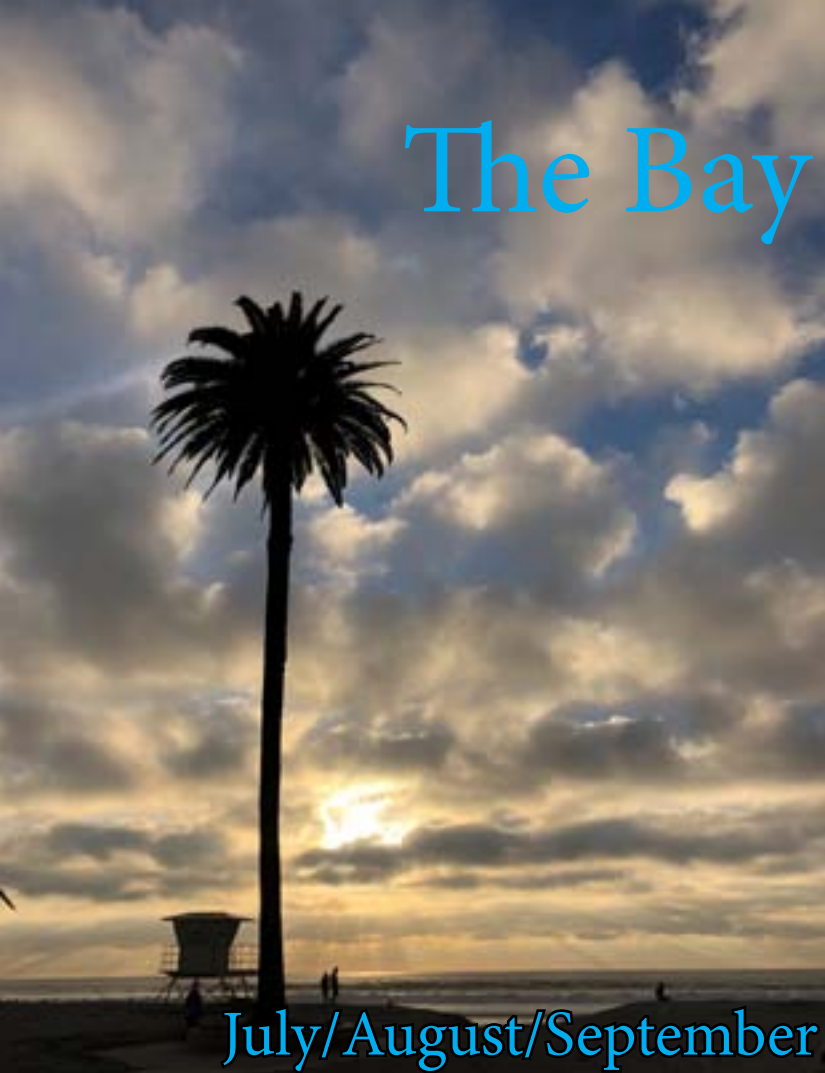


# The Bay Stater



July/August/September 2020



Please take  
time...



.....to  
enjoy  
the old  
normal

## 2020 MA State Convention Cancelled

After much discussion and feedback from our members, Massachusetts has decided to forgo a state convention of any type until it is safe for all of our members to attend and participate. This was a difficult decision that we have been debating for several months. We believe that all members have the right to participate in the organization and shouldn't choose between their health and participation.

In addition, I have made the personal choice to not attend a national event until the health and safety of our members is no longer an issue.

Again, this was a difficult decision and not made without a lot of discussion between my family and myself.

Massachusetts continues to be a dedicated chapter committed to the success of UPMA for all members.

Sincerely,

David M. Branga

Massachusetts State President

MA State President Dave Branga's letter to UPMA National President Dan Heins



## What Matters Most

These last 5 months have been a whirlwind of change, panic, information, misinformation and chaos. Who would have thought in January that we would be wearing masks and keeping our social distance from each other?

