

The Bay Stater

Oct/Nov/Dec 2020



Where's Jerry??? His article was mailed out to each retiree with a UPMA mask and it's on the website.



Dave Branga State President

Again, Thank You

I got a visit from my friend and Secretary/Treasurer Josh Richard yesterday. He came bearing a surprise – the 2019 Leader of the Year award! I was genuinely surprised, honored and humbled by this. Thank you all so much. This award is voted on by you the members so it means a lot. When I was a supervisor in Dracut many moons ago, Mike Quinn came in as the new Postmaster. I remember seeing his Postmaster of the Year award in his office and being very impressed and thinking.....someday. Again, thank you. This means a great deal to me.

Unfortunately, we didn't have a state convention due to safety and participation concerns. Originally this wasn't thought to have too much of an impact on us because we thought National would put off their convention as well. They didn't. They rushed to have a national convention at the end of October. If it was any later, perhaps we could have cobbled some form of state convention together, but there is just not enough time. That means that although we can ZOOM the convention (on our own time and equipment), Massachusetts won't be able to vote on the proposed national bylaw changes. This is the first time we won't have a voice at national. I am troubled by that. There are a lot of national bylaw changes and state bylaw changes that I think are important. However, we will be prepared for next year regardless of the COVID impacts. We will have a plan in place for an in person state convention and a ZOOM type state convention for 2021.

As the weather changes, so does the post office. By the time this comes out, the election should be over and we will either still have PMG Dejoy or a new PMG on the horizon with a new administration. Change is constant. Roll with the changes. Whichever way this goes, remember you have a job to do. Remember your role in the company. Do your best to fulfill your duties and obligations.

Winter is coming....again, as it does every year. Make sure you've prepared your office and teams for winter. Order your supplies early, get with your snow plow contractors, review last year's performance and what went right and wrong. Keep yourself and your employees safe this year. As we end FY 2020, we've seen an increase in accidents and injuries. We all want to go home the same way we came in – standing up! Your safety is just as important as your teams.

Don't forget that. No heroics just because you are in charge. We haven't had a Management Organizational meeting in a while. In this COVID era, I'm not sure how it would get done. Probably via ZOOM like the rest of our lives. I haven't heard too much by the way of moans, gripes or complaints either. Maybe we are all too busy certifying this and that. If you have a concern, remember to reach out to your AVP.



Membership Matters

Deanna White Executive VP



Greetings,

I would like to take a moment and bid a fond farewell to the many friends I made and worked with on the National Membership Committee. It has been an honor and privilege on the committee. I am truly grateful for the lifelong friendships and professional relationships I made.

I've said this before but it bears repeating. If your days are anything like mine, I'd like to remind you that networking is your friend. MA UPMA members are people like yourself who are facing the same challenges daily, and best of all they're just a phone call or town away. If you're struggling or feeling overwhelmed (who isn't right now?) pick up the phone. Call a neighbor, a friend, or any UPMA officer. Things may not change from that alone but you will likely feel better from having a conversation with someone who can relate to your situation.

2020 has been the most difficult year of my life and I'm guessing yours too. But you know what? Deep in my heart I know it will get better. It has to. With the presidential election soon to be behind us, we will be able to mend the division in our country and in some cases, our homes and friendships. I'm hopeful 2021 will bring a vaccine and stop the spread of COVID-19 and end the need for social distancing. I look forward to spending time with my extended family and loved ones and the many wonderful friends I've been blessed to meet through UPMA!

Finally, as we move into this historic pandemic holiday season, be sure to take care of yourself. Do not work yourself to the point where you're so exhausted and stressed you can't relax and enjoy your down time at home with your family. Make the time to take care of "you" this holiday season, you deserve it!

Stay safe, stay strong, and remember, this too will pass.

If you have questions concerning new membership recruiting or the promotional free membership eligibility please don't hesitate to give me a call.

Deanna

MA Chapter Membership

Benefits of Joining UPMA

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- All national UPMA leaders and chapter presidents are current USPS employees.
- National officers serve one term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- A national website—unitedpma.org—offering the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publication that contain information important to you in your current position and will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- As a UPMA member you have access to the network of Adverse Action Member reps, should the need arise. As an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action you are eligible for the Legal Defense Plan.
- You gain a network of Postmasters, Managers, Supervisors and other EAS Professionals who can assist you in your day-to-day duties and mentor you for future opportunities.

