

The BayStater

June/July 2019



State Convention May 29-31 2019



Dave Branga State President

Lead,
Follow or
GET OUT OF THE WAY!

As your new State President, that is the theme I would like for all Massachusetts UPMA members to follow. UPMA's mission statement is to support our membership through communication, education and representation.

The Massachusetts Chapter of UPMA has various ways we communicate with our members. Among them are the Facebook site, emails and the Baystater. I want our members to be well informed and feel comfortable reaching out and asking for help. We are developing a plan to get you more relative information in a timely manner.

When it comes to education, we are working on training sessions for UPMA members on specific items based on feedback from you. Damon Nix has already started a program called "Foundations" that has been successful, and we will look to build upon it. And while these sessions are for UPMA members, we would welcome anyone interested so they see the value of being a UPMA member.

Lastly and possibly the most important element of our mission statement is representation. This is the area we need to see the most improvement. And by improvement, I simply mean less members getting in trouble needing representation. At the state convention, Postmaster Rich Hui was kind enough to provide adverse action training. Linda Nix is our chapter member rep and she now has a dozen members familiar with the process of representation. The first step if you get called to your boss' office or if the OIG shows up on your door is to ask, "Am I the subject of investigation?" If the answer is yes or not a definitive no, you call Linda right away and do not meet with anyone else until a meeting with your rep has been set up. Do not go it alone! Your representative is there for your protection. You never know how you're going to react to something like this until it really happens, and it is at those times when your representative is invaluable.

Let's talk about membership for a moment. I am writing this article just after the state convention at the end of May. At that time, Massachusetts was leading its team in new members and second only to Tennessee as an indi-

vidual state (Take that Alabama!). While it's great to have so many Postmasters, Managers and Supervisors as members, what would be even better is seeing those members at local chapter meetings. It's more important to be involved than to just be part of a statistic. This organization is about the members – you! And if you aren't actively participating, UPMA is weaker for it. So please, get involved. I know the Regional Vice Presidents are communicating to their members about meetings. Attend a meeting, bring a friend, call your neighboring office and invite them. We are all in this together. We either succeed together or we'll suffer alone. Make this the last time you miss a meeting.

I would like to thank the members at the state convention for their support and encouraging words. It is truly a daunting task to be elected President of this great chapter. Massachusetts has a reputation, and well deserved, of being at the front of the line when awards and recognition are being handed out. That's because of the hard work and dedications so many of you have toward your positions. I have my work cut out for me.

And lastly, I would like to thank Jeremy Pilone for guiding us the last 2 years. His advice and knowledge will be a needed resource. And thanks to those special few who put the bug in my ear about running for State President. You know who you are!

Sincerely,
Dave Branga
State President



Jeremy Pilone Immediate Past President



If you didn't make it to our state convention, you missed out big time. I had a great time, especially when I got to jam with the talented members of *Glasstown* (I'm sure there's video or pics somewhere). You also will probably not know that I am no longer your State President, hence the crying emoji. Although I was eligible to run for a second term, I chose not to. This is primarily because I chose to focus on my family and the many extracurricular activities that help keep me sane, barely (LOL!). Also, I knew there was a competent and dedicated man chomping at the bit to take over. I can rest easy knowing that there is good leadership in place and you should too. With that being said, I would like to take this opportunity to thank all of the hard working members who represent our state chapter and those members who go above and beyond to make our chapter as successful as it is. I truly thank you. I also would like to thank the awesome membership in Massachusetts who supported me during my tenure. I was only as successful as the people around me who made it great.

Even though I am no longer at the helm, I do not plan on disappearing into the ether. I will still be involved at the local level and probably answer a few questions for our new President. You never know, I just might run for a national office once my kids fly the coop. Again, I thank everyone for their support and dedication.

Respectfully submitted,

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Honorable Jeremy M. Pilone, Postmaster
MA Immediate Past President
Brewster, MA 02631
Email: jeremypilone@gmail.com / cell: (561) 267-7779 /
office: (508) 896-5201





Deanna White Executive VP

Membership Matters

Greetings Massachusetts UPMA Family,

The 2019 National Membership Contest came to an end and the winners have been announced. Once again Massachusetts is among the leaders of this great organization!

The Yellow Team is the top performing in the fierce Team Competition!

Yellow Team/ Chapters	New Active	New Associate	New Retired	Active 1/2/2019	Calculated Points Earned	Points Total
Indiana	8		2	244	0.034836066	3.48
Virginia	13	4	2	261	0.055555556	5.56
Michigan	18	1	2	306	0.06127451	6.13
New Jersey	13		2	313	0.04313099	4.31
Georgia	27	5	1	357	0.079831933	7.98
Florida	20	1	2	367	0.05653951	5.65
Massachusetts	50	3	1	417	0.122302158	12.23
North Carolina	34	13	2	457	0.082603939	8.26
Ohio	29	56	5	459	0.096405229	9.64
New York	24	5	6	615	0.043495935	4.35
Pennsylvania	62	1	5	662	0.09592145	9.59
Team Totals	298	89	30	4458	0.771897275	7.012

Massachusetts is the top performing Chapter on the Yellow Team! Alabama is the recipient of the 2019 UPMA Eagle award for top overall chapter. Awards will be presented to the top two chapters on each team and the drawing for the five individual prizes will be announced at National Convention.

Stay tuned for details of the new National Membership Competition to be announced at National Convention!

