bring to the board experience, knowledge, leadership and a passion to see our organization succeed in these endeavors. This same passion has been shared by past leaders to produce a premier professional organization.

I believe it is my responsibility to continue that tradition of excellence and give back to our members the benefits and opportunities that have been passed to us. Together, we can accomplish anything. Contact me at 978-866-5011 or miketamiquinn@msn.com.

Sherwin Taylor

East Area National Vice President Candidate

In the South, we think an old barn looks better with a fresh coat of paint! Anytime you brighten up or change things, you draw a lot of attention to them. The colors we use send a message.

When I was canvassing for campaign slogans, someone suggested the name association with Sherwin-Williams, the paint company. What really

grabbed me was its graphic of the paint brush in red. Red is for passion and that’s definitely me!

We can influence what others think by things as subtle as the colors we choose. You probably heard a version of this in the “Dress for Success” classes. Let’s take it a step further and think about the messages we send personally and professionally as we represent our organization in membership recruitment. Do our colors and other subliminal messages sell something someone wants to buy?

My generation is looking for an association with high achievers, a social aspect in groups and a common thread. We tweet, Instagram, facetime and text. We prefer a speakeasy time of networking opportunity over a formal dance. These are just a few of the ideas that a new voice can bring to the table.

I am a Level-20 Postmaster who is very passionate about Postmasters and Managers with the day-to-day issues that we face. I have served as UPMA’s Tennessee Chapter secretary-treasurer; I currently am the Tennessee Chapter president.

I think Socrates pinned it right in saying: “The secret of change is to focus all of your energy not on fighting the old, but on building the new.”

While I may not have the previous national Executive Board experience as some of the other candidates, I have the passion and energy it takes for this position. The board comprises 12 vice presidents, a secretary-treasurer and a president with over 20 years of experience from whom I can learn.

I will be the new voice that attracts potential members. So, paint me red, but remember, the last name at voting time is Taylor!

My email is jclaybriarpatch@yahoo.com; cell, 423-426-6951.



Baystater Editor
111 Arthur St
Buzzards Bay MA 02532

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President

Postmaster
Jeremy Pilone
Office: 508-896-5201
Cell: 561-267-7779
jeremypilone@gmail.com



Executive VP

Postmaster
Deanna White
Office: 978-251-3146
Cell: 617-224-2053
deadea01@icloud.com



Secretary Treasurer

Postmaster
Joshua Richard
Cell: 978-360-3721
Joshuarichard45@yahoo.com



President Retired

Retired Postmaster
Lorna Edie
Home: 978-667-5625
Cell: 978-905-9621
Lornasan@aol.com



Editor

Postmaster
Damon Nix
Cell: 508-525-9341
Dnixupma@gmail.com

Chapter Member Rep

PM Linda Nix
Work: 508-291-8701
Cell: 508-431-6609

Legislative/PAC Chair

PM Joe Torcia
Palmer, MA
Work: 413-283-8211
Cell: 413-262-0556

Parliamentarian

010 Regional VP

012 Regional VP

PM Joan Bates
North Adams, MA
Office: 413-458-3707

013 Regional VP

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Orange, MA
Office: 978-544-6595

National VP East

PM Rich Hui
Leominster, MA
Office: 978-537-8030
Cell: 978-549-3360

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PM Martha Casey
Lancaster, MA
Office: 978-365-4923

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PM Wanda Poteat
Jefferson, MA
Office:
Cell: 336-681-1594

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PM Ray White
Concord, MA
Office: 978-369-7613

Sergeant at Arms

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PM David Branga
Tewksbury, MA
Office: 978-851-6390
Cell: 781-439-1465

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PM Tom Driscoll
Randolph, MA
Office: 508-944-0068

025 - 026 Regional VP

SCS Adrian Joia
Falmouth, MA
508-548-3885

027 Regional VP

A/RVP Linda Nix
Wareham, MA
508-431-6609