Additional Benefits of Being a UPMA Member



AAA – Where Roadside Assistance Is Just the Start

AAA takes care of you, both on and off the road. As a AAA member, you'll enjoy a variety of valuable benefits:

Drive with Peace of Mind For more than 110 years, AAA has helped the nation's motorists get back on the road fast. Call AAA 24 hours a day, 7 days a week. We'll be there.

Shop Smarter and Save Find discounts at thousands of participating retailers, restaurants, hotels and attractions across the country. Many members save more than their AAA dues!

Travel Smart and Well-Informed AAA's knowledgeable Travel Agents will help you make travel arrangements — from weekend get-aways to dream vacations. Or find your own way and see what you want with AAA's free digital and print maps and travel guides.

As a member of UPMA, you can join AAA today at a special one-year new member rate of \$50.

Joshua Richard Secretary/Treasurer

Trying to keep a positive attitude!



It has been over six months since our lives have been in turmoil from the pandemic. I look at what we as Postmasters and Mangers have had to juggle both in our personal and professional lives. The last few months have been very trying and exhausting for me and I am sure for everyone else. We have been tasked with running our operations with little to no resources in some cases. The workdays seem to never end and one week blends in with the rest. I ask myself how we manage to get through this. When I go to answer that question, I say to myself we are one amazing group of people. We all have families and outside personal agendas to incorporate into our postal schedule. Life still must go on and we need to be creative on how to keep it all together. To make a long story short, I am immensely proud of the professionalism from our members in the MA Chapter.

The Executive Board has made some difficult decisions regarding cancelling our State Convention and not attend the National Convention. I have heard some positive remarks from the members and I feel we made a wise decision. With that being said, I want to remind everyone that our chapter has always been one of the strongest and I would like to continue being strong moving forward. I am hoping in the future that we can meet up in person again and go on with business as usual. Until then, I want to remind everyone that communicating and staying in touch is what we should focus on. Keeping a strong and healthy network is how we come out better in the end.

I know there is a lot of controversy regarding the National side of UPMA. I do not want to speak on that and persuade any member either way about the issues. I would like us to focus on the MA Chapter and work on the tasks that we need to continue our success. MA Chapter is always looking for new faces to join the Board. We currently have a few positions that we need to fill and if anyone has any interest, please reach out to one of us to get more information.

We are looking for someone to lead the Legislative/PAC team. This individual keeps us informed about all the current activities going on in Washington and it also coordinates contributions to the Political Action Campaign. There are several RVP spots open for our local three-digit groups. The RVP's are crucial in keeping our

members in the loop. They attend the Executive Board meetings, share information, bring information back to all members.

We are also looking for a Parliamentarian to overlook the meetings and processes. This individual must become familiar with the national and state bylaws, Articles of Incorporation and Roberts Rules of Order. We want to be transparent and honest in what we do, and this individual makes sure we follow the rules and guidelines. I know there is a lot going on and times are uncertain. I want everyone to know that someone is a phone call away and if you need to vent, ask a question or need to meet for a coffee socially distanced, please reach out to one of us or another member and together we can get through this.

I am proud to be part of a team that cares and is passionate about what we do. I cannot control the actions and behaviors of others, but I can control how I contribute to this team. Thank you all again for facing the daily grind and making things happen. I remind myself to focus on being positive and try to control what I can control. I hope everyone is well and doing the best they can very day. I look forward to hopefully reuniting as a group next year!

Joshua Richard
Secretary/Treasurer



Rob Leary MA Chapter Member Rep

Greetings Fellow Postmasters and Managers,

It has been relatively quiet on the Member Representation front this month, which is always a good thing. One of the things that seems to crop up quite a bit though, is timekeeping integrity. I recently attended an investigative interview for a supervisor that was accused of changing an employee's clockrings improperly. This was the fourth interview this year that I have been a part of on this subject. I would caution all members to ensure that anytime you believe there is a need to make a change to an employee's clockrings, do the following:

1. Ensure that the change is absolutely necessary.
2. Obtain a 1260 signed and filled out by the employee for documentation.
3. If you are unsure about the changes, verify with your immediate manager for validation.
4. If at any point, you are unsure about the entry that needs to be made, stop what you are doing and seek clarification.

Many times, we make decisions in the heat of the moment that can come back to haunt us. We work in a fast paced environment. There is no harm in validating your decisions through a fellow manager or your immediate manager. Don't let the deadlines force you into a hasty decision!