Don't forget the MA cash incentive offered to individuals for signing new members!

You must be listed as the Sponsor/Person who influenced their decision to join UPMA on the 1187 and submit a voucher to me no later than August 31st to be eligible to receive a cash award. The voucher is in this issue of the BayStater, available on our chapter website at maunitedpma.org and in our MA Chapter FB group.

Remember, the true winner of any membership contest is the NEW MEMBER!

In my opinion, MA members especially gain an extraordinary network of support. Share that benefit and encourage non-members to join.

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

Deanna
MA Chapter Membership Chair
Office: (978) 251-3146
Cell: (617) 224-2053
Email: 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

NEW MEMBER NAME	OFFICE

TOTAL: \$ _____

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 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

3rd ANNUAL MA UPMA STATE CONVENTION OVERVIEW



The 3rd MA UPMA State Convention was attended by a total of 45 members including 31 Postmasters, 3 Managers/Supervisors, and 12 Retirees. There were also 3 members' guests and 5 scholarship guests. We had 4 First Timers this year.

The convention was also attended by several guests including National President Dan Heins, NEA Vice President Eric Chavez, Gr Boston District Manager Mike Rakes, and Barbara Swiderski, Area I VP Retiree Rep.

The MA Chapter gave away \$4,000 to members throughout the convention. The prizes ranged from \$50 to \$400. The only requirements were that the individual was a member, was registered for the convention and was in attendance at the session where the name was drawn. A person could win more than once during the convention (and some did), but not more than once at any particular session or training. For a couple of months leading up to the convention, the Executive Board had been selling 50/50 raffle tickets for PAC which resulted in the winner receiving \$1200. A complete list of winners is published in this issue of The Baystater, check it out.

President Jeremy Pilone opened the convention at the luncheon honoring the First Timers and the Retirees.

NEA Vice President Eric Chavez spoke to the members and focused a lot on the customer experience. The USPS is facing some tough challenges and providing customers with exceptional service and products will help grow our business stronger. Gr Boston District Manager Mike Rakes addressed the group after Eric and thanked us for all we do every day. Mike talked about NPA and the situation the Greater Boston District is in. Our District is performing better than we were last year. Mike talked about training and opportunities for our employees.

There were 2 training sessions Wednesday afternoon conducted by member Rich Hui (Member Representation) and Bob Belisle from EAP training on Work/Life Balance

and dealing with difficult employees. The sessions were both well attended and offered valuable information to the members that attended them. Members also took advantage of the chair massages provided by Blue Cross/Blue Shield again this year.

Wednesday night was exciting with the BBQ and the Auction all held outside in the pavilion tent. Even with a lower turnout in members, the generous and competitive bidding of those that did participate in the Auction raised \$2325. At times, the bidding was crazy and wild, but everyone who stayed seemed to enjoy the evening. Thank you to everyone that donated an item and participated in the bidding which is the primary source of the scholarship income. The Ad Book, which is the 2nd most important source of income for the scholarships, netted \$830 after printing. Again, thank you to everyone that placed an ad in the book. Because of everyone's generosity in these 2 events MA UPMA will be able to continue the scholarship program.

The First Timers' Committee consisted of Tom Driscoll, Keith Miller and Ryan DiEoreo who assigned a photo contest to the First Timers. The First Timers were given a photo contest with a list of subjects and/or items to be used in wild and crazy pictures. They also performed a small skit during Fridays Business meeting which was very entertaining. The First Timers were good sports and seemed to have a really good time with the assignment.

Thursday's business session opened with an outstanding Memorial Service led by Martha Casey with the assistance of Damon and Linda Nix and Jeremy Pilone. Stanley Skamarycz led the Pledge of Allegiance. Pres. Jeremy had an interactive quiz that members played on their smart phones. Everyone answered trivia questions that were USPS and UPMA related. This was followed by a vote to continue with the Legislative assessment. The passed proposal is included in this issue of The Baystater and will be submitted to the national office for approval.

Local elections were held for the positions President and Executive Vice President. The nominee was Dave Branga for President. The nominee for Executive Vice President was Deanna White. Both positions ran unopposed and President Jeremy Pilone asked Joshua Richard to cast the votes for both of the positions. We then moved on to voting for two National VP's, which was overseen by President Dan Heins. There were three candidates for two positions, Anthony Leonardi, Michael Quinn and Sherwin Taylor. Anthony and Sherwin spoke for five minutes each to tell us why we should elect them for the position. David Branga spoke on behalf of Michael Quinn. Confidential ballots were distributed, collected and votes were counted. We had 23 active voters and 21 votes went to Michael Quinn, 20 went to Sherwin Taylor and 5 went to Anthony Leonardi. President Dan Heins will submit the results to the national office.

President Dan Heins spoke a lot about communication. He reminded everyone to sign up for UPMA Gold. The Leader will be updated with new training topics. The UPMA website is also another resource for training videos and other training materials. There is also a newsletter called "In the mailbox" which can be found under the retiree section. Dan was reassuring that UPMA will strive for excellence with training and development of the members. Representation of UPMA members was also discussed. He reminded us of the importance of having a representative with you if you are under investigation or possibly being disciplined.

Some of the 2019 scholarship winners were present at the banquet for a presentation. Unfortunately they were not all able to make it. The banquet entertainment was Glasstown, a local band which had a few postal employees in the band. We also had a photobooth which allowed all members and guest to create memories that they can share with friends and family.