As this pandemic continues into the summer, I can't say how proud I am of all the Postmasters, Managers and Supervisors for doing everything they can to keep their employees and customers safe. With all the constant cleaning, running out for supplies, moving equipment to keep social distancing – you've all been incredible. None of us signed up for this, yet here you are day after day doing the right thing by your employees, customers and the organization. We can only hope that the longer this goes on, the closer we are to the end and we can go back to real normal, not "new" normal. I am not a fan of the new normal where we wear masks and keep 6 feet apart!

June saw the departure of PMG Megan Brennan. After 5 years as our leader, she has been replaced by an outsider, Louis DeJoy. PMG DeJoy comes from a logistics background. We'll see what he knows about the USPS soon enough. There could be huge or minor changes with the new PMG. No one knows yet. Change is never easy. My only advice is to remember, this too shall pass.

This is a presidential election year. No matter where your politics lean, there is an urgent need for PAC donations. Without a national and state convention, PAC donations will be without all the usual opportunities like 50/50 raffles and such. Please donate what you can to PAC. The easiest method is through ePAC where a certain amount is charged to your credit card monthly. Contact our wonderful PAC/Legislative Chairperson Robin Driscoll for more information.

As I write this article, we are in day 1 of at least a 10 day stretch of above 85 degree weather. Perfect vacation weather – if anything was open! I just want to remind everyone to try and take a moment for themselves to get outside, even for a little bit, to clear your mind and appreciate all the blessings in your life. Most of us are still healthy, we are still

working, we still have family and friends that love and care for us. Don't let the pandemic control who you are and what you do. Keep being that positive person, keep taking care of yourself and your employees, keep doing the right thing. Reach out to friends and family more now that we can't be there in person. The more you keep a normal routine, the less this pandemic wins. The pandemic can't stop you from taking a walk with someone you love or sending someone a card or letter to express gratitude. We are all more than just our job titles. Remember that.





Joshua Richard Secretary/Treasurer

## A Time We Will Never Forget

Once upon a time in world far away, was a UPMA chapter in Massachusetts. This chapter was filled with a diverse group of individuals that brought so much knowledge to the table. Every year this group would host an annual state convention where all members and guests were invited to attend. We would have three days filled with trainings taught by many of our own members. There would be business meetings, raffle prizes, lunches and dinners. Everyone looked forward to the auction that would help raise money for the scholarship fund. Members had time to socialize, get to know new members and catch up on some memories with their old acquaintances. Year after year this group would host the state convention and continue with tradition.

Suddenly, the year 2020 arrived and the world was struck with a pandemic. Coronavirus traveled around the world and caused many uncertainties. Murder hornets infiltrated our barriers and there was no toilet paper to be found. And worst of all, Tom Brady went to play for Tampa Bay. The world seemed like it came to a halt. Many people were forced to close their businesses and stay home to quarantine themselves. Several months have gone by in the year 2020 and the world is still not sure of what to make of this.

The MA chapter of the United Postmasters and Managers of America held a ZOOM meeting to discuss some of the options we had. ZOOM is a futuristic online website where we can all see and hear each other through the computer. This allowed us to communicate safely and meet the guidelines of the CDC. After a few conversations and listening to the guidelines released from the Governor, our team decided that it would be best to cancel the state convention until we have a better understanding of the pandemic. It comes with great sadness that this phenomenal group of people will not be able to gather and create new memories. We will continue to monitor the guidelines and stay current with what the state is allowing us to do.

With all jokes aside, I hope everyone is doing well and staying healthy. I am deeply saddened that we must cancel the convention this year. I always look forward to seeing everyone and creating such wonderful memories. Our chapter has always been one of the strongest and I am confident that we can come out of this even stronger.

If anyone has any questions or needs someone to talk to, please reach out to a friend, co-worker or family member. No one should feel alone or isolated during these trying times.

I want to thank everyone for going above and beyond the call of duty. I know that many of our members have been facing such difficult times at work and at home. Some of our members got extremely ill from the Coronavirus and we may know of some people that weren't so fortunate and lost their lives from it. My deepest sympathies go out to anyone that has lost someone due to this.

Please continue to stay healthy and take the precautions needed to get us back on track. Thank you all again for all that you do.

