

# The BayStater

Jan/Feb 2020





Dave Branga State President

## Leading The Way in 2020

Well, it's over. We've all survived PEAK yet again. Our customers are thankful for your efforts in getting all the late mail and missent mail home to them in time for the holidays. They will never know the stress, worry and number of hours you put in to make it happen. Working for the USPS during PEAK is like a magic trick. You never know how it works; all you know is that the impossible just happened right before your eyes. So to all of you that are still standing, I say thank you on behalf of our customers and myself. I am always amazed at the amazing lengths you will go to make PEAK a success for our customers.

A simple definition of leadership is the art of motivating a group of people to act towards achieving a common goal. ... He or she is the person in the group that possesses the combination of personality and leadership skills that makes others want to follow his or her direction. Are you a leader? Do people look to you for direction and information? By virtue of our positions, we are looked upon as the leaders of this organization. We are the ones who implement and explain policies and procedures to our employees. It shouldn't matter if we agree with the policies or not. In our positions, we are responsible for carrying out the wants and needs of our company. We shouldn't be ignoring policies and procedure or instructions from our bosses just because we disagree with them. Our employees should never have an idea that we disagree or don't like something. It is our responsibility to carry out directions without bias. The words we say should carry the weight of the PMG. When you tell employees about a new policy or program, our instructions represent the USPS, not our personal feelings. This might be an odd topic for an article, but I bring this up because I have seen some of our members failing in this regard and getting in trouble. Some think the policy doesn't apply to them or only

applies when it is convenient. Or worse, they give instructions to their employees and then say how they disagree with the instructions. Understand this – Our job as Postmasters and supervisors is to implement policy and procedures. Certainly if you disagree with something, you have every right to contact your boss and discuss it with them. As leaders, that's what we should do. But our employees should never know that you don't back a policy or procedure. Every time we do that, it weakens our position for the next instruction we give and eventually our employees won't listen to a thing we say. Remember, we all wanted to be in a position of leadership and were chosen based on our abilities to lead. The Postal Service is in a great state of change right now with declining volumes, fluctuating mail flow and national level leadership changes. It is more important than ever that we be the leaders of our company and take it in the right direction. I'd like to give a big thank you to our most recent member of the retirees club –Rich Hui! Rich has been extremely active as a member of NAPUS/UPMA for many years holding numerous positions from State President up to Eastern Area Vice President. He has helped so many of us from simple advice to preventing members from losing their careers with the USPS. So thank you Rich for all your hard work. Time to relax and keep your lovely bride happy!

Sincerely,

Dave Branga

Deanna White Executive VP



# Membership Matters

## Happy New Year

Another year of “Our Season” success has passed. I hope everyone survived and more importantly made time to have a joyous and laughter filled holiday season with friends and family. After all, that is what the season is all about. I wish you a Happy New Year with the hope that you will have many blessings in the year to come.

This year the UPMA National Executive Board approved a new membership offer for EAS. The details are below and online at [www.unitedpma.org/membership/current-membership-offers](http://www.unitedpma.org/membership/current-membership-offers).

### **2020 Membership Offer**

The UPMA National Executive Board approved New EAS members joining UPMA on or after 1/1/2020 will receive a rebate of their first 6 months dues once they reach their one year anniversary with UPMA. The six months dues rebate incentive is being offered for new EAS (active) membership. Join on-line at [www.unitedpma.org/membership/join](http://www.unitedpma.org/membership/join) or by completing Form 1187 and mailing it to the UPMA National Office.

Please remember I am always available to help enroll new members. Just give me a call and I’ll take care of the rest. Happy recruiting!

As always, stay active, stay positive and attend your local meetings!

Happy New Year,  
Deanna

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





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

**\$ Membership Initiative \$**

Date: \_\_\_\_\_

Mail or email voucher to Deanna White:  
38 Whipple Rd, Tewksbury MA 01876  
DEADEA01@ICLOUD.COM

\$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

<b>NEW MEMBER NAME</b>	<b>OFFICE</b>

**TOTAL: \$ \_\_\_\_\_**

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Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Title \_\_\_\_\_

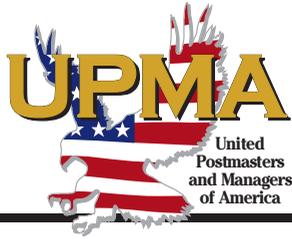
Mailing Address \_\_\_\_\_

\_\_\_\_\_

Approved by: \_\_\_\_\_

Sec/Treasurer MA Chapter UPMA

Check #: \_\_\_\_\_



# 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](http://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 filing 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**



Joshua Richard Secretary/Treasurer

## UPMA UPCOMING EVENTS

*By Joshua Richard*

**LEGISLATIVE SUMMIT:** The national office of UPMA is sponsoring the Legislative Summit February 23, 24, 25 and 26th, in Washington DC. Members of MA UPMA will fly into Washington DC on Sunday, February 23rd. There will be a New England Council Meeting on Sunday evening and a dinner at a local restaurant hosted by the MA E-Board for all MA members on Monday. There will be all day legislative training on Monday, February 23 at the Residence Inn. On Tuesday, Feb 25th, MA members will visit their members of Congress and the Senate to discuss pertinent issues. This year there will be a reception at the Library of Congress on Tuesday night that we will be inviting members of Congress and Senate to. The registration form is available in this issue of The Baystater, on the national website at [www.unitedpma.org](http://www.unitedpma.org), and on the state website at [www.maunitedpma.org](http://www.maunitedpma.org). The MA Chapter of UPMA has a legislative fund to be used solely to help offset, if not completely cover, eligible expenses for members to attend and fully participate in the training and the visits to Capitol Hill. The payouts are determined by how many members attend the event, the cost of eligible expenses, and the state's fiscal policy, which is published in this issue of The Baystater and on the MA website.

The initial hotel block has been sold out please contact Gerri Swarm at [Gswarm@unitedpma.org](mailto:Gswarm@unitedpma.org) for hotel information. Last year all attendees received 100% reimbursement up to eligible expenses for registration, transportation and shared hotel rooms. As information, the fiscal policy states that "Room charges will not exceed one half (½) of the hotel selected by either the national office or the state executive board" so room sharing is encouraged.