Friday morning started with a continental breakfast and remarks from Barbara Swiderski, President of the New England Council (NEC) and Area I Retiree Rep. Barbara thanked everyone for having her at our convention. Barbara also informed us of the 2nd annual New England Fall Conference that is being held in Freeport ME again. The Fall conference will take place October 19th and 20th 2019.

Dan Heins overlooked the voting of the National Bylaw changes. He had a PowerPoint presentation that explained the changes and what we would be voting on. All items were voted on and Dan Heins will report our votes to the National Office.

Officer Reports were presented by Deanna White, Damon

Nix, and Joshua Richard.

The 2019 Leader of the Year Award was announced by Lorna after reading a description of the individual and comments that were submitted with the nominations. Richard Tansey, Postmaster South Hamilton was selected. Unfortunately Rich could not be at the convention and the award will be presented to him at his office.

Pres. Jeremy thanked everyone for a wonderful two years. He was grateful for the opportunity two have served as President and being able to represent the MA Chapter of UPMA. Jeremy also announced that we may have our 2020 convention in Plymouth MA. Plymouth is celebrating the 400th anniversary of the Mayflower landing. He then handed the podium over to our newly elected President David Branga. David also thanked everyone for the support and he looks forward to his new position.

Respectfully submitted,

Joshua Richard
Sec/Treas



2019 Massachusetts State Convention



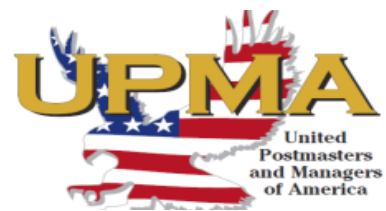


UPMA 

2019 Massachusetts State Convention

UPMA 

2019 Massachusetts State Convention



2019 Scholarship Auction Winners



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Kerri Watson, Alex Dolan, John Coons



Kerri wins the
BIG MONEY!



UPMA SCHOLARSHIP WINNERS 2019

Congratulations to all of the 2019 UPMA scholarship winners. All of the applicants were outstanding and deserving but we only had eight scholarships to give out. Thank you to the following members for serving on this year's committee: Robin Driscoll, Postmaster Deerfield MA; David Branga, Postmaster of Tewksbury MA; Frank Bowen, Postmaster Plymouth MA; Joshua Richard, MA State Secretary Treasurer; and committee chair, Lorna Edie, MA State Retiree President.

A special thank you to all members and sponsors who make the MA UPMA Scholarship Program possible. The Auction at the State Convention, Ad's in the convention handbook, 50/50 raffle and personal donations make this program possible. Without the generosity of those who support these fundraising efforts we would not be able to give scholarship money to the children of our members and support their higher education.

The first scholarship went to **Ryan Stephen Lilley**, the grandson of retired Postmaster Dorothy (Dolly) Sullivan. Ryan is a devoted student who has a great appreciation for the principles of physics, a great sense of humor and the respect of both his classmates and teachers. Ryan will be attending the University of Maine in the fall and will be majoring in Business.

Our second recipient is **Emma Rose Murphy**, daughter of UPMA member James Murphy, Post Office Operations Manager 018-019. Emma is an Honors student and is diligent, intellectually driven, compassionate and a strong leader in the school community. She enjoys literature, writing, and foreign languages and plans to attend Trinity College in the fall majoring in Foreign Relations.

The next scholarship recipient is **Spencer Charles Rose**, the son of UPMA member Paul Rose, Postmaster Chatham MA. Spencer is a dedicated, hardworking, conscientious student and a member of the National Honor Society. He plans to attend Saint Anslem College in the fall majoring in Criminal Justice.

The Kenneth E. Cox Memorial Scholarship goes to **Kyle Joseph Filleti**, son of UPMA member Carmen Filleti, Learning Development and Diversity Specialist. Kyle will be graduating 7th in a class of 415 and is a member of the National Honor Society, the Spanish National Honor Society and is enrolled in Honors College at UCONN. Kyle will be attending University of Connecticut in the fall majoring in Biomedical Engineering.

The Gladys Powling Memorial Scholarship goes to **Elizabeth Ann Serra**, daughter of UPMA member Rhea Callahan, Postmaster of Brookfield MA. Elizabeth is a leader amongst her peers and a member of the National Honor Society. Elisabeth is currently attending Elms College where she is taking courses to pursue a career in the medical field and will be attending medical school after completing her 4 years at Elms and earning her Bachelor's Degree.

The Stanley Skamarycz Scholarship goes to **Taylor Eagan**, granddaughter of retired Postmaster Mary Eagan. She is graduating 3rd in her class of 516 seniors and is a member of the National Honor Society, History Honor Society and the French Honor Society. Taylor will be attending Bentley University in the fall majoring in Actuarial Science.

The Winnie McLaughlin Memorial Scholarship goes to **Marina Fortier**, granddaughter of retired Postmaster Elaine Daniels. Marina is driven, kindhearted and intellectually engaged and a member of the National Honor Society and President of the Student Council. She will be attending Massachusetts College of Liberal Arts and majoring in Business with a Minor in Musical Theater.

The Donna Legro Scholarship goes to **Shelby Elizabeth Dunn**, daughter of UPMA member Peter Dunn, Postmaster of South Yarmouth MA. Shelby is mature, reliable and a motivated student and is a National Honor Society member. She will be attending Saint Anslem College in the fall where will pursue her interest in Elementary Education or Public Health and Health Care.

