

The Massachusetts

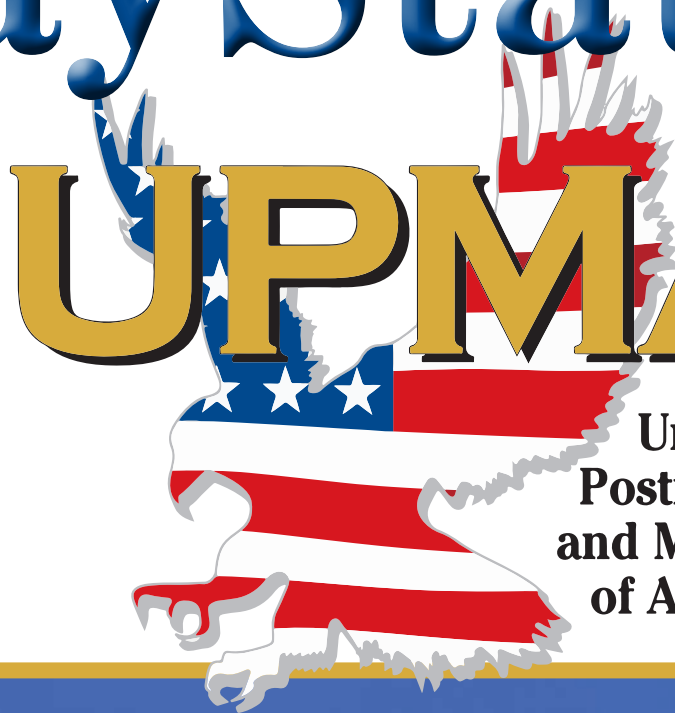
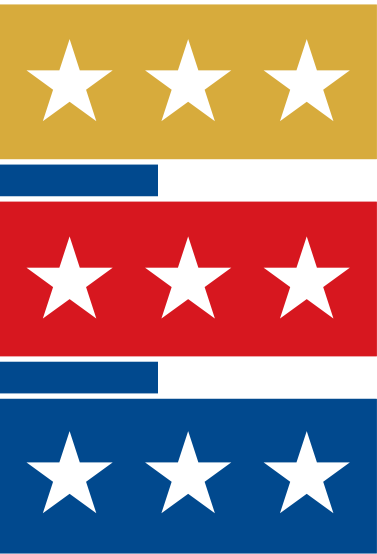
BayStater

UPMA

United
Postmasters
and Managers
of America

2023 MA STATE CONVENTION

Friday, June 23 - Sunday, June 25, 2023



JANUARY 2023

Happy New Year?

I hope this issue finds you and your family well in all regards. We just came out of yet another demanding peak season. Unfortunately, I believe we will have equally severe but different challenges in the months ahead.

The last issue discussed the National Convention. The convention stimulated discussions at the national level regarding work environment and fair compensation. These conversations are ongoing. To recap some benefits of the conversations. For the first time that I remember, a pay increase was paid outside of pay talks. In addition, the pay ceiling was raised to accommodate the increase in your base salary, with saved grade when necessary. This increase was done in the last pay period of last fiscal year, which means any NPA award you earn will be based on the new salary (compounded). This was followed with the recently announced adjustment in the pay band raising the minimum and maximum 4.1 %.

Working conditions have been less than ideal in many, if not all, facilities. Local management is continuously called to gap fill whatever staffing shortfalls they are faced with. EAS delivering mail, which used to be a rarity has now become widespread practice. Local management is aware of the circumstances and feels the pain. However Postal HQ presented with either a lack of understanding or denial of the severity that UPMA voiced. The daily EAS Carry Mail Certification was implemented on the USPS RADAR website to gather data. Although we are tasked to record daily how many rolls of paper towels or toilet paper we have on hand and will receive a reminder if we fail to do so, no announcement was sent by our District Office as to the importance of recording a service interruption prevented by an EAS performing bargaining unit work by delivering mail. Despite the lack of attention to this certification, EAS have recorded thousands of hours of EAS delivering mail. This data has resulted in the recent coding of EAS as Special Exempt for

additional work hours due to delivering mail. I urge you to record when you are delivering mail and should you work additional hours be compensated for them.


Locally, I remind you of an important benefit of membership, **networking**:

In person training or meetings used to facilitate networking. Instead, now you may have an occasional in person meeting or video/picture on a Zoom to identify your neighbor. Use UPMA to counteract that void. Attend your regional local meetings, participate, learn, stay informed, and share. I recently attended the 020 - 024 Regional Area meeting. Linda Kennedy, HQ Lean Six Sigma, attended and shared the benefits of continuous improvement and described some examples she has had with Plant Modernization and SDC efforts. An unfiltered casual dialog was beneficial to all in attendance. Sylvain Labelle has accepted the position of Education Committee Chair. Should you have a topic of interest or need, please let him know. I look forward to interactively engaging in person meetings once again.

This issue will have information regarding two upcoming events. Legislative Summit and our own MA State Convention. Please read and consider attending. They are both great events that are at little time or cost for the member and will generate memories and friendships. Should you have a desire or interest to participate in the chapter at any level, do not be bashful. Call me immediately.

If you have not received my email messages in the last month, please send me an email to raywhiteupma@aol.com with your private email address. Messages are sent blind and will not display your information.

Ray White
MA Chapter President



Raymond J. White,
Postmaster
President
Massachusetts
Chapter

HRSSC has cut PS-Form 50s effective 12/31/2022, making all Exempt Postmasters 18-22 and all Exempt Station Managers Special-Exempt with a reason code allowing them to temporarily be eligible for “additional pay when delivering mail.”