Complimentary shuttle may provided to and from the airport and to and from the Metro. Many restaurants and retail shops are within easy walking distance of the hotel. If you have never attended a legislative event, this is your chance to make a difference. Recent and ongoing activities of Washington could have profound and long lasting effects on the Postal Service, the employees and the retirees. Only 3 days of annual leave are needed to attend this worthwhile event. Washington DC is an exciting place. Don't miss this opportunity to meet with our congressional and senate representatives from Massachusetts to discuss postal issues that are important to all UPMA members.

If you want more information regarding this event please contact Joshua Richard at 978-360-3721 or via email at [joshuarichard@yahoo.com](mailto:joshuarichard@yahoo.com) or Robin Driscoll, Postmaster of Deerfield MA and the MA Legislative Chair.

## Registration Form

# UPMA 2020 Legislative Summit

Feb. 23-26

Renaissance Arlington Capital View Hotel

You also may register online at [www.unitedpma.org](http://www.unitedpma.org)



**Please note: one attendee per registration form.**

Name (as it should appear on your badge): \_\_\_\_\_

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Title (please check one that applies):  Postmaster  UPMA Retired  Associate Member  Guest

Supervisor  Manager  EAS Professional  PMR

Post Office You Represent: City \_\_\_\_\_ State \_\_\_\_\_

Name of your congressman or congresswoman (not senator): \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Daytime phone: \_\_\_\_\_

Email: \_\_\_\_\_

<b>Registration Fee:</b> (please circle fee that applies)	Registration
On or before Jan. 15, 2020	\$30
After Jan. 15, 2020	\$50

### Hotel Information

The UPMA National Office will reserve three rooms per UPMA chapter for the Legislative Summit at the Renaissance Arlington Capital View Hotel, 2800 South Potomac Ave., Arlington, VA 22202; 703-413-1300. The room rate of \$169 will be honored until Jan. 15, 2020, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After Jan. 15, all first-night room deposits will be non-refundable. You may hold all three rooms in one name or individually.

Call Gerri Swarm, 703-683-9027, by Dec. 1 with the name(s) and credit card information to hold the rooms. After Dec. 1, all remaining rooms will be available to any UPMA member who would like to attend.

**Payment** (Payment in full, using one of the following payment options, must accompany this form; payment is non-refundable):

Check payable to UPMA

Visa/MasterCard *only*

Card Number \_\_\_\_\_

Expiration Date \_\_\_\_/\_\_\_\_ Card Security Code \_\_\_\_\_

Signature \_\_\_\_\_

Please mail completed forms, with payment in full, to:

**UPMA Legislative Summit Registration**  
8 Herbert St.  
Alexandria, VA 22305-2600

## 2020 UPMA LEGISLATIVE SUMMIT

FEBRUARY 23-25, 2020

**TIMES ARE SUBJECT TO CHANGE**

### **FEBRUARY 23, 2020**

2:00 – 5:00 p.m.

Registration pick up

*No on-site registration, please register in advance online*

7:30 p.m.

UPMA By-Laws Meeting

Potomac Ballroom, Residence Inn

### **FEBRUARY 24, 2020**

8:00 a.m.

General Legislative Session

Potomac Ballroom, Residence Inn

12:00 – 1:30 p.m.

Lunch on your own

1:30 – 5:00 p.m.

General Legislative Session

Potomac Ballroom, Residence Inn

### **FEBRUARY 25, 2020**

8:00 a.m. – 4:00 p.m.

UPMA Visits on Capitol Hill

4:30 – 6:00 p.m.

UPMA Congressional Reception

Montpelier Room, Library of Congress,

Madison Building

# 2020 MA UPMA STATE CONVENTION

By Joshua Richard

It is time to mark your calendar and register for the 4th annual MA UPMA State Convention to be held at the John Carver Inn in Plymouth beginning at noon on Wednesday, May 20, 2020 and ending late morning on Friday May 22, 2020.

Early registration for all members will be set at \$49 if postmarked by May 1, 2020. These registrations will be refunded at the conclusion of the State Convention to members that fully participated in convention activities. Full registration after May 1, 2020 will be \$99, with no reimbursement. Partial registration will be set by meal selection(s). There will be a \$20 daily business session fee without meal. Full non-member registration will be set at \$150 or partial registration will be set by meal selection(s).

Your Board also voted for free registration for all EAS members who are attending a state convention as a First Timer and registers by May 1, 2020. If the First Timer includes a member's name as a sponsor on his/her registration form and they both attend the state convention, the sponsoring member will be reimbursed for their registration at the conclusion of the state convention. Again, both members must attend the convention to be eligible.

Partial registration for members is a daily fee of \$20 for business and/or training sessions only. Members who plan to attend partially and attend specific meals should pay the individual meal costs outlined on the registration form, instead of the \$20. This registration fee, as well as the full registration fee, helps to offset convention expenses for everyone.

Don't miss the chance to save some money! Plan ahead and take advantage of the Early Bird Special. Look for the registration form in this issue of The Baystater and on the website [www.maunitedpma.org](http://www.maunitedpma.org). Send it in now before you set this magazine aside and forget.

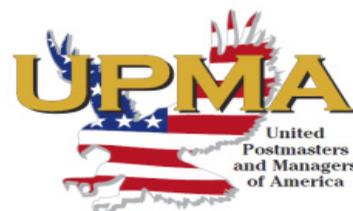
We will be holding state elections for the positions of Secretary/Treasurer and Editor. See detailed information in my article about elections.

For the 4th year, **CASH** prizes will be given away at every event starting with the Wednesday luncheon, each of the training sessions, and the Wednesday night activities. More **CASH** prizes will be given away Thursday during the general business session and the banquet. The final **CASH** prizes will be drawn during the general business session on Friday. You can win more than once during the convention, but only once at each event. The catch: **YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.**

The room rates at the John Carver Inn are \$129 per night for up to 2 people. The John Carver Inn is in the heart of downtown Plymouth. The phone number is 1-508-746-7100. The cut-off for this room rate will be in April 20, 2020.

Registration will begin Wednesday at 8:00 AM, followed by an E-Board meeting at 10:00 AM, and then a luncheon for everyone at 12:00 PM. There may be a speaker or a panel and as required by the bylaws, there will be a review of any proposed bylaw changes. In the afternoon, 2 training sessions will be conducted back to back, so that anyone who wants to attend both will be able to. The subject matters have yet to be determined. Keep a look out for the tentative agenda on the MA website as more information becomes available. The First Timers' Committee is gearing up to ensure that all EAS members new to the convention navigate the convention with ease and have a great time. I have yet to find a first timer that has not thoroughly enjoyed themselves and made many new friends.