On another note, this week marks the beginning of Fiscal Year 2021. The theme so far seems to be "The year of accountability." It remains to be seen how deep those words will go, but I get the sense that there will be a renewed focus on overall accountability of Postmasters and Managers throughout the organization. We all know too well that on most days there isn't enough time in the day to accomplish all of the different things thrown at us. I liken it to my kids and their daily lives in school. There is little to no communication between the teachers and next thing we know, they have 4 hours of homework a night. Similar in our respect, each department (HR, OPS, Marketing, etc.) has their own objectives and goals that they send out to the field. Each department, being focused on their own goals and needs doesn't necessarily know what the others have sent out. Next thing we know, we have hours of work on top of our normal daily grind, and nothing but another deadline to meet. This gets to be extremely overwhelming and can put us in a situation where we feel helpless and stressed out. Don't let that stress get the better of you! Control what is within your abilities to control. If you are in danger of missing a deadline or becoming non-compliant, let your immediate manager know of the struggles and obstacles you are facing. Keep them informed. Perception is a powerful thing, and for as hard as we all work, we don't want our managers having a bad perception that could lead to possible adverse action. Lean on one another for support. We all have a "go to" manager, whether it's a good friend or mentor. Talk to one another and help each other. Together we can make it through anything.

Lastly, as always, I am available for our members whenever needed. My contact information is on the back page of this publication. You can always shoot me an email at PMRLEARY@YAHOO.COM as well. In this COVID environment, I realize regular Chapter meetings are harder to hold, but should your chapter have a meeting and would like me to attend, I would be happy to. With Peak Season upon us, remember to keep your integrity at the forefront and make good decisions. An early Happy Holidays wish to all of you!

Respectfully Submitted,
Rob Leary

Robin Driscoll Legislative/PAC Chair



Still No Relief...

Are you all wondering if Congress will provide the Postal Service with any COVID relief?
And pass any comprehensive reform?

From President Dan: We do not currently have any particular bills that are pending that we want you to reach out to your members of Congress. We do have a Legislative Position Statement posted on our website that was developed earlier this month that gives you some talking points to Congressional members. We need to stress the importance that they get on board with support for a COVID relief package that contains a direct appropriation for the United States Postal Service to cover the costs incurred as a result of the COVID pandemic. The figures that have been contained in other pieces of legislation ranged from \$10-25 Billion. While we believe it should be the \$25 Billion figure, at this point any relief would be appreciated. However, the position statement that we have on the website encourages you when talking with your Congressional members or their staffs, to remind them that this relief is just that, relief! In no way does it address the long term needs for comprehensive Postal Reform and we will be working on that in the next Congress. I invite you to take a look at the information available on the website regarding legislative issues and to contact your members of Congress on a regular basis.

Also on the website is the [Link to recordings of telecons.](https://www.unitedpma.org/news/legislative-teleconference-schedule)
<https://www.unitedpma.org/news/legislative-teleconference-schedule>

Chris McCannell talks about the tight Congressional races, and who are the recipients of UPMA PAC money.

The 2021 Legislative Summit is scheduled for February 21-23 (travel home on February 24). I do not have any more information at this time.

Make sure you check the UPMA site for the latest info before you make plans!

It has been my pleasure to serve you as Legislative/PAC Chair this year.

Robin Driscoll

Greetings from RVP 020-024 Happy Fall !

Greetings and Salutations!

The Groundhogs ate my garden bad this summer. I've been fighting back with some success.
Postal Pride has gotten eaten bad over the last few months too. I am fighting back. I hope you will too.

I've been working at the USPS for like 100 years it seems – 31 when I last looked. I've never seen this decay in public perception of USPS seemingly overnight. COVID on top of this has been awful. What to do? Keep doing what we've been doing! Working hard, being professional, pushing persistency and diligence - All will carry us through this current "mess" or "maze". The USPS has been through tough times before. Now more than ever does it indeed need our leadership.

Speaking of leadership:

Congratulations to Jim Cozzone on being promoted to PM Dover MA 02030-9998.

All else still on hold or frozen.

I am proud of you all. Thank you for all you do.

The support is greatly appreciated.

Please help each other and be Postal Proud!

Thank you Tom Driscoll RVP 020 -024

! Wash Up, Glove Up, Mask Up !

As Postal FY 2020 comes to an end, and FY 2021 is on the rise, we are not out of the woods yet. Hopefully we are all working safely and keeping ourselves and our employees safe.