After a long struggle by UPMA, a temporary modification to Postal pay policy will allow select exempt non-bargaining employees to be eligible for additional pay when those employees are needed to deliver mail due to staffing shortages. Based on a UPMA request and conversations at the St Louis UPMA National Convention, the Service has decided to temporarily modify policy and allow employees permanently assigned to the following positions to be eligible for additional pay at the straight-time rate if authorized to deliver mail.

Title	Grade	Occ-Code
MGR Customer Services	EAS-19	23057064
MGR Customer Services	EAS-20	23057039
MGR Customer Services	EAS-21	23057091
MGR Customer Services	EAS-22	23100002
MGR Customer Services	EAS-24	23100010
Postmaster	EAS-18	23016118
Postmaster	EAS-20	23016120
Postmaster	EAS-21	23017121
Postmaster	EAS-22	23017122
Postmaster 18 (B)	EAS-43	23016218

The policy will provide extra compensation for the time a Manager or Postmaster delivers mail, provided the total work hours are more than 8.5 on a scheduled day or any hours on a non-scheduled day. This temporary pay policy is applicable only in those circumstances. Management must meet all contractual requirements before authorizing non-bargaining employees to deliver mail.

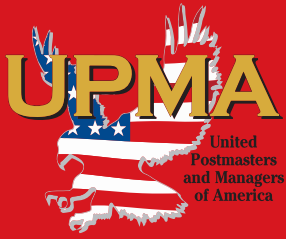
This temporary policy will commence on December 31, 2022, and end on April 7, 2023.

UPMA appreciates this change and looks forward to further discussions with The Service on this and other issues facing our members. This is another example of what can get done when we work together.

Together We Can

Edmund

Executive Administrative Schedule (EAS) Annual Salary Effective January 14, 2023 (Day 1, Week 1, PP 03-2023)		
RSC E		
Grade	Minimum	Maximum
15	\$54,720	\$77,920
16	\$57,770	\$87,170
17	\$61,230	\$91,030
18	\$62,910	\$95,010
43 (18B)	\$68,310	\$96,710
19	\$69,210	\$99,510
20	\$80,310	\$104,940
21	\$81,250	\$110,000
22	\$84,380	\$119,230
23	\$89,030	\$125,730
24	\$94,260	\$131,960
25	\$105,920	\$138,520
26	\$113,400	\$145,400



SAVE THE DATES

UPMA LEGISLATIVE SUMMIT

March 19-22, 2023
Hyatt Regency
Crystal City
2799 Richmond
Highway
Arlington, VA 22202

7TH UPMA NATIONAL CONVENTION

August 27-
September 1, 2023
Sheraton Denver
Downtown Hotel
1550 Court Place
Denver, CO 80202

2023 MA UPMA STATE CONVENTION

Details will be in the next issue of the BayStater



John Sacco
Executive
Vice President
Legislative/PAC Chair



Legislation Information

When you receive this copy of The BayStater, I will be in the process of setting up meetings for our Legislative Summit in Washington, DC March 19-22, which I encourage all of you to attend. The MA State Chapter UPMA will be covering early registration, an individual or shared room, and airfare for each member, making it incredibly easy to attend. While legislatively the WEP-GPO bill which we have discussed prior will be our top priority, there is a bill (HR 4268) which modifies the creditable service under FERS which will be picking up momentum. Currently, employees that performed non-deduction service PRIOR to January 1, 1989, receive credit for that time under FERS so long as a deposit is made into the retirement fund to cover the period of non-deduction service. However, employees performing that service AFTER January 1, 1989 are not credited. This bill allows this non-deduction service to be creditable also, so long as a deposit is made into the retirement fund. In a nutshell, any non-career service after January 1, 1989, is currently not creditable to retirement. This bill will allow those that performed non-career service to “buy-back” that time making it creditable towards retirement (i.e.: CCA’s, TE’s, RCA’s, PSE’s, MHA’s, etc.). We will be on Capitol Hill on Tuesday, March 21, discussing these topics with our MA State Representatives. If you have any interest in attending or questions concerning the Legislative Summit, please don’t hesitate to contact me at john.sacco.maupma@gmail.com.

Changes

We are all hearing about upcoming drastic changes at the Postal Service. I’m seeing it firsthand in my office, as my delivery operation will be moved to another office (S&DC). Some things to be prepared for if your delivery operation is moved to a S&DC: you won’t be consulted on any changes; your employees will suffer from added stress and anxiety (as well as yourself); and your post-transition staffing will more than likely be something that won’t work, setting you up to fail. It’s a shame that local personnel are not consulted, but unfortunately that is how they have it set up. Some tips that may help you along the way: reach out to EAP to give a talk to your employees; be honest with the amount of information you have for your employees and keep them updated on what you DO know; understand that the powers that be have calculated a savings for the Postal Service which is something we should be on board with; get involved with your post-transition staffing; put all your concerns in writing to your POOM and keep a paper trail. I’d also be happy to answer any questions you have on S&DC transitions. Feel free to reach out to me at the email address in the above paragraph.

John Sacco
Executive Vice President

Registration Form

UPMA 2023 Legislative Summit

March 19-22

Hyatt Regency Crystal City, Arlington, VA



You also may register online at www.unitedpma.org

Please note: one attendee per registration form.

Name (as it should appear on your badge): _____

First Name _____ Last Name _____

Title (please check one that applies):
 Postmaster UPMA Retired Associate Member Guest
 Supervisor Manager EAS Professional PMR

Post Office You Represent: City _____ State _____

Name of your U.S. representative (not senator): _____

Your Mailing Address: _____

City _____ State _____ ZIP _____

Daytime phone: _____

Email: _____

Registration Fee: (please circle fee that applies)	Registration
On or before Feb. 15, 2023	\$45
After Feb. 15, 2023	\$65

Hotel Information

Reserve rooms at the Hyatt Regency Crystal City, 2799 Richmond Highway, Arlington, VA 22202; 1-800-233-1234. The room rate of \$209 will be honored until March 1, 2023, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After March 1, all first-night room deposits will be non-refundable.