The perfect place to renew and begin friendships is at the Wednesday luncheon. Our ever important scholarship auction will be held Wednesday evening. The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring a new item to the auction on Wednesday. Also, please encourage other members who cannot attend the convention to donate an item for the auction and volunteer to bring it with you or find someone who is going so they can bring it.



On Thursday, the general business session will begin with the memorial service, the President's remarks, voting on any proposed bylaws changes, officer reports and elections. There will be some much needed free time for everyone in the afternoon before the banquet. Play golf, go fishing, go shopping, go out to lunch, or just relax with some old and new friends. The John Carver Inn is walking distance to downtown Plymouth. I am sure that you will all find something that peaks your interest. The UPMA Leader of the Year Award will be presented at the banquet and we will invite the scholarship winners and their parents to attend the banquet for a presentation. Newly elected officers will be sworn in at the convention.

The Friday business session will include a continental breakfast, a guest speaker to be determined, and any unfinished business if needed. We should be able to close the convention late morning allowing everyone an early start home or back to their office, or a day to enjoy on the Cape. Hopefully many of you will be leaving with \$\$\$\$\$ in your pockets.

Don't forget to put an ad in the Convention Program Booklet and ask your family and friends to purchase one too. This is another fundraising effort to support the MA Scholarship Program. Submit a business card, a picture of your kids or grandkids, 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 to me and I'll take care of it for you.

There is so much that your MA UPMA State Convention has to offer and I have only touched on some. Make the commitment and put May 20-22nd on your calendar and register early to save money. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

**REMEMBER: THE AUCTION WILL BE WEDNESDAY NIGHT SO BRING A NEW ITEM WITH YOU. ENCOURAGE OTHER MEMBERS WHO CANNOT COME TO DONATE AN ITEM THAT YOU CAN BRING FOR THEM.**

**\$\$\$\$\$ MONEY \$\$\$\$\$ MONEY \$\$\$\$\$**



**Convention Registration Form**  
**4th ANNUAL MA UPMA CONVENTION**  
**MAY 20-22, 2020**

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, 2020.

\_\_\_\_\_ **\$49.00 ALL MEMBERS - Must be postmarked no later than May 1, 2020. These registrations will be refunded at the conclusion of the state convention to members that fully participated in convention activities.**

\_\_\_\_\_ **\$99.00 ALL MEMBERS** postmarked after May 1, 2020 and Walk-in Registrations. No reimbursement will be issued for these 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 Dinner \_\_\_\_\_ \$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 Dinner \_\_\_\_\_ \$65.00 Thurs Banquet \_\_\_\_\_ \$20.00 Fri Breakfast \_\_\_\_\_

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**HOTEL INFORMATION:** John Carver Inn, 25 Summer St. Plymouth, MA 02360 1-508-746-7100

**Reservation cut-off April 20, 2020. Group: MA UPMA**

- Rooms \$129.00 per room/per night, plus taxes (double occupancy). Any additional guest have an additional charge of \$20.00 plus taxes per person per night.
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 7-day cancellation policy for individual room cancellations check-in. Guest deposits will be forfeited in the event of "no shows" and cancellations within 7 days of scheduled arrival.

\*\*\*\*\*  
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 21, 2020 – PLEASE BRING A QUALITY ITEM



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

Full Name: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Telephone: \_\_\_\_\_ Email Address: \_\_\_\_\_

Name of Member: \_\_\_\_\_ Relationship: \_\_\_\_\_

Title & PO Office of Member: \_\_\_\_\_

Address of Member: \_\_\_\_\_ City/State: \_\_\_\_\_ Zip: \_\_\_\_\_

***LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED***

Name of School	Location	Dates Attended
Have you applied to college? Yes No	Are you currently enrolled in College? Yes No	
When do you expect to graduate?	Expected college major:	

***CHOICES OF COLLEGES***

1<sup>ST</sup> Choice:

2<sup>nd</sup> Choice:

3<sup>rd</sup> Choice:

***REQUIRED INFORMATION***

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

4) Please list other scholarships you have already received:

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

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

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

**Submit completed application with attachments to:**

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

Must be postmarked no later than April 1, 2020

**Certification**

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

Applicant's signature:

Date:

**THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT**

Grade Point Average:

SAT/ACT Score:

Class Rank:                      out of                      (Total seniors)

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

Signature of Guidance Counselor:

Date:

# Nomination Form

## UPMA Leader of the Year for 2019

This first **UPMA Leader of the Year Award** will be awarded at the 2020 UPMA State Convention. This award can be conferred upon any member of MA UPMA. The MA Executive Board encourages all members to take the time to nominate someone. There are many individuals who are deserving of this award. Neither the nominator nor the nominee is required to attend the convention. The only two requirements for nomination are:

1. Nominee must have been an active member of MA UPMA during 2019
2. Nominee must have been in good standing in the Chapter

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

### **I nominate as 2019 Leader of the Year:**

Nominee's Name: \_\_\_\_\_

Nominee's Title: \_\_\_\_\_

Nominee's Office & Zip: \_\_\_\_\_

Your Name: \_\_\_\_\_

Your Title: \_\_\_\_\_

Your Phone and email: \_\_\_\_\_

Your Office: \_\_\_\_\_

Your Signature: \_\_\_\_\_

**Nominations must be received no later than May 1, 2020**

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

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

or

[msfrypan@gmail.com](mailto:msfrypan@gmail.com)

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

**VOTE**

**VOTE**

**VOTE**

**VOTE**

## **ELECTIONS AT THE 2020 STATE CONVENTION**

*By Joshua Richard*

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

All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by the President or Secretary/Treasurer. Any member of this Chapter, in good standing, may nominate a candidate from the floor for any elective office as long as the candidate is in attendance. The officers will be installed at the banquet.

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

### ***Article IX – Secretary/Treasurer***

The Secretary/Treasurer shall combine the office of Secretary and Treasurer, and may perform all duties commonly incident to both offices. The Secretary/Treasurer shall be bonded as provided in Article XIV hereof. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of Secretary/Treasurer, the vacancy shall be assigned by the Executive Committee. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy. (The 2020 fiscal policy authorizes a monthly stipend of \$350 for the Secretary/Treasurer for the performance of the duties.)