I know for everyone it's been a difficult past few months dealing with **COVID 19, AMAZON, and HIRING,** etc., I know we deal with these obstacles daily all while surrounding and protecting our future and the sanctity of **Delivering the Mail.**



As we stand strong and get through these trying times, I want you **ALL** to know as a customer, as a colleague, as a friend, and as your **UPMA Cape & Islands Regional Vice-President** I say **Thank You, Thank You For**

Thinking outside the box.

Having a positive attitude.

Always wearing a mask.

Never giving up.

Keeping everyone safe.

You for being a valued employee.

Outstanding commitment.

Understanding that we are all in this together.

Respectfully,

Adrian E. Joia

025 - 026 Cape & Islands RVP UPMA

Falmouth MA 02540

UPMA SCHOLARSHIP AWARDS 2020

One of the best programs UPMA of Massachusetts has is our Scholarship Award Program. This program recognizes members' children, grandchildren, nieces and nephews for their achievements and gives them some financial help furthering their education. The funds are raised at the State Conventions with the Ad Book, the Auction, a 50/50 Raffle and by private donations. Although we were not able to have a UPMA Massachusetts state convention this year due to COVID-19, we were still able to give scholarships in 2020 with funds in the scholarship account put aside for times like these. I would like to thank all of you that support this program because without you the scholarship program would not exist. These young people have lost a lot during this past year and our ability to continue giving the scholarships gives them a little hope for a brighter future.

This year I was honored once again to chair the Scholarship Committee. I would like to recognize and thank the following UPMA members for serving on the 2020 committee: Retired Postmaster Jerry Robertson, Manager of Ops. Frank Bowen, Postmaster Neil Branco, Postmaster John Coons, Postmaster Frank Hawks and Postmaster Jim Mills. Choosing the scholarship recipients is always a difficult task so thank you for continuing this tradition.

The Gladys Powling Memorial Scholarship was awarded to Emily Wambach, daughter of Robert Wambach, Postmaster of Grafton MA. Emily is dedicated, hardworking and has proven her leadership skills. She was a member of the National Honor Society, Team Captain Varsity Softball, Peer Advisor and has volunteered for many fundraisers in her school and in the Auburn community. Emily is presently attending Western New England University and is majoring in Biomedical Engineering. Emily hopes to become a prosthetic engineer so that someday she can make a difference in the lives of amputees.

The Stanley Skamarycz Scholarship was awarded to Benjamin Grniet, grandson of Postmaster Retired Patricia McBride (Dillon). Benjamin's teachers describe him as a responsible, motivated young man with a passion for learning and a leader amongst his peers. He graduated with First Honors and has earned a Varsity Letter in baseball, basketball, golf and football. He has been a member of the Student Council and the Newman Society for the past two years. Benjamin currently plans to major in Political Science but has a goal to study Engineering as well at the University of Massachusetts, Amherst.

The Winnie McLaughlin Memorial Scholarship goes to Justin Carpende, son of Heidi Carpende, Supervisor Customer Services. Justin is currently attending Bridgewater State University with a double major in English and Pure Mathematics. His English Professor considers Justin to be especially gifted in both disciplines, which is rare but revealed in his work in both majors. He had made the Deans list the past three semesters with a GPA of 4.0. Justin originally planned to become an English Teacher but is also keeping his future plans open by exploring other opportunities.

The Donna Legro Scholarship is awarded to Jordan Elizabeth Maple, daughter of Robert Maple, Network Operations Analyst. Jordan is considered to be passionate, extremely capable, respectful and an earnest leader who is anxious to learn. She was Captain of Varsity Soccer Team and graduated in the top 10% of her class. Jordan plans to major in Communications at the University of Massachusetts, Amherst this fall and hopes to work for the Robert Kraft Foundation once she earns her degree.

Congratulations to all and best wishes achieving all of your dreams.