Joshua Richard  
Secretary/Treasurer





## Greetings, Fellow Postmasters and Managers,

What an unbelievable time we have all witnessed these past few months! I never thought I would see the day when something as simple as going out to eat with my family would be impossible. It is truly amazing the things we took for granted prior to the pandemic. Things have been much quieter than normal on the Chapter Member Rep front. Naturally, this is due to the new environment we find ourselves in as a result of COVID-19. However, I am left to wonder, did it really take a pandemic to calm things down in terms of our members being faced with Investigative Interviews and Disciplinary Action? Don't get me wrong, I realize things are probably a bit crazier than we've ever seen, and it feels like more is being asked of us than ever before. There have been mandates put out that call for no disciplinary action and managers have been asked to communicate better and be more understanding of the daily challenges we face. So, did we learn something through all of this? Is it possible to communicate better and understand one another better in order to develop a better work environment? Time will tell and I for one hope that we have in fact learned something that will lead to our members being treated with the respect and dignity we all deserve going forward. What we all do is important and we are essential, but no one should have to work in an environment where dignity and respect do not exist.

While it has been much quieter, inevitably one or two cases did pop up that require some attention. Recently, I had a case with a member that was called to their manager's office for an investigative interview for failure to follow instructions. Unfortunately for our member, they were guilty of the charges, and had failed to follow instructions. Nothing has come of this case as of this writing, but it is important to note, that unless an instruction results in a safety concern, we are just like any other employee of the USPS, we need to listen and follow instructions. If there is a question of legality or moral objection, ask for the instruction in writing and let your manager know this is necessary. Just don't blatantly ignore the instructions of your manager. The issue can then be pushed up to the proper department to be addressed, and you will avoid being in a bad spot.

Lastly, I had another case where a member was brought in for questioning but did not know they were going to be part of an investigative interview. They did the right thing and asked for representation as soon as they

realized what was happening. It is always a member's choice to ask for representation in this case, and all managers should be aware that if they are presenting an investigative interview, they should allow the person being interviewed to seek representation prior to the meeting. Should you be called or receive an email requesting your presence for a meeting with your manager, and you suspect that it could lead to something, you should always be prepared to ask the following:

Excerpt from UPMA National Website:

**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 refuse to answer any questions that may intend to incriminate me.*

In closing, as I say every month, don't go it alone! Reach out to your fellow UPMA members and help each other out. We are facing tougher times than any of us can remember and we need each other right now. Your UPMA State Executive Board is always there for you. And as always, don't hesitate to reach out to me should you need assistance. My contact information is on the back page of this publication. Stay safe and hang in there!!

Respectfully Submitted,  
Rob Leary



Robin Driscoll Legislative/PAC Chair

## WHEN IS ANYTHING GOING TO HAPPEN?

Still waiting for action in the Senate on the HEROES Act.  
Still hoping for \$25 Billion.  
Still waiting for Comprehensive Reform.

We did welcome a new Postmaster General, Louis DeJoy.

The Postal Service continues to add new leadership to its top ranks. The Senate confirmed Donald Lee Moak and Bill Zollars to serve on the Postal Service's Board of Governors. They will restore the quorum the board lost earlier this month when Deputy Postmaster General Ron Stroman stepped down. Both are new to the agency. Moak served as president of the Airline Pilots Association, and Zollars is the former chairman of the logistics company YRC Worldwide.

Remember Sen Josh Hawley, from MO, who came to our reception in DC? He asked UPMA for some info on the 2 Nominees, who were later confirmed.

Not surprisingly- PAC donations are low. Conventions are being cancelled and rescheduled. Everyone should have received a mailing with a PAC envelope to donate. Please use the envelope to send in a donation, or better yet, sign up for ePAC, which is the easiest way for UPMA to collect PAC money.

All the info you need to give is at:

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

As always, I will notify you when it's time to write letters and make phone calls again.

Hoping to see you all soon,  
Robin Driscoll  
Legislative Chair



Jerry Robertson, President Retirees

## Moving on...hopefully



Summer is slipping away but Covid-19 still manages to keep a stranglehold on the Commonwealth, even despite our best efforts to control and reduce the spread of it. I know I'm exasperated, and I usually have a lot of patience. I know many of you are equally frustrated, perhaps even more so. Hang in there, take care of your loved ones, and follow the guidelines. Enough said? Let's move on. PLEASE!