### ***Article X – Editor***

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

## **AD BOOK – SCHOLARSHIP FUNDRAISER**

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

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

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

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

*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: \_\_\_\_\_

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

**1 / 2 PAGE – only \$50.00**

**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.

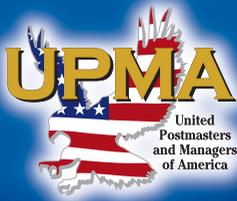
Or, we would be happy to design an ad for you. Just let us know the size and we'll do the work.

**DEADLINE  
MAY 1, 2020**

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](mailto:dnixupma@gmail.com)

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UPMA BUSINESS**



# 4th UPMA National Convention

Aug. 1-7, 2020

## Official Registration Form

Registration also available at [www.unitedpma.org](http://www.unitedpma.org)

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

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

**Title:**

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

First Name (for your badge): \_\_\_\_\_

Post Office You Represent City: \_\_\_\_\_ State: \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP+4 \_\_\_\_\_

Cell Phone: \_\_\_\_\_

E-mail: \_\_\_\_\_

**Active First-Timer?**

Yes  No

**UPMA Retired First-Timer?**

Yes  No

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

Please circle the appropriate fee:

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

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

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

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

Grand Banquet: Aug. 6, 2020

**Payment Information**

Convention Fee: \_\_\_\_\_ \$ \_\_\_\_\_

\_\_\_\_\_ Additional tickets for UPMA \_\_\_\_\_ \$ \_\_\_\_\_

Retired Luncheon @ \$25 each \_\_\_\_\_ \$ \_\_\_\_\_

**Total Payment:** \$ \_\_\_\_\_

Check payable to UPMA

Visa/MasterCard

Card number \_\_\_\_\_

Card security code: \_\_\_\_\_ Expiration date: \_\_\_\_\_

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

Signature: \_\_\_\_\_

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

**Hotel Reservation**

UPMA has a special rate at the convention hotel beginning Aug. 1, 2019. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 8, 2020.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 8, 2020, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

**Marriott St. Louis Grand**

1-877-303-0104

\$119—single/double/triple/quad

**Be sure to request the UPMA group rate.**

**Registration Cancellation Refund Policy**

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2020; no refunds after that date. All refunds are subject to a \$30 handling fee.

**Registrations are non-transferable.**

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





## Rob Leary MA Chapter Member Rep

Greetings fellow Postmasters and Managers! I hope everyone had a memorable and enjoyable holiday season. My first few months as the State Chapter Member Rep have been nothing short of trial by fire at its absolute finest. Since the beginning of September, I have had eleven different cases from all parts of our state. Without going into all of the details, I will give you a few of the highlights of what we've been experiencing.

- Case involving timekeeping integrity. While this case is still not entirely settled, it emerged from multiple instances of managers inputting time for one another without the proper supporting documentation (PS 1260). While our members felt their actions were innocent in nature, the perception these moves create can lead to more trouble than they are worth. I encourage all members to ensure you have a signed 1260 for any entry made to TACS that alters the original clock rings. If a fellow manager comes to you and states they forgot to punch out the day prior or any other missed entry, have them produce a 1260 signed by the installation head before making the entry. In addition, the same should apply to any time changed for a craft employee. A signed 1260 from the employee should be on file. And lastly, if you are a manager that hits the timeclock, make sure you are making your punches.
- A recent case involving a Postmaster on extended leave turned bad due to the FMLA paperwork not being accurate. The POOM requested that the PM update the paperwork. When the paperwork did not get updated quickly enough, the PM was marked AWOL and received less than a full paycheck. If you are requesting FMLA, ensure your approved case reflects the time you will actually be out. We were able to have the AWOL corrected, but it did cause some heartache while we tried to figure things out. Make sure you review what is approved and that you are covered. No one wants to find themselves in this situation.
- Another case that got me thinking about how easy it is to find ourselves on the hot seat occurred in September. A certified letter went missing at the end of the day on a Monday. When the Postmaster questioned his employees as to its whereabouts, it was ultimately determined that the certified must have been delivered and the Postmaster then scanned the piece delivered, as well as signed for it. Unfortunately, the letter was not delivered, and was still missing. As it turned out, the certified letter was actually an envelope full of checks going to a local bank. A full investigation by the OIG, Inspection Service, and local Police was conducted and the Postmaster was the subject of interest for a short period of time. In the environment we work in, with scanning being so important, it is easy to just make the call to scan something delivered, even if we are not sure. It is equally important to note that we should never make the assumption that something is delivered when we are not 100% sure.

These are just a few examples of what we have seen over the past couple months. Try to keep a few things in mind in your day to day dealings:

1. Always inform your Manager if you are unable to complete something on time. Let them know the obstacles you are facing. Keep them updated. Reach out for help if needed.
2. Don't let the stress of the job force you into a bad decision. We all have a different situation and all have different challenges, but at the end of the day, we are all responsible for the choices we make. Reach out to a fellow manager or specific department for help. We are all in this together, even if it doesn't feel like it sometimes.
3. Keep your personal integrity whole. With all of the demands we have on us to be near perfect in scanning, RCE, office performance, etc.(we all know I could go on all day!), it is easy to make the "easy" decision to just get past the situation you are in. Don't allow yourself to go there. If you have to ask yourself "Is it wrong to do this?", you have already answered your own question.
4. In keeping with integrity, I need to bring up Timekeeping once more. With all of the attention on timekeeping, we still have many managers being questioned for entries made in TACS/ERMS. As managers, it is our job to keep the integrity of timekeeping for our employees. We should never make entries without a PS 1260 to back it up. If you are entering missed entries for a fellow manager, make sure the next higher level manager is aware and signs off on a 1260 for the entry.