Stay happy and healthy,

Lorna Edie

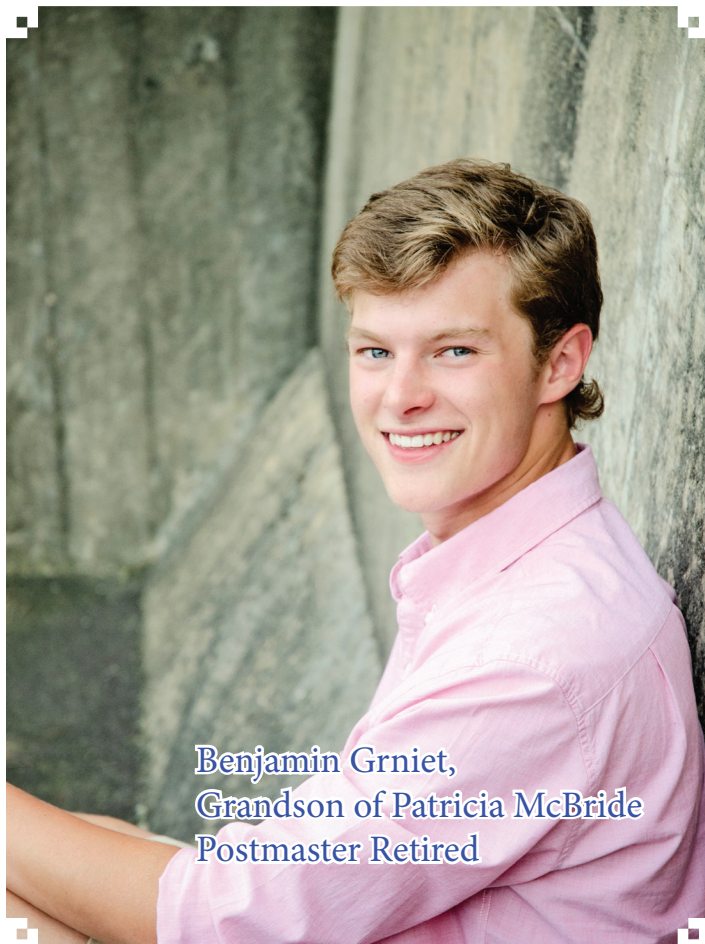
2020 UPMA Scholarship Chair



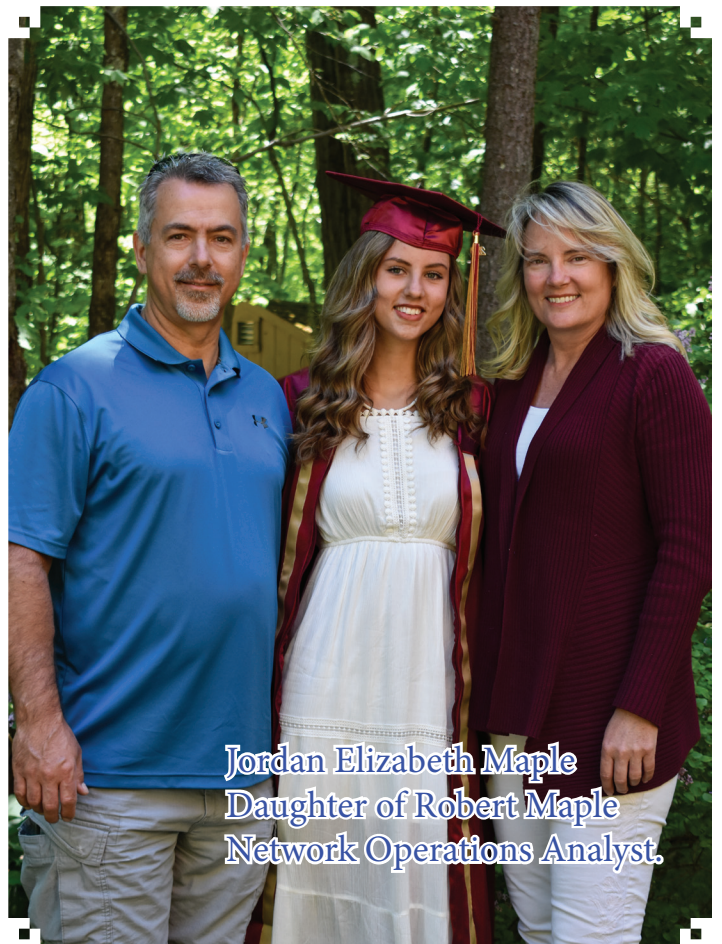
*Justin Carpender,
Son of Heidi Carpender,
Supervisor Customer Services.*