Wally Olihovik still wants to host a get together of all us cronies. He's just waiting until it's safe to do so. Thank you, Wally and Janet! I'll keep you posted on that front.

Needless to say, I doubt that we will be holding our annual fall luncheon. I will try to arrange a Zoom meeting with the Blue Cross rep for anyone who wants the latest updates on their health care. My plan is to do that as open season gets near. Stay tuned for updates on this.

This past year has resulted in many Postmasters and Managers retiring. When you retired, you were granted a six month free membership in UPMA. Please check your dates for signing up to UPMA so you can stay up to date on what is happening with the USPS and UPMA. There has never been a more crucial time to be aware of what is being done in Washington as the USPS faces dire changes, threatening over 200 years of providing exemplary service to every citizen in this country. The current administration obviously has no clue about the Postal Service's mission and mandate. (By the way, why hasn't Mark Meadows stepped up to defend the USPS?) If the USPS gets destroyed, the impact will be devastating to this country's infrastructure. So, please, pay attention to this. Please renew your membership. Just fill out Form 1187R and you'll be good to go. If you're a current member, reach out to your fellow retired Postmasters and Managers. We need to impress upon them how important they still are to this organization. Thanks for your efforts.

Please keep Rich Hui's family in your prayers, as well as Gerri Swarm and her family.

Other than all this, my days are taken up watching a Venus flytrap capture insects.

Stay safe, take care of each other and try to remain optimistic.



# Where are they now...



Hilton "Butch" Bowdridge

Avon MA 02322

35 years of service

Retired 17 years

Taking care and babysitting his 5 and 2 year old grandchildren

Advice: If you have your health, get out and enjoy life while you can.

Stan Skamarycz  
Westminster MA 01473

30 years of service

Retired 28 years

Chairman of Westminster Cemetary Commision for 15 years, working on a plan to revitalize the town common.

Advice: Keep very busy





## **Compliance Issues:**

COVID-19 Supplies, eMARS, Political Mail Log, Clock Ring Error report etc., etc., etc.... As we are all aware, being in compliance is one of the biggest issues that we are facing with postal leadership. We are required each day to make sure all tasks are complete. As leaders in the Postal Service we are entrusted to make sure our operations are complete. There is no reason that we can't be in compliance with all work. I understand that in most cases Level 18 and 43B Postmasters are alone in the office and are required to not only do the work of a clerk but to get all paperwork done throughout the day. Most Level 20+ Postmasters have supervisors that we can lean on to help get all the work done.

The issue I am hearing from POOM's is that they still have to chase Supervisors and Postmasters down for items. The easiest way to remember items and stay out of trouble is by making yourself and your staff a checklist with all items that need to be completed each day, week or month. If you have a daily checklist, you should really never have to listen to your POOM about missing anything again. The list is right in front of you each day.

The POOM's have told me that the biggest issue for them is chasing down the Clock Ring Errors. The easiest way to fix this is to make sure that all employees are making the right moves, and if they are not, then correct

## **Greetings to all**

Hope the madness that has been Covid 19 nightmare finally subsides and we can all get back to "normal". I know it has been a challenge for my staff and myself to cope with the illness, the passing of loved ones, the ongoing fears while all along - everyday has been like Christmas with the parcel volumes. It's been the strangest time ever for all of us. Taking a look back, it has been amazing to see all coworkers rise up to meet all kinds of challenges and obstacles . It would be great to let our guard down but the "new normal " is here to stay . Keep doing a great job everyone ! And many many thank you's for all you've done so far and what you will continue to do.

As everything was suspended and cancelled, we in the 020 – 024 were unable to have a gathering . Thanks to Dave and the E-Board for sharing all the information. At this writing, the MA state UPMA gathering and the National UPMA meeting in St. Louis have cancelled. If another date is selected, the information will be shared. We likely will have more of these zoom types of meetings until further notice. Call me directly if I can be of any assistance or help with anything at all.

their actions. This very simple fix can be accomplished by making sure that employees are trained in how to make proper clock rings. Now I know that this will be time consuming at the beginning, but it will definitely pay off in the end.