■

- Lastly, as we are just coming out of the holidays, some of us may be feeling even more stress than usual. It may not be work related at all, but when coupled with the stress most of us feel in our jobs, it can be overwhelming. Reach out to a trusted friend or colleague for support. Reach out to UPMA, as well. And as always, EAP is a resource for all of us. 1-800-EAP-4-YOU or [www.EAP4YOU.com](http://www.EAP4YOU.com). Some of the ways EAP can help are:
- Work Stress
- Coping with Change
- Family Issues
- Relationship Problems
- Anxiety
- Depression
- Grief/Loss
- Anger Management
- Elder Care
- Financial Concerns
- Parenting Issues
- Substance Abuse

In closing, please don't hesitate to reach out to me if you are put in a bad spot where representation is necessary. In turn, help yourself by doing things correctly and as instructed, so you don't put yourself in said bad spot. If you object to an instruction or directive, it can be questioned, but we all still need to do our jobs to the best of our ability and follow the instructions of our managers. Don't forget to take care of #1(That's you!). No one will do it for you. Get out of the office for lunch, take a break to clear your mind, and when the opportunity arises on a day off, do something YOU enjoy. We spend so much of our time taking care of everything and everyone else, we forget about ourselves. Don't be afraid to put yourself first once in a while.

Sincerely,  
Rob Leary

MA State Chapter Member Rep

“Integrity is doing the right thing, even when no one is watching”



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

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

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



Robin Driscoll Legislative/PAC Chair

## Will 2020 bring us much needed Postal Reform in Congress?

You can help. Come to the Legislative Summit in Washington. It is:

February 23rd - 26th, 2020  
Renaissance Arlington Capital View Hotel  
2800 South Potomac AVE  
Arlington, VA 22202

If you haven't made plans yet, do it now. The Renaissance is full, but you can contact UPMA HQ and they will find you a room.

It is a great time. We arrive on Sunday. You will have time to go sightseeing or relax. Most of the museums are free. On Monday, morning and afternoon sessions will both be at the hotel. Congress will be in recess, so we will not be going to the Capital to hear speakers on Monday afternoon. On Monday night, Massachusetts UPMA will host a great dinner for us. Tuesday morning, we will visit the offices of our respective Members of Congress. We will prepare you with talking points for these visits. It is very exciting to be in the Capital buildings and see where our laws are made. At 4:30 pm on Tuesday, there is a reception in the Madison Room of the Library of Congress for all attendees. Finally, on Wednesday afternoon, we will fly home. You will be reimbursed by the state for your hotel (if you share a room) and your airfare, up to a specified amount, and the early registration fee.

If you have any questions, please contact me or your Regional VP.

If you cannot make the trip to DC, there are still two ways you can help us.

First: Contact our Senators, and your Congressional Representative, to urge them to pass Postal Reform Laws.

The talking points are on the UPMA site:

<https://www.unitedpma.org/news/legislative-news/legislative-news-details/2019/10/09/postal-reform-talking-points-and-key-messages>

Again, this has been an ongoing struggle. So much is at stake. We are hoping this will be the year.

Second: Donate to UPMA PAC. UPMA uses this money to make donations.

What factors go into the decision to donate to certain members of Congress? Foremost, of course, is their support for our organization and our goals for the Postal Service. Do they need the money? Is the race close?

If you hear of any fundraising events in your area that we may be interested in, please let me know. Perhaps UPMA PAC will decide to purchase tickets to that event, and you will be attending a Congressional Fundraiser.

To make PAC donations easier, please sign up for ePAC. It reduces administrative costs at HQ and helps UPMA know how much we can give to our supporters in Congress. Right now, there is a contest. The state that signs up the most new ePACers will receive a prize at the Summit in DC.

**There are 5 ways to sign up for ePAC:**

- [Postal Ease Authorization Form](#)
- [Retirees Authorization Form](#)
- [Credit Card Authorization Form](#)
- [Signature FCU Authorization Form \(Fillable PDF\)](#)
- [APCU Authorization Form](#)

The info is on the UPMA site:

<https://www.unitedpma.org/news/upma-pac-forms-and-documents>

Or you can contact me, of course.

Hoping the new year is less stressful for all of us!

Robin Driscoll, PAC and Legislative Chair

Jerry Robertson, President Retirees



I stood all I can  
stands and I can't  
stands no more!



Welcome to a new year, a new decade, and possibly, a new adventure! Like Popeye said in the 30's (or maybe the 40's), maybe you've decided that the time is here and 2020 is the year. Time to turn in those keys and delete all that stuff you've hidden on the computer. There's nothing like having the weight of Postmaster/Manager responsibilities lifted from your shoulders!

But wait! You're not going to quit cold turkey, are you? What about the friends you've made along the way? Who's going to help you navigate this retirement thing? And what about the future of this organization you put sweat and years into? How about your benefits? How will you address all these things? A can of spinach ain't the answer, that's cartoon stuff. Although you did run across a few "Blutos" over the years! Here's the solution.

There are approximately two hundred retired Postmasters and Managers who belong to MA UPMA Retired. Some have retired happily and successfully; others may have had some issues. Nearly all of them are willing to talk with you and share their experiences as they regained their sanity. You know colleagues who have retired. Call them up and get their experiences with financial options, health care protection, and where you should travel to first. Ask them how they stay busy (hint: NEVER watch daytime TV!).

To keep up on Postal News and events you care about join MA UPMA Retired. There's a short form called an **1187R**. You can find it at [UnitedPMA.org](http://UnitedPMA.org). Put it with all your retirement paperwork. Which, by the way may be the best paperwork you ever filled out. Once you retire you'll have to wait a few weeks to receive your new CSA# from OPM which is necessary to complete the form, but please complete it. It's how we stay in touch with you!

But before you even get to that point contact a retiree. Even me! My e-mail and phone are on the back page of this magazine. I'll tell you everything I've learned in retirement, including the mistakes I could have avoided. Contrary to popular belief I am not perfect.

"I Yam what I yam and that's all what I yam!" - Popeye

*Happy New Year to you!*

**Jerry Robertson, President  
MA UPMA Retired**



# 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:
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**Postmasters Retired monthly dues withholding is currently \$5.00.**

# The Power of Positive Thinking

The mind-shift is worthwhile.

It's amazing what a little positive thinking can do for your emotional and physical well-being. Although it can be tough to find perspective on those seemingly dark days, here are a few reasons why the positive mind-shift is worthwhile.

- It helps prevent depression
- It allows you to get along better with others
- It makes you feel better about yourself and your life
- It gives you more energy
- It may make it easier to change
- It can eliminate paranoia
- It increases work performance

## Need a little help getting started?

- Reason with facts, not feelings. Ask yourself, "If this was happening to somebody else, what advice would I give them?"
- Stay connected. Keep in touch with friends and loved ones and be open to developing new friendships.