*Emily Wambach
Daughter of Robert Wambach
Postmaster of Grafton MA.*



*Benjamin Grniet,
Grandson of Patricia McBride
Postmaster Retired*

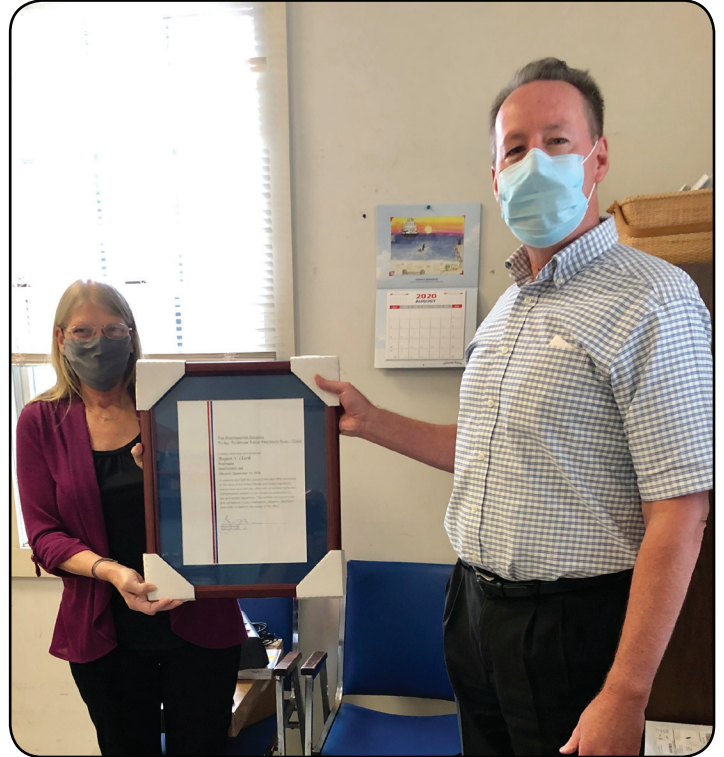


*Jordan Elizabeth Maple
Daughter of Robert Maple
Network Operations Analyst.*

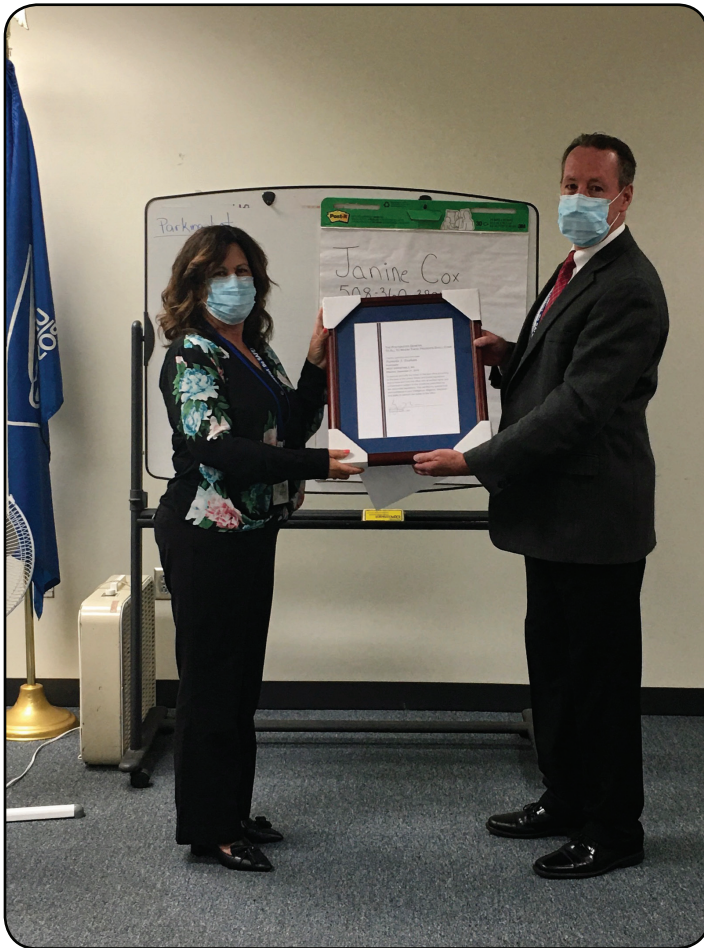
Promotions with your host John Fitzpatrick POOM 9



Cynthia English Postmaster Cataumet MA 02534



Regan Clark Postmaster Nantucket MA 02554



Pamela Teahan Postmaster West Barnstable MA 02668



Shawne Evans Postmaster South Chatham MA 02659

GET MONEY BACK FOR PAYING PART B PREMIUMS

Blue Cross Blue Shield Basic Option members who have Medicare Parts A and B (doesn't have to be primary) can get reimbursed for paying Medicare Part B premiums. **In 2020, the reimbursement amount is \$800!** Each member in your household who has Medicare Parts A and B coverage can earn **\$800**.