The other hot topic is retail counts. We have 3 months to get them done and we still have offices with 2 weeks to spare not completing this task. We should be able to have all counts done over the first 2 weeks of a quarter. The cash count and unit cash reserve take no more than 5 minutes to complete. Pick a day, let all sales and service associates know you are counting them, and just get it done. You should be able to get all counts done in one day even in larger offices. Set up a schedule to be successful and avoid getting the nasty emails on this subject.

Bottom line is making sure we are all doing our jobs and getting everything done before the POOM emails, calls or visits to have a talk. If we have a checklist and follow up with supervisors, we should never have any problems.

Thank you

Keith Miller

RVP 018-019

PS: I was really looking forward to meeting new UPMA members this summer at the convention. But now that it has been cancelled due to the COVID-19 issue, I hope to see everyone in person next year. Have a great summer and stay safe.

Congratulations to Charlie McLean on his retirement from West Bridgewater MA 02379.

Congratulations to Tom Handrihan on his retirement from Avon MA 02322.

Congratulations to Tom McSweeney on his promotion to Brockton MA 02301.

Congratulations to Kim Newcomb on her promotion to North Easton MA 02356.

Congratulations to Jonathan Graves on his promotion to Plymouth MA 02360.

Congratulations to Louis Dejoy on his promotion to PMG!

Many thanks to PMG Megan Brennan for all her leadership and inspiration. All the best to her and her family in retirement!

Please let me know if I missed anyone and will get you published!

Hopefully a meeting will be forthcoming in Q4 when "America is open again!"

Be well everyone. Keep washing your hands.

Tom Driscoll RVP 020 – 024 Mayflower Chapter.

# UPMA NORTHEAST COUNCIL FALL CONFERENCE

Oct 2 – 4, 2020

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Post Office you represent: \_\_\_\_\_  
Retired \_\_\_\_\_ First Timer: \_\_\_\_\_  
Your mailing address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip code \_\_\_\_\_

S

**The Sturbridge Host & Hotel** is located conveniently off I-90 (MA Turnpike) to Exit 9. Immediately after tollbooth if you are on I-84. Follow I-84 briefly to Exit 3B. Follow RT 20 west for approx. 1 mile, entrance to the Hotel is on the right. Airports: Logan Int'l: 62 miles, Bradley Int'l: 51 miles, TF Green RI: 60miles  
Please call the Hotel directly to make room reservations.

Mention Northeast Council UPMA to receive the room rate of \$119.00

Phone # 508-347-7393 Fax# 508-347-3824

- Room and Tax will be billed to the **Individual**
- Incidentals will be billed to the **Individual**

It is the responsibility of the group contact to inform all attendees they will be charged in full upon arrival. No refunds will be given for early departure.

Hotel may release for general sale all group room reservations that are not confirmed by 5 p.m. on **September 11, 2020**.

Conference Registration Fee \$75.00, please make checks payable to MA UPMA and send to:

**Joshua Richard 74 Mason Rd, Brookline NH 03033**

Thank You

Jean Marie McClellan, UPMA President Northeast Council

[JMRELAY2000@YAHOO.COM](mailto:JMRELAY2000@YAHOO.COM) 774-212-4585



  
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**800-582-3232**

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### LOCATION

The Sturbridge Host Hotel is centrally located one hour from Boston, MA, 40 minutes from Springfield, MA and only 45 minutes from both Hartford, CT and Providence, RI. We are only three hours from New York City and three minutes off the MA Turnpike (I-90) at Exit 9 and I-84, exit 3B.