- Plan for your happiness. Schedule time for fun activities as often as possible. Having something to look forward to will keep your spirits up.
- Become a problem-solver. Don't just wish problems would go away. Take steps to solve them as quickly as possible, asking for support and help from others.
- Find the silver lining. Give yourself time to adjust to change or loss. Change can bring new opportunities: Be open to them.

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**As you can see, there is power in positive thinking and several easy ways to implement the mind shift in your own life. Try it out today!**

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## EDUCATION MATTERS-REALLY

A few years ago, my wife and I were sitting at our kitchen table. We were both Postmasters and had been for quite a while. As the gentleman across the table from us started explaining our benefits and why we work for the federal government we became upset. This was the first time in our postal careers that someone had taken the time to educate us on our benefits.

"Did you know that you can retire in 5 years?" the man said. "No, first I had heard," I said. "Did you know that when you walk out the door on your last day you will be making 93% of your current salary?"

"No. Didn't know that either," I responded. He actually told us the date we were eligible to retire and exactly how much we were going to be making. Prior to that we both thought we were going to work until we were dead or close to it.

"Furthermore, did you know that the USPS will pay almost 75% of your health insurance premium for the rest of your life?" "No, sure didn't know that either," said I. "Did you know that in order to leave your spouse 50% of your pension it is going to cost you \$289 a month to start?" he asked.

"Uh, no, didn't realize that either," I heard myself saying. All of these 'didn't-knows' were causing quite a bit of personal frustration, to say the least. As the conversation continued there was a lot of, "Did you know... ", and a lot of, "No, I didn't know that...", going around.

By the time he was finished, everything I thought I knew was wrong. Everything I thought I was doing correctly was being done incorrectly. What I did know was that there was a lot I didn't know. We were pretty mad. **WHY DIDN'T ANYONE TELL US THIS YEARS AGO?!**

We sat there for a few moments, numb and licking our wounds, realizing that we needed to make some serious changes. It made us rethink our strategy. Which, basically, wasn't really a strategy at all.

My wife and I thought we were pretty savvy. We just spent the last hour learning about our benefits and how they really worked. Our "guy" never told us any of this. What we learned is that we had a Maserati, but we were driving it like an economy car. We learned that we had amazing benefits but horrible benefits education.

Do you remember your orientation class? I didn't. That was a lifetime ago. What I do remember, is that someone from HR did talk about our benefits. Really, they did. I just don't remember it. It probably went something like this:

"Congratulations on becoming a federal employee. Now that you are here, we are going to offer you health insurance. Not just that, we are obligated to contribute 1% of your salary to your TSP. If you contribute more, we will match that, dollar for dollar, up to 5% of your salary. Just put it in the 'G' fund for now, you can change it later. We are also going to provide you with free life insurance equal to your annual salary. If you want more, you can elect up to 5 times your salary. We will also provide you with annual leave and sick leave. If you don't use it, we will pay you for it when you retire."

Then a hand goes up. "Now what?" one of your colleagues asks. "Go to work," the moderator says. "We will see you in 30 years." I'm pretty sure that's how it went.

The one thing they neglected to tell you as you left orientation was this: "Hey, don't forget to request your Federal Benefits Analysis after your first 90 days. It is your road map. It is your benefits guide to help you determine where you are today and where you are going to be tomorrow."

As you walk around your office, you see the mandatory memos put out by HQ, HR, the District, and your POOM to name a few. Everything from safe lifting, safe driving, EEO, OSHA, EAP and don't forget scanning. Where in all of these postings is there anything about your benefits: "Do you understand your benefits?" "Do you know how your benefits change as you go through your career?"

Lately, many districts are sponsoring retirement seminars which are usually held at the district or some far-off place after you have worked a full day. You get to sit in a room with a bunch of other people to watch a PowerPoint presentation and stare at the back of somebody's head.

We have met with thousands of federal employees over the years who attended these seminars. Some said they were informative, but they still didn't learn about where they were going to be financially when they retired. They couldn't ask questions specific to them. There is still another big problem. These seminars are for people who are eligible to retire. What about the people who just started? What about the mid-career employees? What about the people who just got married? Had kids? Divorced? Where is their seminar?

We are here to change that. As former Postmasters we understand the day-to-day demands placed upon you. We understand what your employees go through. We have delivered city and rural routes. A lot. Too much. We have met the Amazon truck at 4 AM only to have it come an hour or two late. We have sorted mail, worked the window, done city and rural inspections. We have worked weekends, holidays and 12-hour days. We have missed family events. We know you are busy.

The Office of Personnel Management's Benefits Administration Letter (11-104) and the USPS E.L.M. (Section 589.13) mandate that federal employees receive annual retirement education and financial literacy

programs. The Federal Benefits Information Center is an educational resource. An educator with the Federal Benefits Information Center can provide a service talk to your office or meet with you to discuss your current and future benefit options. The Federal Benefits Information Center's mission is to Be of Service. Our goal is to educate federal employees so that they control their destiny rather than having it be dictated by anyone else.

As busy as you are, please schedule time for yourself. As a leader, you have a foremost responsibility to take care of your employees. Your benefits are amazing. Make the most of them. We certainly did.

*Erik H. Doty is a former Postmaster, Captain in the USMC, a Chartered Federal Employee Benefits Consultant <sup>SM</sup> and a Director with the Federal Benefits Information Center.*

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## Where are they now?



Erik H. Doty

Retired from Shelburne Falls MA 01370

35 Years

Retired Jan 2019

Working as a federal benefits educator/  
advisor. Helping any federal employees  
understand all of their benefits so they can  
take control of their financial future. Eric  
was also a wine judge at the 150 anniversary  
of the SC State Fair.

Advice: Plan - get educated



December 16, 2019

OFFICERS

SUBJECT: Update and Clarification of Modifications to Pay Policies for Career Non-Bargaining Employees

This memorandum supersedes my December 4 memorandum on Modifications to Pay Policies for Postmasters and Area and Headquarters Employees. The following outlines changes to pay policies that will apply to all career non-bargaining employees:

1. The Pay-for-Performance (PFP) matrix for fiscal year (FY) 2019 will be modified to reflect the percentage payouts in cells 4-15 that were contained in the FY2018 pay matrix:

(3) 1.0% Lump Sum	(6) 3.0%	(9) 5.0%	(12) 7.0%	(15) 9.0%
(2) 0.0%	(5) 2.5%	(8) 4.5%	(11) 6.5%	(14) 8.5%
(1) 0.0%	(4) 2.0%	(7) 4.0%	(10) 6.0%	(13) 8.0%

Payouts for those employees in cells 4-15 will be paid consistent with our existing pay policies.