Congratulation to all and best wishes to achieve all of your dreams and happiness.
Lorna Edie, 2019 UPMA Scholarship Chair



UPMA 2018 LEADER OF THE YEAR AWARD

This award is one that gives us all an opportunity to recognize a member who has gone the extra mile for others.

Thank you to all members who took the time to nominate one of their peers for this prestigious award.

A special thank you goes to this years committee members who were also past recipients, Lorna Edie 2012, Robin Driscoll 2014, Karen Sigman 2015 and Brenda Martin 2016. We had several deserving nominations and it was a difficult task to pick this year's recipient.

Some of the qualities submitted on the nomination forms that describe this year's recipient:

They are a professional

They are supportive.

They are responsive

He provides information and direction when someone is in need.

He is an effective communicator.

This years UPMA Leader of the Year was awarded to Postmaster Richard Tansey.

It is a treasured honor above others to be considered for this award since one is nominated by fellow UPMA members.

Congratulations to Richard J. Tansey, Postmaster South Hamilton MA.

Rich should be proud of his accomplishments and the reputation he has as a member of this UPMA Organization.



2018 STATE CONVENTION

CONVENTION	DEBITS	CREDITS	TOTALS
Deposits from Registrations		\$1,933.00	
Deposits from Walk-ins		\$0.00	
Door Prizes	\$4,000.00		
Refunds - Overpayments	\$0.00		
Registration Gift - UPMA Portfolios	\$487.98		
Supplies, copies & postage	\$308.27		
Charity Contributions for Speakers 3 @ \$25	\$75.00		
Banquet Entertainment - Band Glasstown	\$500.00		
Banquet - Photo Booth	\$700.00		
First Timer Expenses	\$65.79		
Memorial Expenses	\$0.00		
Plaque for Leader of the Year	\$105.31		
Red Jacket Resort	\$9,666.36		
Deposit 08/10/2018 = \$1000.00			
Meeting Rooms = \$0.00			
Rooms 6 = \$2794.68			
Wed Lunch 49 @ \$20.95 = \$1026.55			
Wed Dinner 46 @ \$29.95 = \$1377.70			
Thurs Banquet 60 @ \$34.95 = \$2097.00			
Friday Breakfast 46 @ \$15.95 = \$ 733.70			Membership
F&B taxes, 18% gratuity = \$1486.73			Investment
Bar set up fees 2 @ \$75 = \$150.00			
Tent Heater = \$0			
TOTALS	\$15,908.71	\$1,933.00	\$13,975.71
AD BOOK			
Deposits		\$950.00	
Expenses - Printing	\$130.00		
AD BOOK PROCEEDS - SCHOLARSHIP			\$820.00
AUCTION			
AUCTION PROCEEDS - SCHOLARSHIP		\$2,325.00	\$2,325.00
PAC			
50/50 Raffle Thursday		\$155.00	
PAC'n A Cure		\$0.00	
TOTAL PAC PROCEEDS			\$155.00
Susan G Komen Breast Cancer Foundation		\$0.00	\$0.00
DIRECT SCHOLARSHIP DONATION			
Scholarship Donation From Aubuchon Hardware		\$250.00	
Member Donations		\$210.00	\$460.00
SCHOLARSHIP PROCEEDS TRANSFERRED TO CD			\$3,760.00

2019 DOOR PRIZE WINNERS (\$4,000)
PLUS OTHER PRIZES

WED LUNCH		THU MTG	
\$100		\$100	
1	Jeremy Pilone	1	Wally Olihovick
2	Janet Atkinson	2	Robert Fournier
3	Matthew Williams	3	Keith Miller
4	Robert Fournier	4	Jean Burchill
5	Keith Miller	5	Rich Hui
6	Joe Torcia	6	John Kortez
TRAINING		BANQUET	
\$50		\$100	
1 - 2:00	Janine Cox	1	Brenda Senna
2 - 2:00	Martha Casey	2	Rich Hui
3 - 3:15	Tom Driscoll	3	Dave Branga
4 - 3:15	Martha Casey	4	Kerri Watson
		5	Joshua Richard
1ST TIMERS		6	Linda Nix
\$50			
1	Alex Dolan	FRI MTG	
		\$150	Lorna Edie
WED BBQ		\$200	Robert Fournier
\$100			
1	Brenda Martin	\$250	Adrian Joia
2	Kerri Watson		
3	MaryBeth O'Brien	\$350	Alex Dolan
4	Adrian Joia		
5	Alex Dolan	\$400	Martha Casey
6	Brenda Senna		
		50/50 Raffle	Elizabeth Sierra
		PAC Raffle	Kerri Watson
			.

Jerry Robertson President Retired



Thanks, and Thanks Again

The 2019 MA UPMA Convention placed me in the position of changing roles, both of them giving me reasons to thank all of you and, then again, some of you. Which means you will still have to tolerate me at future conventions! Que Sera, Sera.

I decided to make 2019 my last year as your auctioneer for the Scholarship Auction after doing it for umteen years. While I still loved doing it, I think it's time to bring in some new blood with new ideas and personalities. It has been my honor to have taken over for Stan the Man and help the scholarship fund help so many people pursue their dreams. Eight \$1,000 awards this year, which is truly amazing, I'm not taking any credit for that. All of you who continue to support the auction and other fundraisers the MA UPMA conducts deserve the credit. This year's auction, for example, increased the scholarship fund by over \$2,000, in spite of the lower attendance. For letting me be a small part of that, and for putting up with me, thanks again.