### FACILITIES & SERVICES

- 232 guest rooms many with a lakeside view
- 24 mini suites
- 5 suites
- Non smoking & accessible rooms available
- Laundry/Valet Service
- Complimentary Parking
- Complimentary Guest WiFi in all guest rooms
- Safe deposit boxes

### RECREATION

- Fitness Room
- Outdoor Recreational activities: Paddleboats, Beach Volleyball, Lake Swimming, and Horseshoes
- Indoor Heated Pool & Jacuzzi
- Game Room
- Boating & Golf nearby

### MEETING ACCOMMODATIONS

- Over 35,000 square feet of flexible meeting space
- 12,000 square foot Exhibition Hall
- 6,000 square foot Grand Ballroom
- 1,920 square foot Junior Ballroom
- Total of 22 meeting rooms
- Wireless Internet access available in all conference facilities
- Audiovisual equipment available
- Outdoor Function Tent available seasonally
- Lakeside Banquet dining options

### DINING & ENTERTAINMENT

- The Greenhouse Restaurant serves breakfast and weekend country breakfast buffet
- The Oxhead Tavern offers rustic lakeside dining for lunch and dinner. Outdoor dining in summer, Fireside dining in winter, all overlooking Cedar Lake
- VIP Lounge offers lighter fare, big screen TV's and weekend entertainment



### AREA ATTRACTIONS

- Old Sturbridge Village directly across the street from the hotel
- Six Flags New England just a short ride
- DCU Center, Mass Mutual Center and Hartford Convention Center, all less than one hour away

### AIRPORTS

- Logan International: 1 hour/62 miles
- Bradley International: 51 minutes/50 miles
- TF Green Airport: 1 hour/60 miles

### DRIVING DIRECTIONS

I-90 (MA Turnpike) to Exit 9  
 Immediately after toll booth you are on I-84  
 Follow I-84 briefly to Exit 3B  
 Follow Rte 20 west for approx 1 mile  
 Entrance to hotel is on the right



# Coronavirus

## Domestic Violence Awareness for Leaders

Social distancing can help reduce the spread of COVID-19, but for many survivors of abuse, staying home may not be the safest option. Additionally, stress and financial strain can create circumstances where their safety is compromised. When individuals are forced to stay in proximity to an abuser, they may take advantage to gain more control. The following are other ways the pandemic may further complicate an abusive situation:

- Programs that serve survivors of abuse may be significantly impacted—shelters may be full or may have stopped intakes altogether.
- Survivors may fear entering shelters because of being in close quarters with groups of people.
- Survivors who are older or have chronic health conditions may avoid shelters.
- Travel restrictions may impact a survivor's escape or safety plan—it may not be safe for them to use public transportation or to fly.

With COVID-19 creating the additional challenges above, it is important for you to recognize the following signals that could impact your employees at risk of domestic violence:

- Abusive partners may withhold necessary items, such as hand sanitizer or disinfectants.
- Abusive partners may share misinformation about the pandemic to control or frighten survivors.
- Abusive partners may prevent survivors from seeking appropriate medical attention if they have symptoms of COVID-19.
- Abusive partners may withhold insurance cards, or threaten to cancel insurance.
- Abusive partners may feel more justified and escalate their isolation tactics.

Before approaching your employee reach out to your EAP for confidential\* assistance and guidance on how to help your staff member create a safety plan and obtain resources. You may also provide them with the *Coronavirus: Domestic Violence Awareness* handout for a quick reference.

Learning a staff member being abused is stressful. Remind yourself that you can't make decisions for someone else, but you can encourage your employee to think about their wellbeing, safety plan and practice self-care.

### **In addition to your EAP, you or your employee may also call the National Domestic Violence Hotline:**

If you suspect an employee is affected by abuse, encourage them to call 800-799-7233 (TTY: 800-787-3224). Let them know if they're unable to speak safely, they can log onto [thehotline.org](http://thehotline.org) or text LOVEIS to 866-331-9474. This material was adapted from the [hotline.org](http://thehotline.org).

**If you are in immediate danger, call 911.**

\*EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g. when a person's emotional condition is a threat to him or herself or others, or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.



**CALL US TODAY: 800-327-4968**  
800-EAP-4YOU | TTY: 877-492-7341  
[WWW.EAP4YOU.COM](http://WWW.EAP4YOU.COM)



# Coronavirus

## Suicide Awareness for Leaders

The emotional and behavioral effects of the current global pandemic present additional risk factors to you and those you lead within USPS. It is important for you as a leader to support employees who are struggling with suicidal tendencies. Encourage them to seek assistance opportunities through use of telephone-based and digital outreach to maintain physical distance while remaining socially connected.