2. The PFP National Performance Assessment (NPA) Composite Weights will be modified for FY2020 for eligible Field non-bargaining employees:

Corporate 50%  
Unit 50%

A field component will be added and composite weights will be applied to the headquarters NPA scorecard to align incentives and improve collaboration

Corporate 50%  
Average of All Unit Indicators 50%

3. The improvement factor that is currently applied to the NPA indicator, Total Accidents will be expanded to NPA service indicators at the Corporate and Unit level for FY2020. Adding an improvement factor that recognizes significant improvement to same period last year (SPLY) will drive performance and continuous improvement consistent with our PFP principles.
4. All career full-time non-bargaining employees will earn annual leave as provided in Table 1 of the Employee and Labor Relations Manual (ELM) 512.311. Table 2 will no longer be

applicable to full-time non-bargaining employees with a career appointment date on or after October 6, 2012, and will be eliminated. Employees that formerly earned leave under Table 2 will begin to earn leave under Table 1 as of January 4, 2020. These modifications to annual leave accrual will be prospective:

Table 1

Leave Category	Creditable Service	Maximum Leave Per Year
4	Less than 3 years	4 hours for each full biweekly pay period; i.e., 104 hours (13 days) per 26-period leave year.
6	3 years but less than 15 years	6 hours for each full biweekly pay period plus 4 hours in last full pay period in calendar year; i.e., 160 hours (20 days) per 26-period leave year.
8	15 years or more	8 hours for each full biweekly pay period; i.e., 208 hours (26 days) per 26-period leave year.

All career Part-Time Postmasters will earn annual leave as provided in Table 1 of the Employee and Labor Relations Manual (ELM) 512.312. Table 2 will no longer be applicable to Part-Time Postmasters with a career appointment date on or after October 6, 2012, and will be eliminated. Part-Time Postmasters that formerly earned annual leave under Table 2 will begin to earn leave under Table 1 as of January 4, 2020. These modifications to annual leave accrual will be prospective:

Table 1

Leave Category	Years of Creditable Service	Maximum Leave per Year	Rate of Accrual	Hours in Pay Status	Hours of Leave Earned per Period
4	Less than 3 years	104 hours, or 13 days per 26-period leave year or 4 hours for each bi-weekly pay period.	1 hour for each unit of 20 hours pay in status.	20 40 60 80	1 2 3 4 (max.)
6	3 years but less than 15 years	160 hours, or 20 days per 26-period leave year or 6 hours for each full bi-weekly pay period. <sup>1</sup>	1 hour for each unit of 13 hours in pay status.	13 26 39 52 65 78	1 2 3 4 5 6 (max.) <sup>1</sup>
8	15 years or more	208 hours, or 26 days per 26-period leave year or 8 hours for each full bi-weekly pay period.	1 hour for each unit of 10 hours in pay status.	10 20 30 40 50 60 70 80	1 2 3 4 5 6 7 8 (max.)

<sup>1</sup>Except that the accrual for the last pay period of the calendar year may be 10 hours, provided the employee has the 130 creditable hours or more in a pay status in the leave year for leave purposes.

**Recording Hours for Annual and Sick Leave**

- |    |   |
|----|---|
| a. | <i>Units of hours in a pay status are converted into annual leave credits at the rate of 1 hour for each unit of 20, 13, or 10 hours in a pay status—up to a maximum of 4, 6, or 8 hours per biweekly pay period, depending on the employee’s leave category.</i> |
| b. | <i>Hours in a pay status in excess of these whole units are accumulated and carried forward as excess workhours. These excess (uncredited) workhours are added to hours in a pay status in the next period.</i>   |
| c. | <i>Whole units of creditable hours (20, 13, or 10) are then converted into leave hours at the unit rate — provided no more leave is credited to a part-time employee than could be earned in the same leave year by a full-time employee.</i>                     |
| d. | <i>The maximum credit allowable for a particular leave category is calculated by multiplying the period number by the number of leave hours allowable per period.</i>   |

ELM 513.21, *Accrual Chart* will be modified to allow for all career employees to earn the same amount of sick leave. Full-time non-bargaining employees with a career appointment date on or after October 6, 2012, formerly earned less hours of sick leave than other career employees. Those non-bargaining employees will begin to earn sick leave at the new rate as of January 4, 2020. These changes to sick leave accrual will be prospective.

Time accrued is as follows:

<b>Employee Category</b>	<b>Time Accrued (Sick Leave)</b>
Full-time employees (except as noted below).	4 hours for each full biweekly pay period — i.e., 13 days (104 hours) per 26-period leave year.
Part-time employees (except as noted below).	1 hour for each unit of 20 hours in pay status up to 104 hours (13 days) per 26-period leave year.

5. Changes to salary ranges for EAS, Pay Band, and Part-Time Postmasters will be effective January 4, 2020:

<b>EAS</b>	<b>Minimum</b>	<b>Maximum</b>
15	\$49,300	\$72,500
16	\$51,700	\$81,100
17	\$54,900	\$84,700
18	\$56,300	\$88,400
18B (43)	\$61,600	\$90,000
19	\$62,300	\$92,600
20	\$67,800	\$97,650
21	\$73,600	\$102,350
22	\$76,100	\$110,950
23	\$80,300	\$117,000
24	\$85,100	\$122,800
25	\$96,300	\$128,900
26	\$103,300	\$135,300

<b>Pay Band</b>	<b>Minimum</b>	<b>Maximum</b>
Technical V-01	\$103,600	\$138,850
Management V-02	\$106,500	\$143,600

Part-Time Postmasters	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056	\$17.50	\$36,400	\$30.12	\$62,650
RMPO-56	2301-0057				

These modifications will enhance our pay for performance program by better aligning individual contributions to pay, continue to drive performance improvement, and strengthen our established pay for performance principles.



Doug A. Tulino

## Where are they now?



John W. Hester  
Retired from Oxford MA 01540  
23 years  
Retired 2014  
Working at grandchildren's school,  
coaching basketball at grandchildren's  
school. Take 1-2 cruises every year,  
gardening  
Advice: Live life to the fullest!!