Here's how the program works:

1. Submit a Medicare Reimbursement claim. You can submit your claim online by registering for or logging in to your Medicare Reimbursement Account at fepblue.org/mra or through the EZ Receipts app. You can also mail or fax a claim form. You can download the form from our website.

2. Include proof of Medicare Part B premium payments with your claim submission.

Examples of proof of payment include:

- a. Your annual Cost of Living Adjustment (COLA) Statement
- b. A canceled check*
- c. A credit card statement*
- d. A bank statement*

3. Once we review your claim, we'll direct deposit the funds to your bank account if you selected this option online or through the EZ Receipts app. If you don't select direct deposit (or if you mailed or faxed a form), you'll receive a paper check.

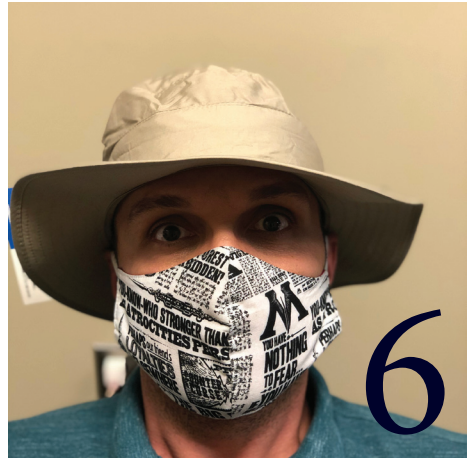
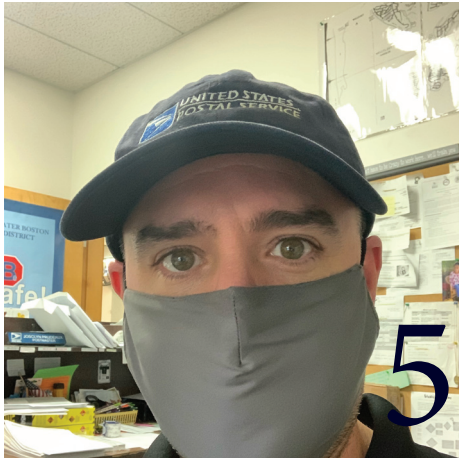
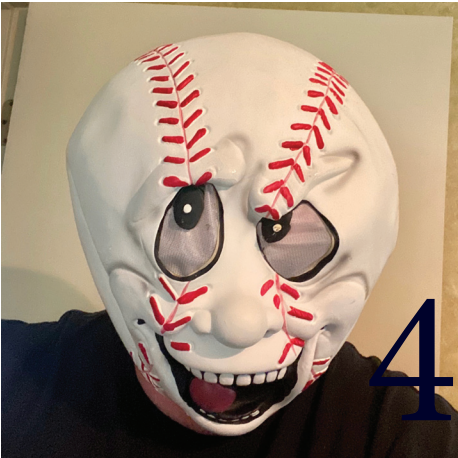
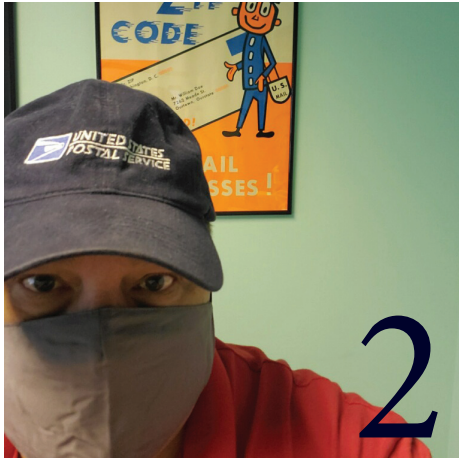
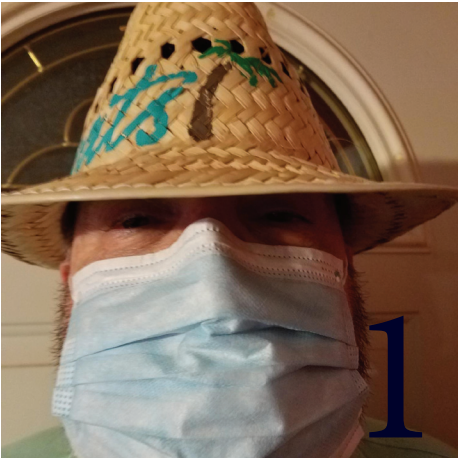
Learn more at fepblue.org/mra or call 1-888-706-2583.