The \$209 room rate includes 50% off valet parking, complimentary access to the health club and complementary shuttle to/from Reagan National Airport.

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

- Check payable to UPMA
 Visa/MasterCard *only*

Card Number _____

Expiration Date ____/____ Card Security Code _____

Signature _____

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

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

2023 MA UPMA State Convention

It is time to mark your calendar and register for the MA UPMA State Convention to be held at the Boston Burlington Marriott Hotel from Friday June 23 through Sunday on June 25, 2023.

Early registration for all members is set at \$49 if postmarked by May 23, 2023. These registrations will be refunded at the conclusion of the State Convention to members that fully participated in convention activities. Full registration after May 23, 2023, will be \$99, with no reimbursement. Free registration is provided for all EAS MA members who are attending the state convention as a First Timer and register by May 23, 2023.

Partial registration for members is a daily fee of \$20 for business and/or training sessions only. Members who plan to attend partially and attend specific meals should pay the individual meal costs outlined on the registration form, instead of the \$20. If postmarked by May 23, 2023, this registration fee will also be refunded at the conclusion of the State Convention to members that participated in convention activities.

Full non-member and guest registration is set at \$150 to cover the costs of the meals. Partial registration will be set by meal selections.

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

We will be holding state elections for the positions of State President, Executive Vice President, Secretary/Treasurer and Editor. If anyone is interested in any of these positions, please reach out to anyone on the Executive Board. Please make sure to read the article from Donna Legro. She is our parliamentarian and is sharing information about these positions.

CASH prizes will be given away throughout the convention. You can win more than once during the convention, but only once

at each event. The catch: **YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.**

The room rate at the Boston Burlington Marriott Hotel is \$162 per night for up to 2 people. These rooms expenses are also eligible for reimbursement. The phone number is (781) 229-6565 and the cut-off for this room rate is May 23, 2023. The hotel is located at 1 Burlington Rd, Burlington MA, 01803.

Registration will begin Friday at 11:00 AM and lunch will be provided from 12:00 to 1:00 PM. The general business session will start at 1:00 PM.

Saturday morning will begin with breakfast for everyone prior to the opening of the general business session. We will break for a provided lunch and then continue with the general business session. After the UPMA sponsored dinner Saturday night, we are excited to be bringing back the auction to help raise money for the MA UPMA scholarships. Please remember to bring a new item to be auctioned.

Sunday morning will consist of breakfast for everyone, any unfinished business, saying goodbye to new and old friends, and then traveling home.

There is so much that your MA UPMA State Convention has to offer, and I have only touched on some. Make the commitment and put June 23-25, 2023, on your calendar and register early to save money. Let me assure you that if you come to the convention, you will not be disappointed. If you came to conventions in the past, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

Joshua Richard
Secretary/Treasurer



Joshua Richard
Interim Secretary/
Treasurer



Donna Legro
Parliamentarian
Postmaster Retired



Get Involved with Little to No Financial Cost to You in 2023

If you have been sitting back voicing concerns that UPMA does not do anything for the members, now is the time for you to see for yourself what goes on at each of the events that are sponsored by UPMA either nationally or locally at no or little cost to you.

The MA 2023 Fiscal Policy was adopted by the MA Executive Board and states that MA UPMA members including retirees that fully participate in the below listed events and submit a voucher with substantiating receipts within 30 days of the specific event will be eligible for reimbursement for the following expenses as outlined below under each event. References to the national and MA websites can be found at unitedpma.org and maunitedpma.org, respectively.

Legislative Summit – March 19-22, 2023 (Sun-Wed) in Washington DC. The MA legislative fund will be used for eligible reimbursement with full participation would include the following expenses until the depletion of the monies, the balance of which is \$26,774.52. This event would require the use of 2 or 3 days of annual leave depending when you want to return home.

- Registration is either \$45 or \$65 depending upon when you register. Reimbursement will be \$45. The registration form is printed in this issue of The Baystater and on the national and MA websites.
- Airfare transportation or mileage & tolls up to the airfare transportation of the MA Sec/Treas as well as hotel parking up to \$50.
- One luggage fee each way.

- Up to \$50 for airport parking or transportation to and from airports. (UPMA or hotel provided transportation to hotels must be used.)
- Hotel room for 2 or 3 nights (you decide) at the convention rate, which is \$209 through March 1, 2023.

This is your opportunity to see and participate in legislative issues UPMA members discuss with member of Congress and the Senate.

WAIT THERE'S MORE! KEEP READING.

MA State Convention – June 23-25, 2023 (Fri – Sun) at the Boston Burlington Marriott in Burlington MA. This event could require the use of ½ day or 1 day of annual leave depending upon the final agenda & you arrive on Friday. Eligible reimbursement with full participation would include:

- Early registration, which is \$49 if postmarked by May 23, 2023. The registration is printed in this issue of The Baystater and online.
- Partial registration, which is determined by meal selections on the registration form or the \$20 daily business session fee without meals whichever is selected by you.
- Hotel room \$162 per night for Friday and Saturday if you decide to stay both nights.

This is where elections are held for State Officer

positions, voting on any proposed state bylaw changes, and to top that off, the state has allocated \$2,000 for various door prize drawings. How about that, not only will you be reimbursed for your expenses, you could get paid for attending? Look for the agenda in The Baystater and on the MA website.

WAIT THERE'S MORE! KEEP READING.