Tammy Hicks  
Retired from Charlemont MA 01339  
31 years  
Retired 2017  
Family owned Hicks Family Farm  
Seasonal Corn Maze September and  
October  
Haunted Maze in October  
Advice: it takes a few months to really  
enjoy the retirement life



# My Town



Happy 2020 New Year to all 020-024 PM's, Managers, Retirees, and members!

Hope your resolutions are holding up and that everyone got what they wanted for Christmas ---and then some!!! Just a simple note of grateful thanks for all the continued support with our local Mayflower Chapter. Looking forward to seeing everyone at the upcoming events:

Legislative Summit February 23 – 26 Washington DC.

MA UPMA State Convention May 20-22 Plymouth MA.

Nation UPMA Convention August 1-7 St Louis MO.

All members that attend the events will be entitled to partial reimbursements, entertained, enlightened, and well fed!!!

Best Wishes to Kevin Flynn who retired in November – PM Westwood.

Lastly, reach out if you need help with anything at all.

Best of health and happiness all the year through.

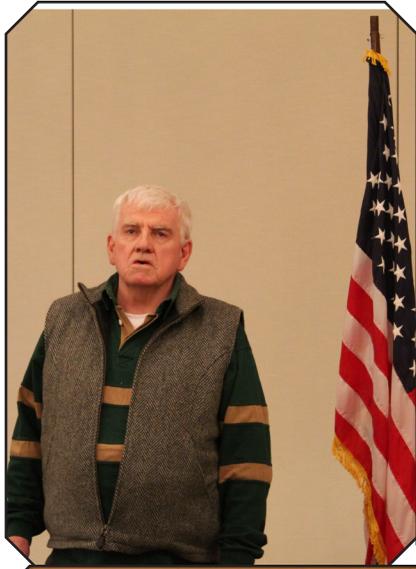
RVP 020-024 Tom Driscoll PM Randolph



2019 In Pictures









# 2019 Retiree Luncheon





Greetings from 025-026 chapter!!

I hope everyone had a great holiday season. I'm excited about what the new year brings. We had pretty good attendance at all of our chapter meetings. Please get yourself involved, we have meetings almost monthly. We had another successful Foundations meeting, with 13 new EAS providing us with topics they want more training in. Glenn Cook won the ugly sweater contest. Look forward to much more this new year.

Sincerely, Adrian Joia RVP 025-026



Installation of Patricia Purdy  
Postmaster of Oaks Bluffs

Thomas Roan Postmaster of  
Edgartown

October 31, 2019

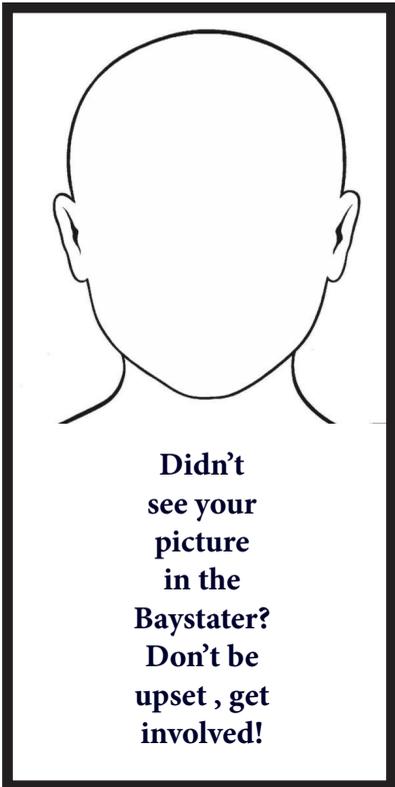


# Kitchen Sink Page

## Recent Promotions

Cheryl Jewers selected as the Postmaster of Holliston 01746  
Joanne Downey selected as the Postmaster of Sherborn 01770  
Meghan Tierney selected as the Postmaster of Groton 01450  
Christopher Downer selected as the Postmaster of Leominster 01453  
Matti Sjoblom selected as the Postmaster of West Brookfield 01585  
Pamela J Teehan selected as the Postmaster of West Barnstable 02668  
Shawne Evans selected as the Postmaster of South Chatham 02659  
Sharon Ryan selected as the Postmaster of Reading 01867

**Take a minute to reach out and congratulate our fellow EAS**



### Retirees

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

There was no intention to offend or exclude anyone on the last cover of the Baystater. It was an oversight on my part and will not happen again.

Damon Nix, Editor

### Members

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

**Deadline for articles for the next Baystater**

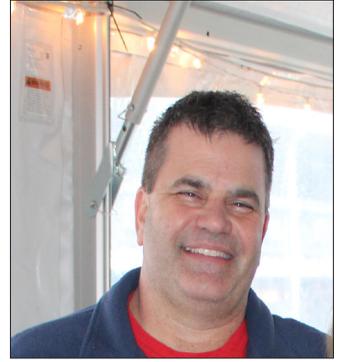
**March 20, 2020**



Jean Marie McClellan stamp presentation at West Harwich Library

*Damon Nix Chapter Editor*

## *2020 Our vision is clear!*



Greetings UPMA Members,

2020 is finally here and there are plenty of ways to be involved. Local meetings, come share your opinion or take away from others what they have learned. Legislative Summit, come let your voice be heard in Washington and hear from the PMG what the plans are as an organization. State Convention, come share in the fun that we have. Get to meet fellow members from all over the state. National Convention, if you have not been to one please put this on your bucket list. I have made friends from all over the country. New England Council Fall Conference, JeanMarie McClellan begins her term as President this year. We can support her and meet our New England UPMA brothers and sisters. There has never been a better time to be involved. With all the uncertainty surrounding the future PMG of the Post Office, it falls upon us as it's leaders to have our vision clear and be a voice for all our EAS members. I am excited for what the future brings and look forward to serving my fellow UPMA members any way I can. I hope to see you at any or all of the events listed below.

WEBSITE- [maunitedpma.org](http://maunitedpma.org)  
FACEBOOK- MA Chapter UPMA

Look forward til next we meet!

Damon Nix  
Chapter Editor

## *MARK YOUR CALENDAR*

**UPMA 2020 Legislative Summit**  
Arlington Virginia  
February 23 - 26, 2020

Renaissance Arlington  
Capital View Hotel

**4th UPMA State Convention**  
Plymouth MA  
May 20-22, 2020

John Carver Inn  
Plymouth MA

**4th UPMA National Convention**  
St. Louis Missouri  
August 1 - 7, 2020

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

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