The MA Retirees, on the other hand, have not learned their lesson yet, and elected me to represent them as their President. Que Sera Sera. I am humbled by their decision to elect me and hope I can live up to the immediate past President's expectations. I also want to thank Janet Atkinson for accepting the VP position. If I can be serious for just a moment (very hard for me), I plan to spend my term fighting to get back the rights and respect that have been severely diminished by the National UPMA. We deserve to have a vote in our state elections and we've earned the right to compete on a level playing field for support positions on the Executive Board. Our state agrees with this. I hope to do this with your support.

So, Thanks again! If you are a retiree who has been somewhat reluctant to be involved with MA UPMA, we'll be trying to contact you to encourage you to join, or rejoin us. If retirement is just around the corner, we hope to reach out to you as well. Trust me, being a Retired member of MA UPMA is a lot more fun than being an active member!

Jerry Robertson
President, MA UPMA Retired



MINUTES OF RETIREES SPRING MEETING
May 29, 2019
Red Jacket South Yarmouth MA

The UPMA Retired had our Spring Meeting May 29, 2019 at the Red Jacket in South Yarmouth. We had 11 retirees attend and missed all that could not make it to this year's State Convention. The meeting opened by President Lorna and our Veterans were recognized. Nancy White, the Secretary Treasurer was unable to attend but provided us with an updated **Treasurers Report**. An audit was conducted for all records from April 1, 2018 to March 31, 2019 immediately following the convention and all records were found to be in order. Thank you to Nancy for keeping our finances in order. The **Minutes of our Fall Meeting** on November 1, 2018 at the Chocksette Inn in Sterling MA were accepted.

Barbara Swiderski, **National Area 1 VP** for Retired Members, attended our meeting and gave us a report of what is going on nationally. It was agreed at the National E-Board to keep Associate Members part of the Retirees Group. She spoke of HR 141 the Social Security Fairness Act, S521, and WEP/GPO. Barbara encouraged everyone to attend the second Annual Fall Conference October 19-20th in Freeport ME. More information will be forth coming and she did say the LL Bean Pumpkin lighting Festival will be that weekend.

A **motion** was made by Jerry Robertson to **donate \$100 to the NE Council** for the Fall Conference, seconded and passed.

Membership Chair Pam Boudreau was unable to attend but said there was a membership contest through June 30th. Our State Retired Membership has been declining just like it has been nationally. **All of us need to reach out to all retirees to continue membership and protect our retirement benefits.**

2019 UPMA National Convention is at Mohegan Sun CT this year July 27 – August 2. Registration cost is \$205 until July 15 and then goes up to \$223.75. There are planned tours to Mystic CT, New York City, Boston, and Essex CT.

Retirees are reminded that they are entitled to compensation from the State Legislative fund for all or part of their registration, transportation, and accommodations for full participation at the **Legislative Summit in Washington DC**. The dates of the next Summit are February 23 to Feb 26, 2020 so make plans and attend.

Information sent to our state from **National Candidates** were read and presented. We have James Dillard of

Mississippi running for UPMA National Retired Vice President and Ed Butler running for reelection for the Signature Federal Credit Union Board for Directors.

We **voted on changing our Bylaws** to coincide with changes to the State Bylaws. All elected officers will take over immediately after the State Convention. This change was because officer training is at the National Convention.

We had two candidates run unopposed for **Retiree State President and Retiree Vice President**. Thank you to **President Jerry Robertson and Vice President Janet Atkinson** for stepping up and representing the retired members of this state. Congratulations and best wishes to both of you in this new leadership role.

Making lap blankets is the **Retirees Project for Veterans** to be presented at the National Convention. Massachusetts so far has about 8 blankets to donate. If anyone would like to make one there is still time. Use 1.25 yards of two different fleece material then cut and tie.

Remember to submit for your up to **\$600 Medicare Reimbursement** again this year. If you have Basic Blue Cross Blue Shield and Medicare Part B you are entitled to this reimbursement. Just go to the BCBS web site fill out the form and get your \$\$.

Stay informed and sign up for **UPMA Gold** electronic newsletter, **In the Mailbox** newsletter, **UnitedPMA.com**, and **MAUnitedPMA.com** in addition to the **national Leader and state Baystater**.

Brenda Senna won a door prize of \$50.

Meeting adjourned

Thank you all for allowing me to be your Retiree State President for the last 5 years. It has been my pleasure and honor to represent you.

**Respectfully,
Lorna Edie**



Retired Member's Corner



Retiree Spring Meeting



Andrew Bailey becomes a Retiree

June 27 2019



Wine tasting Nashoba Winery

Where are they now!

I retired in 2012 from the Colrain Post Office. For the next 15 months, my wife Cathy and I started to downsize for our new life adventures. Our first order of business was preparing our house for sale and eliminating most of our possessions.

We bought a 2013 Silverado 3500 a 2014 North Star Igloo slide we secured a terrific rental through the winter months.

For the past 6 years we have rental. When we head out of back in New England and 10 to 12

Our extensive travels throughout in Alaska, and visits to over

In 2017 we worked as volunteers Balloon Fiesta. We also hooked up launch and recover their balloon. free ride on one morning launch.

I keep up with Mass UPMA, conventions and retiree meetings occasional National Convention.