7th UPMA National Convention – Aug 26-Sept 1, 2023 (Sat – Fri) at the Sheraton Denver Downtown Hotel, Denver CO. This event would require the use of 5 days of annual leave. Eligible reimbursement with full participation would include:

- Early registration by March 31, 2023 is \$95 for a First Timer active member, \$165 for other active members, \$133.75 for retirees, and \$155 for auxiliary, spouses or guests. The registration form is printed in this issue of The Baystater and on the national and MA websites.
- Airfare transportation up to 10% over the airfare transportation of the MA Sec/Treas due to departing points.
- One luggage fee each way.
- For members that drive, mileage and tolls up to the airfare transportation of the Sec/Treas, as well as hotel parking up to \$50.
- Hotel room at the convention rate, which is \$159 through July 24, 2023.
- Up to \$50 for airport parking or transportation each way to and from airports. (UPMA or hotel provided transportation to hotels must be used.)

This is where national elections and proposed changes to the national bylaws happen. There are speakers from UPMA national office, USPS and sometimes representatives from Washington. This is where officer training/meetings take place. This is a great opportunity to attend one or more of these sessions if you are considering running for a MA officer. There are social events planned by the national office of UPMA and some free time to explore the area. It is a great opportunity to meet, network and socialize with UPMA members sharing your experiences.

WHAT, WAIT THERE'S STILL ONE MORE! UNBELIEVABLE! KEEP READING.

ATLANTIC CONFERENCE (formerly the New England Council) – Dates have not yet been determined, but since these conferences started, they have been held in the fall. This year's conference will be hosted by the New Jersey Chapter of UPMA. Eligible reimbursement with full participation would include:

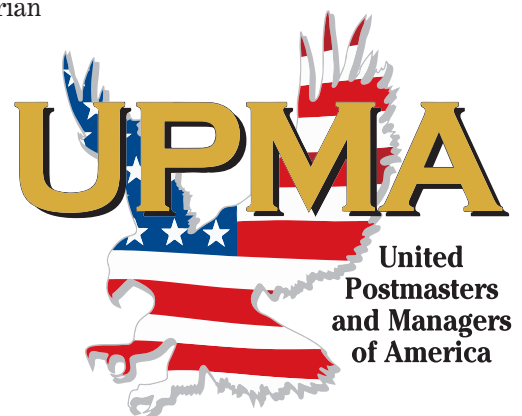
- Early registration as indicated on the registration form when available.
- Hotel room at the conference rate as indicated on the registration form when available.
- Transportation reimbursement, including hotel parking fees, will be determined by the MA Executive Committee based upon location.

The Atlantic Conference is comprised of the following states and territories: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and Virginia. Their mission is to promote and share important information on current events or issues that affect member Postmasters and Managers. Keep your eyes open for the registration and agenda in future communications.

WHEW!

That's a lot of reimbursement to help you get actively involved in YOUR organization. Please consider attending one or all of these events. Your input does matter to the MA Chapter and your fellow Postmasters and Managers. Please contact me if you would like further information.

Donna Legro
Parliamentarian



Convention Registration Form

MA UPMA STATE CONVENTION June 23-25, 2023

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

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

Fri Lunch _____ Friday Dinner _____ Sat Breakfast _____ Sat Lunch _____ Sat Dinner _____ Sun Breakfast _____

_____ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY**

- Must be postmarked no later than May 23, 2023

_____ \$49.00 **ALL MEMBERS** - Must be postmarked no later than May 23, 2023. These registrations will be refunded at the conclusion of the state convention to members that fully participated in convention activities.

_____ \$99.00 **ALL MEMBERS** postmarked after May 23, 2023 and Walk-in Registrations. No reimbursement will be issued for these registrations.

PARTIAL REGISTRATION FOR MEMBERS ONLY

_____ \$20.00 Daily Fee – Members attending business and/or training sessions without meals. Registrations postmarked no later than May 23, 2023, will be refunded at the conclusion of the convention to members that participated in convention activities.

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

\$25.00 Fri Lunch _____ \$55.00 Fri Dinner _____ \$20.00 Sat Breakfast _____ \$25.00 Sat Lunch _____

\$55.00 Sat Dinner _____ \$20.00 Sun Breakfast _____

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

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

\$25.00 Fri Lunch _____ \$55.00 Fri Dinner _____ \$20.00 Sat Breakfast _____ \$25.00 Sat Lunch _____

\$55.00 Sat Dinner _____ \$20.00 Sun Breakfast _____

HOTEL INFORMATION:

Boston Burlington Marriott Hotel, 1 Burlington Mall Rd Burlington, MA 01803 (781) 229-6565

Reservation cut-off May 23, 2023 Group: MA UPMA

Rooms \$162.00 per room/per night, plus taxes (double occupancy).

All reservations must be guaranteed with a first night's deposit.

Make checks payable to: MA UPMA and mail completed registration form and payment to:
Joshua Richard, Secretary/Treasurer, 74 Mason Rd, Brookline NH 03033

**PLEASE BRING AN ITEM FOR THE AUCTION!!!
DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS**

MA UPMA STATE CONVENTION June 23-25, 2023

TENTATIVE AGENDA - 2023 MA STATE CONVENTION
\$ CASH PRIZES WILL BE DRAWN DURING CONVENTION \$

Friday, June 23, 2023

11:00 - 12:00PM	Registration
12:00 - 1:00PM	Lunch
1:00 - 4:00PM	General Business Session President's Opening Remarks Presentation of proposed National bylaws Presentation of proposed State bylaws MA Nominations for President, Executive VP, Sec/Treas and Editor Nominations & Election for National Secretary/Treasurer Nominations & Election for National VP – East
5:00PM	Dinner Free Evening