Aetna Direct also offers partial reimbursement for Medicare Part B premiums in 2020. The reimbursement is \$900.

There may be other plans included in the FEHB program that offer Medicare Part B reimbursement. Check with your provider to see if they offer any reimbursement and how to file a claim.



Rich Hui
sporting his new UPMA
mask.



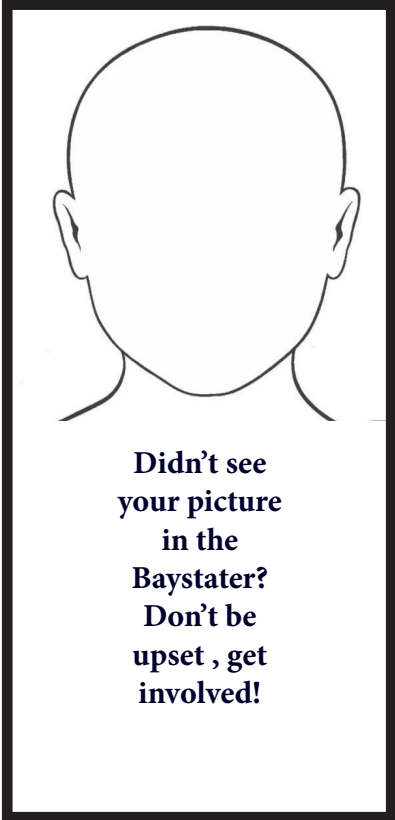
Can you guess
who??
Answers next
Baystater



Kitchen Sink Page

Recent Promotions

Recent Retirees or soon to be.
Ken Flemming Centerville
Bob Maxim Forestdale
Michelle Lapinski East Wareham



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
Dec 1, 2020**

**I need you're help!!!
send me pictures!!
My home town, where are they now, and guess
who photos.
Be in the next Baystater**

Damon Nix Chapter Editor

Better days ahead!



Greetings UPMA Members,

Who would have guessed 2020 would have turned out like it did? COVID has been such a terrible thing for all of us to go through. All the things we take for granted like eating out, going to the movies, the birth of a baby, weddings, I could go on and on. Another area has been UPMA, it has been hard not being able to meet every month just to catch up and share our stories. Please do not feel you are alone. We are all going through this. Please reach out to your neighbor, or any of us on the back page. We are still here for you. Let us hope for a better year in 2021, where we can see each other face to face or at least mask to mask.

WEBSITE- maunitedpma.org
FACEBOOK- MA Chapter UPMA

Look forward til next we meet!

Damon Nix
Chapter Editor

MARK YOUR CALENDAR

2021 Legislative Summit
February 21-23

Baystater Editor
11 Arthur St
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President

Postmaster
Dave Branga
Office: 978-851-6390
Cell: 781-439-1465
davidbranga@gmail.com



Executive VP

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



Secretary Treasurer

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



President Retired

Retired Postmaster
Jerry Robertson
Cell: 774-200-9238
postmangerry@gmail.com



Editor

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

Chapter Member Rep

PM Rob Leary
Whitinsville MA
Cell: 508-208-8171
Office: 508-234-5917

010 Regional VP

PM Phil Fortin
Amherst MA
Office: 413-549-0523

014 Regional VP

VACANT
Contact 015 or 017
Regional VP

018-019 Regional VP

PM Keith Miller
Gloucester MA
Office: 978-283-5188
Cell: 508-633-4008

Legislative/PAC Chair

PM Robin Driscoll
Deerfield MA
Work: 413-773-3222
Cell: 508-308-8509

012 Regional VP

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

015 Regional VP

PM John Coons Jr
Northborough MA
Office: 508-393-8285

020-024 Regional VP

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

Parliamentarian

Donna Legro
PM Retired
Cell: 978-430-1303

013 Regional VP

PM Tarna Genovese
Orange MA
Office: 978-544-6595

017 Regional VP

PM Raymond White
Concord MA
Cell: 978-987-9809

025-026 Regional VP

SCS Adrian Joia
Falmouth MA
Office: 508-548-3885

**National Adverse
Action Member Rep**

Rich Hui
PM Retired
Cell: 978-549-3360

National VP East

PM Mike Quinn
Tilton NH
Office: 603-286-4592
Cell: 978-866-5011

Sergeant at Arms

PM Keith Miller
Gloucester MA
Office: 978-283-5188
Cell: 508-633-4008

027 Regional VP

PM Jean Burchhill
Norton MA
Cell: 508-577-4067
Office: 508-285-8537