Our enjoyment traveling this vast on a return to Albuquerque fall. Also we will take a Arizona, New Mexico and Texas visiting a several more National Parks and Monuments along the way. With good fortune, this will be our lifestyle for many more years. See you on the road.



HD pickup. Pairing the truck with in truck camper came next. Finally house in Stuart Florida to carry us

spent 6 to 7 months in the Florida Florida we have a plan for 10 to 12 weeks weeks on a cross country excursion.

North America include 2 1/2 months 20 National Parks and Monuments.

for the Albuquerque New Mexico with a local balloon crew and helped Cathy was lucky enough to get a

through The Baystater. We make state if we are in the area. We also make the

country seems endless. We plan for the Balloon Fiesta this deep southerly route through

deep southerly route through



Bob Fournier

Postmaster of South Orleans for 13 years.

Lives in Brewster Massachusetts

Retired to spend more time with family, and to travel.

Took a foliage trip to Lincoln New Hampshire last fall and plans a trip to Cavendish Vermont in the fall of 2019. Went on a fishing trip to Sandy Hook New Jersey in May and planning a trip to the Philippines in 2020.

Barry Prada





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.

My Town



Dave Branga PM Tewksbury



Joshua Richard PM Dunstable



Ryan DiEoreo PM Southborough

2nd Annual New England Council Fall Conference

I had a great time at your state convention this year spending time with good friends, getting to know some people better, and even meeting some new people. I was happy to see that the three first timers were good sports and really enjoyed themselves, especially Kerri, who now has 12 BIG reasons to come back next year! Congratulations. I was pleased to see the number of retirees who not only attended the meeting on Wednesday but stayed for the entire convention. That is something I haven't seen at the other states I represent. It says a lot about how active and involved your members are.

I wear many hats in UPMA. I am currently the treasurer for the Maine retiree chapter, bylaws committee chair for the active chapter, nominating committee chair, and convention co-chair. I also serve as President of the New England Council and UPMA Retired Area 1 Rep. I will be removing the hats from those last two positions at the end of October this year. It is up to the National President of UPMA Retired to appoint my replacement as Area 1 Rep, but we will be electing a new president for the New England Council at our meeting at the National Convention. This year the rotation states that the president will come from the Massachusetts chapter and will take effect on November 1st and can be either an active or retired member. Jean Marie has expressed an interest in the position. If anyone else is interested and would like more information about the position, feel free to contact me. I made my first friendships outside of the Maine chapter at my first New England Council meeting back in the spring of 2003 including Stan the Man, Lorna, Donna, Pam Boudreau, Mike Quinn, Ken Vengren, and more. These people have become friends for life, and my life is so much richer because of it.

My last duty as New England Council President will be hosting the 2nd annual New England Council Fall Conference in Freeport, Maine and plans are currently underway. It will be held Saturday, October 19 and Sunday, October 20 at the Hilton Garden Inn. The agenda and registration form will be available at the National Convention in Connecticut, but I already have a commitment from Damon Nix, who will be bringing his D.J. equipment. Come join us for networking, some education, and a lot of fun! You do not need to be a chapter officer to attend. All are welcome.

I want to make you aware of the need to book early for overnight accommodations as that is prime-time leaf peeping season and the hotels fill up early. Because the Hilton Garden Inn is located in downtown Freeport, it is a prime spot and the rooms are not cheap. We have negotiated a discounted rate of \$225 per night, but you must book both Friday and Saturday nights to get that rate. Our room block is currently open for booking. Mention UPMA New England Council when booking. The phone number for the hotel is 1-207-865-1433 and the toll-free number is 1-888-728-3027.

If you find the price of the rooms at the Hilton Garden Inn is more than you want to spend, please note that there are several other hotels/motels nearby on the outskirts of town, all within a 5-minute drive to the Hilton, and all are located on Route 1. They were not selected for our weekend because they do not contain the meeting space we require. Because they are located outside the downtown area, they are significantly less expensive. Below is a listing of those hotels/motels and their phone numbers. Feel free to stay at any of them if you wish but be sure to



book early as they will fill upfast. I have not negotiated room rates with any of them; prices listed below are from 2018 and may be a little higher this year. I have also listed the distance to the Hilton Garden Inn. All are located on Route 1.

Hampton Inn	207-865-1400	
\$159	1.4 miles	
Econolodge	207-865-3777	
\$64	1.7 miles	
Super 8	207-865-1408	\$77
	1.8 miles	
Quality Suites	207-865-5568	
\$128	2.0 miles	
Holiday Inn Express	207-865-9020	
\$137	2.2 miles	
Casco Bay Inn	207-865-4295	
\$135	3.8 miles	
Best Western Freeport Inn	207-865-3106	\$85
	4.1 miles	

Thank you for your hospitality, your support, and most of all, your friendship. I look forward to seeing many of you in Connecticut in July and again in Maine this October.