Saturday, June 24, 2023

7:00 - 8:00AM	Breakfast
8:00 - 11:00AM	General Business Session Vote on the proposed National and State bylaws Elections for MA President, Executive VP, Secretary/Treasurer, & Editor Retiree Meeting
12:00PM	Lunch
1:00 - 4:00PM	General Business Session Chapter Training TBD
6:00PM	Dinner Swearing in of New Officers, Scholarship Awards, & Leader of the Year Auction - All proceeds go to the MA Scholarship Fund

Sunday June 25, 2023

7:00 - 8:00AM	Breakfast Unfinished Business President's Closing Remarks Adjourn
---------------	--

AUCTION – SATURDAY, JUNE 24, 2023

DON'T FORGET TO DONATE OR BRING A QUALITY ITEM

Stay Connected:

TO INCREASE JOB SATISFACTION

Building good relationships on the job can have a huge impact on how much you enjoy work. If you have solid relationships with your team, you'll be more excited to go to work. While strengthening relationships with co-workers requires time and effort, in the end it will help you feel more connected to your colleagues and increase your overall job satisfaction.

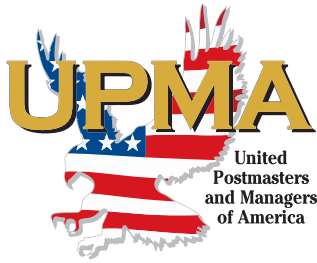
Benefits of building good working relationships:

- **Increased job satisfaction** - When you build strong relationships, you can find purpose in your work and enjoy greater job efficiency.
- **Less discomfort throughout the day** - A toxic workplace can be very uncomfortable and may add additional stress and challenges day-to-day.
- **More support from colleagues** - Work can be stressful. You'll need support when times get tough. Good work colleagues will step up for you when you ask, and you'll do the same for them.

Tips for building positive connections at work:

- **Know what you need from your colleagues** - Understand your strengths and weaknesses. Identify what you bring to the table and where you need support from others.
- **Practice active listening** - Effective communication is important in building relationships. Be receptive to people's words and use non-verbal communication to show you are paying attention.
- **Follow through on your commitments** - Proving yourself as a reliable teammate will make building good work relationships easier.
- **Know when to ask for help** - Collaboration can help you build a stronger relationship.
- **Show gratitude** - Showing appreciation to your teammates by complimenting them on their work, bring snacks for the break room or sending thank-you notes will go a long way in building positive connections.
- **Skip the gossip** - Gossip erodes trust in the workplace.
- **Start small** - Some of your co-workers are simply that — co-workers. They might prefer to come in, do their work, and go home at the end of the day. Don't take it personally. Just remember that being friendly is the first step to being friends.

For more guidance on building positive connections at work visit [EAP4YOU.com](https://www.EAP4YOU.com)



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

SCHOLARSHIP APPLICATION

**Must be postmarked no later than May 1, 2023
Tracking must be included**

Full Name: _____

Address: _____ City: _____ State: _____ Zip: _____

Date of Birth: _____ Cell Telephone: _____ Email Address: _____

Name of related UPMA Member: _____ Relationship: _____

Title & Office of Member: _____

Address of Member: _____ City/State: _____ Zip: _____

LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED

Name of School	Location	Dates Attended
_____	_____	_____
_____	_____	_____

Have you applied to college? Yes No Are you currently enrolled in College? Yes No

When do you expect to graduate? _____ Expected college major: _____

COLLEGE CHOICES

1ST Choice: _____

2nd Choice: _____

3rd Choice: _____

REQUIRED INFORMATION

- 1) Attach an essay stating your educational objectives.**
- 2) All students must attach official grade transcripts. High School students must also attach GPA & SAT composite scores.**
- 3) Please attach at least one teacher (HS student) or professor/advisor (college student) recommendation.**

4) Other scholarships received: _____

5) Honors, prizes or recognition received in high school/college: _____

6) School activities including year(s) of participation and any offices held: _____

7) List non-school activities: _____

Submit completed application with attachments to:

**Sylvain Labelle
1590 Petersham Rd
Athol MA 01331**

Must be postmarked no later than May 1, 2023, and include tracking information

Certification

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

Applicant's signature: _____

Date: _____

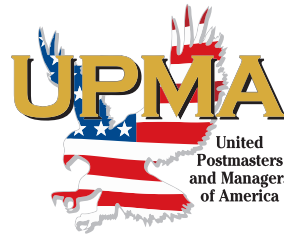
THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT OF HIGH SCHOOL STUDENTS

Grade Point Average: _____ SAT/ACT Score: _____

Class Rank: _____ out of _____ (Total seniors)

Signature of Guidance Counselor: _____ Date: _____

Incomplete applications will be disqualified



Nomination Form

UPMA Leader of the Year for 2022

This **UPMA Leader of the Year Award** will be awarded at the 2023 UPMA State Convention. This award can be conferred upon any member of MA UPMA. The MA Executive Board encourages all members to take the time to nominate someone. There are many individuals who are deserving of this award. Neither the nominator nor the nominee is required to attend the convention. The only two requirements for nomination are:

1. Nominee must have been an active member of MA UPMA during 2022
2. Nominee must have been in good standing in the Chapter.

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

I nominate as 2022 Leader of the Year:

Nominee's Name: _____

Nominee's Title: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____

Your Phone and email: _____

Your Office: _____

Your Signature: _____

Nominations must be received no later than May 23, 2023.