### Signs an employee may be struggling:

- Fixating on suicide
- Giving away valued possessions
- Behaving recklessly
- Increasing use of alcohol and/or drugs
- Experiencing changes in sleep
- Neglecting basic self-care
- Putting personal business in order
- Neglecting doctor's orders
- Exhibiting an increase in mood swings
- Withdrawing from others

### What to do if your employee is struggling:

- Ask what is going on and how you can help.
- Ask directly: "Are you thinking about suicide?"
- Listen Intently. Let the individual do most of the talking.
- Remain non-judgmental.
- Be Sympathetic. Remain calm, patient and accepting.
- Offer Support. Let the individual know they are not alone.
- Ensure Safety. Contact local authorities.
- Do a wellness check.
- Don't leave the individual by themselves if they're at risk.
- Be Prepared. Have an action plan for accessing additional support by reaching out to your EAP.

Trust your intuition. If you feel like someone is struggling, they probably are. Help remove the stigma surrounding mental illness by encouraging your employees to seek the help they need. Your willingness to initiate a conversation could save their life. For further support, call your EAP today and speak with a counselor. We can guide you on how to take action while offering comfort and providing confidential\* support.

**If you feel you are in immediate danger, call 911 or the National Suicide Prevention Lifeline - 800-273-8255 (TTY: 800-799-4889)**

\*EAP counselors have master's degrees and are licensed professionals. Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law (e.g. when a person's emotional condition is a threat to him or herself or others, or there is suspected child or elder abuse) or the issuance of a court order upon a showing of good cause.

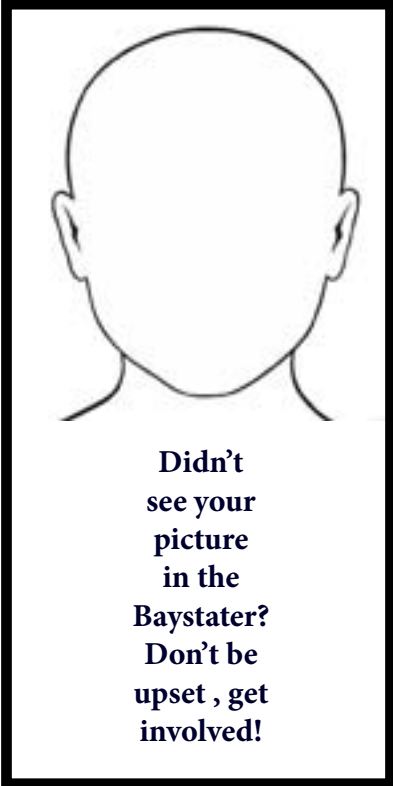


**CALL US TODAY: 800-327-4968**  
800-EAP-4YOU | TTY: 877-492-7341  
[WWW.EAP4YOU.COM](http://WWW.EAP4YOU.COM)

# Kitchen Sink Page

## Recent Promotions

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.

### 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  
Sept 20, 2020

Big thank you to Megan Brennan for being a friend of UPMA  
Enjoy your retirement



*Damon Nix Chapter Editor*



## *Socially Distant?*

Greetings UPMA Members,

What a crazy time this has been for someone who is a people person, trying to be socially distant but remain social. I think we have lost something in these last few months. People have been so distant they forget how to interact with everyone else. Please don't let that be you. Remember to reach out to your fellow UPMA members, we are all in this together. What a great time to get to know each other while we are all still working through this tough time.

WEBSITE- [maunitedpma.org](http://maunitedpma.org)

FACEBOOK- MA Chapter UPMA

Look forward til next we meet!

Damon Nix

Chapter Editor

## *MARK YOUR CALENDAR*

**3rd Annual Northeast Council  
Conference**

Sturbridge Ma

October 2-4 2020

Sturbridge Host and Hotel  
Conference Center

Baystater Editor  
11 Arthur St  
Buzzards Bay MA 02532

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### 014 Regional VP

VACANT  
Contact 015 or 017  
Regional VP

### 018-019 Regional VP

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Cell: 508-633-4008

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PM Tom Driscoll  
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### Parliamentarian

Donna Legro  
PM Retired  
Cell: 978-430-1303

### 013 Regional VP

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