Barbara Swiderski
UPMA Retired Area 1 Rep
New England Council President
Postmaster Retired, Bowdoinham ME
barbski72@yahoo.com

**2nd ANNUAL NEW ENGLAND COUNCIL
FALL CONFERENCE
OCTOBER 19-20, 2019
HILTON GARDEN INN, FREEPORT ME**

NAME _____
ADDRESS _____
PHONE _____ HOME EMAIL _____
OFFICE _____
NAME OF GUEST _____

POSTMASTER SUPERVISOR/MANAGER ASSOCIATE RETIREE

SATURDAY (INC BREAKFAST & LUNCH)	\$75.00	# _____	\$ _____
SUNDAY (LUNCH ONLY)	\$25.00	# _____	\$ _____
TOTAL ENCLOSED			\$ _____

Make checks payable to Maine Chapter UPMA
Registration must be received by October 1, 2019
Mail to: Barbara Swiderski
New England Council President
8 Bickford Dr
Topsham ME 04086-1305

** Please note any food allergies _____



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

Preamble

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

Article I – Name

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

Article II – Purpose

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

Article III – Membership

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

Article IV – Meetings

The state convention of the organization shall be held annually. At the discretion of the president, the site will be decided by the president with approval of the majority of the Executive Board or by vote at an annual convention one year or more prior to that state convention. The president may, with the approval of the majority of the Executive Committee, and for good and sufficient reason, change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.

Special meetings may be called by the president, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter.

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

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum and shall be entitled to vote on local matters pertaining to

the welfare and benefit of the Massachusetts Chapter of United Postmasters and Managers of America.

Robert Rules of Order shall govern the deliberations of this chapter unless otherwise specified.

Article V – Election of Officers

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.

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

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

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

Article VI – President

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

Article VII – Executive Vice President

The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position will be a separately elected position and must be an active member. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The remaining term of the vacant position of the Executive Vice President shall be 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.

Article VIII – Assignment of Committee Chairs

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

Membership Chair: It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership.

Legislative Chair: It shall be their duty to handle legislative activity within the chapter.

Education Chair: It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership.

Political Action Committee (PAC) Chair: It shall be their duty to handle any PAC activities within the chapter.

Adverse Action Committee Chair: It shall be their duty to provide representation to active UPMA members in all areas, including adverse actions.

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 President shall appoint an Audit Committee consisting of three (3) members not on the Executive Committee. It shall be the duty of this committee to examine the financial affairs of the Chapter to compare its assets and liabilities with the accounts and records kept by the Secretary/Treasurer. The audit report is to be presented at the annual State Convention and published in The Baystater.

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.

Article XI – Executive Committee/Executive Board

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.

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

The officers of the Executive Board of the Chapter shall be the members of the Executive Committee, 10 Regional Vice Presidents, and any MA member serving in a national position, all with voting privileges at all Executive Board meetings. The Executive Board shall review and approve the fiscal policy. The Executive Board shall be the governing body of the Chapter and shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board when in session.

The 10 regional areas by 3 digit zip code are as follows:

Area Zip Codes

010-011

012

013

014

015-016

017

018-019

020-024

025-026

027

Article XII – Sergeant-At-Arms

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

Article XIII – National Convention Roll Call Voting Procedure

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.

Article XIV – Bonds

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

Article XV – Dues

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

Article XVI – Official Publication

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named The Baystater. In addition, the Chapter may maintain a website for the

dissemination of information. The Executive Committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

Article XVII – Scholarship

The President will appoint seven (7) members to the scholarship committee, one from each of the following areas: 010-013, 014-017, 018-019, 020-024, 025-027, along with the Secretary/Treasurer, and the President Retired Members.

The President will appoint a chairman to the scholarship committee. The chairman of the scholarship committee is responsible for calling the meetings to select the applicant(s) for the scholarship(s).

The scholarship committee will receive and review all applications and provide reasonable assurance that the individual is capable of further education. It shall also determine that the applicant meets the requirements of eligibility.

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

Scholarships awarded each year shall be given the following names:

The Kenneth E. Cox Memorial Scholarship
The Gladys Powling Memorial Scholarship
The Stanley Skamarycz Scholarship
The Winnie McLaughlin Memorial Scholarship
The Donna Legro Scholarship

The naming of a scholarship should have a maximum longevity of ten (10) years to allow the Executive Board to recognize additional members. The Executive Board will determine when a named scholarship should be deleted.

Scholarship recipients must be a son, daughter, grandson, granddaughter, nephew, niece or ward of an active member, retired member, or associate member. Selection(s) shall be based on academics, leadership and character. Payment of the scholarship award is dependent upon successful completion of one full semester.

Article XVIII – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter President at least sixty (60) days prior to the opening of the annual Chapter Convention. The proposed amendment(s) shall be published or posted prior to the Convention. These bylaws may be amended at any Convention of the Chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the Convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the Convention unless otherwise specified in the amendment.



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



Preamble

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

Article I – Name

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

Article II – Membership

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

Article III - Meetings

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

Article IV – Election of Officers

Section 1: The elected Chapter officers shall be a President, an Executive Vice President, and a Secretary/Treasurer.

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

Section 3: The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their

name is placed in nomination. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

Section 4: Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of candidates presented by the nominating committee.

Article V – President

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

Article VI –Vice President

Section 1: The Vice President shall serve in the absence or disability of the President and work with the President as needed. This position may be a separately elected position. Should the office of the President be vacated, the Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as President. The remaining term of the vacant position of the Vice President shall be filled by the Executive Board. In addition, the Vice President may serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization, and insure that the Chapter always has a strong membership.

Section 2: In the event of a vacancy in the Vice President position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice-President.

Article VII – Secretary/Treasurer

Section 1: The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required. The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide.

Section 2: The Secretary/Treasurer will provide all documentation necessary to the auditors on a yearly basis or more frequently if necessary.