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

***David Branga
80 Grace Ct
East Falmouth MA 02536
or
davidbranga@gmail.com***

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

ELECTIONS ELECTIONS ELECTIONS VOTE VOTE VOTE VOTE



STATE ELECTIONS: In accordance with the MA UPMA bylaws, Executive Committee positions are to be filled by election at the State Convention by a majority of the vote cast. Normally, positions

to be elected in odd years at state convention are President, Executive Vice President, Retiree President, and Retiree Vice President. Executive Committee positions to be elected in even years (2024) are Secretary/Treasurer and Editor, as well as the Retiree Secretary/Treasurer.

However, as a result of no candidates coming forward for the positions of Secretary/Treasurer and Editor at the 2022 state convention, the President appointed two interim officers, Josh Richard and Deanna White respectively to temporarily serve in these positions until such time as a MA member expressed interest in either position or an election was held in 2023 for a 1-year term, whichever came first.

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.

Eligibility, terms and duties for each of these positions is outlined below.

MA President:

- Must be an active EAS member in good standing
- Term is two years beginning the first day of the month following the state convention

- Limited to two consecutive terms
- The President shall receive such compensation/benefits for their services as provided for in the fiscal policy.
- **Duties:** 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.

MA Executive Vice President:

- Must be an active EAS member in good standing
- Term is two years beginning the first day of the month following the state convention
- Limited to two consecutive terms
- The Executive Vice President shall receive compensation/benefits for their services as provided for in the fiscal policy.
- **Duties:** The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The Executive Vice President will have additional duties assigned by the Executive Committee. Currently the Executive Vice President is also serving as the Legislative/PAC Chair.

MA Secretary/Treasurer:

- Must be an EAS member in good standing. Retired Postmasters, retired EAS employees and Postmaster



**Donna Legro
Parliamentarian
Postmaster Retired**

Reliefs shall be permitted to hold this office if they are present at the meeting where the vote is taken and no active EAS member seeks this position.

- Term is two years beginning the first day of the month following the state convention
- May serve unlimited terms if elected
- **Duties:** 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 of the bylaws. 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. The Secretary/Treasurer shall receive such compensation/benefits for their services as provided for in the fiscal policy. The January 2023 fiscal policy authorizes a monetary monthly stipend of \$350 for the Secretary/Treasurer for the performance of the duties.

Editor

- Must be an EAS member in good standing. Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold this office if they are present at the meeting where the vote is taken and no active EAS member seeks this position.
- Term is two years beginning the first day of the month following the state convention
- May serve unlimited terms if elected
- **Duties:** It shall be the Editor's duty to publish the official newsletter of the MA Chapter of UPMA, The BayStater, and any other publications as approved by the Executive Board.

This includes designing the cover, collecting articles from members, arranging the layout of articles, information, pictures, and then working with the printer to ensure the final publication is organized appropriately. The Editor shall receive such compensation for their services as provided for in the fiscal policy. The January 2023 fiscal policy authorizes a monetary stipend of \$300 to the Editor as compensation for every publication in support of the Chapter.

Retiree President and Retiree Vice President Positions:

- Must be a member in good standing of organization.
- Terms are two years beginning on the first day of the month following the state convention.
- May serve up to four consecutive terms if elected.

- Duties:

Retiree President – The President shall preside at all meetings of the Chapter, shall call special meetings when requested to do so, preside at the meetings of the Executive Board, appoint all committees for the proper handling of the business of this Chapter, serve as a member of the MA UPMA Executive Board, 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.

Retiree Vice President - The Vice President shall serve in the absence or disability of the Retiree President and work with the President as needed. Should the office of the Retiree President be vacated, the Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as Retiree President. 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 ensure that the Chapter always has a strong membership.

MA BYLAWS:

If anyone is interested in submitting a proposed change to the MA Bylaws, active or retired, and needs help preparing and submitting the proposal, please contact me and I will assist you.

In accordance with the MA Bylaws, any proposed changes to the MA Bylaws must be submitted by sixty (60) days prior to the MA state convention, which is April 24, 2023. If there are any submissions, these will be printed in the next issue of The Baystater prior to the state convention.

NATIONAL ELECTIONS AND VOTING:

At the MA state convention, members will vote for national elections and changes to the national articles of incorporation and bylaws. This information is currently unavailable and will be printed in the next issue of The Baystater.

National Secretary/Treasurer: Currently two members have announced their candidacy, Jim Maher of MO and Greg Nors of TX.

National VP – East: Currently two members have also announced their candidacy, Bernadette Puodziunas of NJ and Peter Urbani of CT.

National Articles of Incorporation and National Bylaws: In accordance with the national bylaws, any proposed changes have a submission deadline of Feb 1, 2023.

Donna Legro
MA Parliamentarian



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

FISCAL POLICY EFFECTIVE JAN 1 – DEC 31, 2023

The Secretary/Treasurer shall furnish a surety bond for an amount not less than the current balance of all accounts, with the exception of the CD's. The premium of said bond is to be paid by the Chapter and the bond to be held with the records of the Sec/Treasurer during his/her term of office.

The President or designee will be reimbursed for mileage and meal expenses to attend regional chapter meetings.

The Secretary/Treasurer shall receive \$350.00 per month as compensation for services rendered.

The Editor shall receive \$300.00 compensation for every publication in support of the Chapter.

The Chapter Member Representatives will have mileage reimbursement to attend meetings representing a MA UPMA member where e-Travel is not authorized.

The Sec/Treasurer will pay \$7.50 annually for each retired/associate member to the MA Retirees' Secretary/Treasurer in January.

Regional Chapters - In an effort to promote membership, attendance and member involvement each regional treasury (5 exist as of the adoption of this policy: 010-013, 014-017, 018-019, 020-024, 025-027) will receive a stipend of \$500 from the MA Chapter in January.

Legislative Summit – The MA Chapter may host a dinner for all MA UPMA members at the Legislative Summit event.

The following E-Board members will have the below listed expenses reimbursed to attend the Legislative Summit. A completed voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Legislative Summit.

President
Exec Vice-President
Sec/Treasurer
Editor
Retiree President
Legislative/PAC Chair

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point.
- For members that drive, mileage and tolls will be reimbursed up to the airfare transportation of the Sec/Treasurer, as well as hotel parking up to \$50.

- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$50 with receipts for airport parking or transportation each way to and from airports. UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts.
- \$60 per diem per day minus \$15 for meals provided by either national or MA UPMA.

Legislative Fund - All other MA UPMA members may request reimbursement as outlined below. A completed voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Legislative Summit. MA UPMA members who receive reimbursement for the Legislative Summit, be it national reimbursements or in accordance with the current MA Chapter bylaws or fiscal policy will not receive any monies from this fund thereby allowing the distribution to more members.

Until the depletion of available funds in the legislative fund account, the distribution of the funds will be as follows:

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point.
- For members that drive, mileage and tolls will be reimbursed up to the airfare transportation of the Sec/Treasurer, as well as hotel parking up to \$50.
- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$50 with receipts for airport parking or transportation each way to and from airports. UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts.

State Convention - The following E-Board members will have the below listed expenses reimbursed to attend the State Convention. A completed voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention.

President
 Exec Vice-President
 Sec/Treasurer
 Editor
 Retiree President
 Legislative/PAC Chair

- Hotel room at the convention rate as indicated on the event registration form.
- There will be no registration or transportation costs associated with the state convention.

All other MA UPMA members may request reimbursement as outlined below. A completed voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the State Convention.

- Early registration for all members will be set at \$49 if postmarked by the date indicated on the

registration form.

- Full registration after the early registration date will be \$99, with no reimbursement.
- Partial registration will be set by meal selections as indicated on the event registration form.
- There will be a \$20 daily business session fee without meals.
- Hotel room at the convention rate as indicated on the event registration form.
- Full non-member registration will be set at \$150 or partial registration will be set by meal selections as indicated on the registration form.

There will be one 50/50 drawing at the state convention designated for PAC.

All other net proceeds from fundraising activities will be designated for the scholarship fund.

Up to five (5) \$1,000 scholarships will be awarded at the state convention.

\$2,000 will be allotted for door prize drawings at the state convention for MA members only, excluding the six (6) positions listed above and National Officers.

National Convention - The MA Chapter may host a dinner for all MA UPMA members at the National Convention.

The following E-Board members will have the below listed expenses reimbursed to attend the National Convention. A completed voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the National Convention. MA UPMA members who receive compensation for the national convention, be it national reimbursements or in accordance with the current MA Chapter bylaws or fiscal policy are not entitled to reimbursements.

President

Exec Vice-President

Sec/Treasurer

Editor

Retiree President

Any below listed officer or chair when there is scheduled training:

Legislative/PAC Chair

Chapter Member Rep Chair

Membership Chair

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point.
- For members that drive, mileage and tolls will be reimbursed up to the airfare transportation of the Sec/Treasurer, as well as hotel parking up to \$50.
- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$50 with receipts for airport parking or transportation each way to and from airports. UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts.
- \$60 per diem per day minus \$15 for meals provided by either national or MA UPMA.

All other MA UPMA members may request reimbursement as outlined below. A completed voucher with all receipts and mapping/mileage documentation must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while attending the national convention. MA UPMA members who receive compensation for the national convention, be it national reimbursements or in accordance with the current MA Chapter bylaws or fiscal policy are not entitled to reimbursements.

- Early registration as indicated on the event registration form.
- Airfare transportation if required, up to 10% over the Sec/Treasurer due to departing point.
- For members that drive, mileage and tolls will be reimbursed up to the airfare transportation of the Sec/Treasurer, as well as hotel parking up to \$50.
- One luggage fee each way if applicable.
- Hotel room at the convention rate as indicated on the event registration form.
- Up to \$50 with receipts for airport parking or transportation each way to and from airports. UPMA or hotel provided transportation to hotels must be used if provided. Any required charges for UPMA provided transportation will also be reimbursed with receipts.

Atlantic Conference (if scheduled) - The following E-Board members will have the below listed expenses reimbursed to attend the Atlantic Conference. A completed voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while at the Atlantic Conference.

President

Exec Vice-President

Sec/Treasurer

Editor

Retiree President

Any MA Executive Board member with a scheduled training class, holding a Atlantic Conference elected position, or conducting a training class.

- Early registration as indicated on the event registration form.
- Hotel room at the conference rate as indicated on the registration form.
- Transportation reimbursement, including hotel parking fees, will be determined by the Executive Committee based on location.

All other MA UPMA members may request reimbursement as outlined above. A completed voucher with all receipts must be submitted to the Sec/Treasurer within 30 days of the event. Members requesting any reimbursement must assist and fully participate in conducting UPMA business while attending the Atlantic Conference.

The fiscal policy will be effective January 1 – December 31. It will be reviewed and amended annually by the Executive Committee no later than November 1. Presentation and a quorum vote of the Executive Board will be held no later than December 31 each year.

This fiscal policy was proposed by the MA UPMA Executive Committee and approved by a quorum vote of the MA UPMA Executive Board at a meeting held on December 8, 2022.



Jerry Robertson
Retired President

Retired, or About to Be? Pay Attention

Earlier this week I received a letter in the mail from an insurance company. I tend to immediately toss them into recycle, but this was a First-Class envelope. It turns out it was my insurance company. It also turns out my ten-year term policy was reaching its end. IT ALSO turns out that if I take no action, they will gladly continue covering me for a premium that is FIVE times the initial premium! For example, if my premium was \$150/month when I signed up, it was going to now be \$750/month. I initially took the policy out for a specific reason. Term policies are good to protect your mortgage or cover college loans, etc. but it is a temporary liability. When the mortgage is paid off (thank God!) you may no longer need that coverage. On the other hand, if your health has taken a turn for the worse, you may have to consider hanging on to it. Everyone's situation is different.