Section 3: In the event of a vacancy in the Secretary/Treasurer position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Secretary/Treasurer.

Article VIII – Executive Board

Section 1: The officers of this Chapter shall be a President, Vice President, a Secretary/Treasurer. These officers shall constitute the Executive Board and the governing body of the Chapter.

Section 2: It shall be the duty of the Executive Board to carry out the orders of the Chapter as expressed in the convention, it shall have direct control of all business of the Chapter and its affairs, it shall be the power of the Executive Board to authorize necessary expenditures; to audit all accounts; approve the expenses of the officers and in general perform all the functions ordinarily attached to such committee. The Executive Board shall have full control of the affairs of the Organization between conventions.

Section 3: The Executive Board shall have the power to remove any of its members for good and sufficient reason by two-thirds (2/3) vote of the board when in session.

Article IX – Sergeant-At-Arms

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

Article X – Dues

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

Article XI – Parliamentary Procedure

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

Article XII – Amendments

All proposed amendment(s) must be submitted in writing to the UPMA Retired Chapter President at least thirty (30) days prior to the opening of the annual Chapter convention. These Bylaws may be amended at any convention of the UPMA Retired Chapter by a two-thirds (2/3) vote of the delegates present and voting. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.



Meeting minutes from 5/23/2019

21 Members in attendance

Pledge of Allegiance waived with general public in adjoining tables.

Meeting called to order at 1:20PM

Treasures report Balance as of 5/23/2019 \$588.06

Election held for two officers:

Ballots counted by Wanda Poteat and Martha Casey, witnessed by Rich Hui

Lynn Legor was re-elected to another term as Secretary/Treasurer

John Coons Jr. PM Northborough was elected as Regional Vice President 015.

John Coons accepted the position, addressed the group and expressed interest in becoming involved with Adverse Action Advocacy.

Wanda Poteat reported for the 015 area:

Thanked the local chapter for all the cooperation during her time as 015 chapter president and reminded the group to share information and ask questions and continue to work together. Wanda still remains the Chaplain for the Central MA area.

We thanked her for her time and continued commitment to UPMA.

Ray White RVP 017 reviewed the last meeting minutes and encouraged any issues, comments or concerns to be sent to his personal email Raywhiteupma@aol.com.

Ray also addressed adapting to new leadership styles from the District and the new POOM, follow instructions in regard to compliance issues, and communicate concerns prior to it becoming a larger problem.

Martha Casey RVP 014 reviewed the rural 2080/2240 survey and the State convention that was held May 29th-31st.

New business:

Floor raised information regarding recent "Fact Finding" by NAPS, and questioned why UPMA did not join in effort. Rich Hui spoke about the NPA system and recent pay package. Rich explained the position and tactic used during this pay negotiation, and reminded the floor that negotiations start again shortly as there was only one year remaining.

i.e. securing additional pay for level 20 postmasters without supervisors, split level increase for level 18B postmasters, and changing matrix to afford members in lower cells to receive something rather than being excluded was a gain when there was nothing in the coffers.

Floor again raised Absentee voting. Explained absentee voting is in conflict of the national by-laws, being present is a mandate at the national level.
Question was asked, how do we go about changing by-laws?
Proposed changes must be submitted prior to February 1, 2020.

The group is looking for a parliamentarian to help with research and proposing changes.

Meeting adjourned at 2:20 PM

Next meeting date was not scheduled, but information will be coming soon for location, date and time.

New member initiative, if you sign up a new member you receive \$10.00,
An associate member \$5.00

National Convention at the Mohegan Sun Casino in Connecticut July 27-August 2, 2019
National scholarship application in the current UPMA Leader

Respectfully submitted,
Lynn Legor
UPMA local secretary
PO Box 4
Boylston, MA. 01505
508-869-6392

Greetings from RVP 020-024 Tom Driscoll

Happy summer!

Great to see everyone at MA UPMA state convention at the Red Jacket. As well, glad to see a little First-timer's luck with the 50/50 Raffle. Congrats to Kerri! Photos were taken prior to the drawing. I could've been happy. Alas, happy for Kerri. We would be even happier to see you at next year's state convention - quite likely in Plymouth MA next year. Please consider joining us.

I'll be heading to the National UPMA convention at Mohegan Sun in CT at the end of July. It is still not too late to sign up. See you there.

Thank you

Tom Driscoll RVP 020 -024





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.

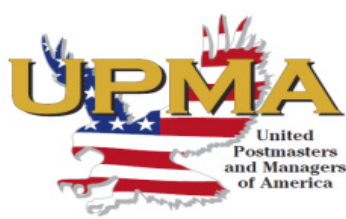
Respectfully,

Linda Nix
Chapter Member Rep

Foundations!

What is it and why is it necessary? A few members got together and were concerned with the lack of experience in the field. So we compiled a list of the newest members in our 3 digit area. We sent out emails asking for programs they would like to learn a little bit more. 11 EAS were contacted all responded with excitement and with what they wanted to learn more about. We spent 3 plus hours going over 4003, hiring and labor. We had plenty more they wanted to go over! We will save those topics for the next meeting we are planning in September. UPMA helping UPMA, it's that simple. Thank you Janine Cox and Linda Nix for taking their time to share their expertise, give back to the members. I look forward to the next Foundations meeting.

Damon Nix UPMA Member



Baystater Editor
111 Arthur St
Buzzards Bay MA 02532

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