This letter made me realize I need to review all this annoying stuff to make sure I am not paying an exorbitant amount for something I no longer need, or if I do, I need to explore better options. How about you? It is a good time to check your insurances to make sure you're taking advantage of all the options your policy has. For instance, many policies have conversion options that will guarantee you insurance regardless of your health, usually a percentage of your current policy. Some even have disabled clauses that will waive premiums. Whole life policies may have cash and/or dividends available to you. I am not an insurance agent, so check with your agent or the insurance company for assistance with your particular circumstances.

Now is a good time to maybe get all of your important documents organized and have them available when you need them. It is

never a good time trying to find these things when you're upset or in a crisis. And clue your loved ones in as to where they can find them if needed.

Still working?

All of you active employees should pay attention, too. You have a basic life insurance option that allows you to purchase additional coverage, up to five times your salary, for relatively cheap money. You opted into it because it is a no brainer. If you are in your fifties and sixties, start paying attention to how much that five times coverage is costing you. It will start to skyrocket, and you may not notice it because it is deducted from your paycheck. Again, consider your circumstance when making the decision. Plan now for the future. You cannot go back to the future. (But you can get in on Amazon!)

Lastly, I spoke with Stan "The Man" Skamarycz as I was writing this. He spent two weeks in Heywood Hospital with COVID, and at 94 years old that is serious. He has been home for a week and is feeling great but tired. He complained that he has not driven since before Christmas, which in itself scares the hell out of me! But he is in good spirits and appreciates everyone's prayers and concern. You can send him your wishes to PO Box 1, Westminster MA 01473.

Take care,

Jerry Robertson
MA Retired President



Rich Hui
National Adverse Action
Rep - Retired

Knowledge is Key

Greetings
Postmasters
and
Managers,

It seems that with a blink of our eyes, the so-called Postal Peak Season has come and gone. It would be nice to believe that you can now take a

deep breath, kick back a little, and channel some of your inner energy to start looking forward to the New Year.

Speaking of starting the New Year in a positive way, UPMA continues to champion on your behalf to the Postal Service. The latest result was effective 12/30/2022, when HRSSC cut PS Form 50's making all Postmasters and Station Managers Level 18-22 Special Exempt Status, stating: "*Per Deputy Postmaster General occupation code temporarily updated to FLSA Special Exempt when delivering mail.*" UPMA was awaiting official notification but at least it looks like you will be compensated if you are forced to deliver mail due to manpower shortage.

This came on the heels of Postmasters and Managers receiving a 3% pay increase and an increase to the lowest pay steps and expanding the highest pay steps.

Positive thinking and continuing to take on challenges should be your daily mantra, but it must make you feel a bit better knowing UPMA is fighting for your rights as EAS Postmasters and Managers.

Speaking of rights, I was the guest speaker in November for the UPMA New Jersey Chapter at their annual meeting. During the meeting, I became keenly aware that many Postmasters and Managers are afraid to speak up. Many of them reported suffering daily verbal abuse but kept quiet. Some of the Postmasters wanted to speak up but are unsure about their rights. I explained

their rights as federal employees, such as Due Process, The Fifth Amendment, EEO, MSPB and so forth. I truly believe that for our Postmasters and Managers to push back on bullying and verbal abuse by their Managers, they must arm themselves with knowledge of their rights.

UPMA retired Lead Attorney, Hartley Alley, had written an article about the due process and rights of postal employees. This article is reprinted in this issue of the Baystater and can also be read on the national website, www.unitedpma.org, under Membership- Adverse Action and Legal Defense. The following is an excerpt from the article:

"It is established law that you, as an employee of the government, have a property interest in your permanent federal position. By law, your position with the Postal Service cannot be taken from you by the government without due process. That is not the case for persons in private employment who as a rule can be fired for any reason that is not illegal or contrary to the terms of a written contract of employment. You have rights most private employees do not have."

Attorney Alley concluded with:

"There are additional rights of appeal beyond the appeal to the MSPB or filing an EEO. They include seeking review by the MSPB Board in Washington, by the EEOC, or by filing an action at law in a federal court depending upon the issues raised. Consult with legal counsel before proceeding."

"Your position with the Postal Service is a valuable property asset. Defend and protect it! Your due process rights are your weapon. Use those rights."

As always, keep your finances clean, treat your employees with dignity and respect, do not falsify any reports and if you have any questions, feel free to reach out to any of the EXEC members. We are here to serve and offer guidance.

Respectfully,

Richard Hui
National Adverse Action Councilor

DUE PROCESS IN THE POSTAL SERVICE

by Hartley D. Alley Attorney

It is an honor and a privilege to serve as the attorney designated by the UPMA to defend its members when they are subjected to an adverse action. This article discusses the concept of “due process”. It is not a scholarly discourse. It is a commonsense description of what due process is.

Due process comes from our U.S. Constitution. It is all about fairness to the accused, something we did not have under British law in the Colonies. The Fifth Amendment states in part, “No person shall be . . . deprived of life, liberty, or property, without due process of law . . .” The Fifth Amendment applies due process to the federal government. The Fourteenth Amendment applies it to the states. Your life, your liberty, or your property cannot be taken by the government without “due process of law”. What qualifies as due process and how much is required depends on what is being taken. If your life is being taken (the death penalty), you get maximum due process including the right to a jury trial, effective assistance of counsel paid for by the government if necessary, and appeal rights all the way up to the U.S. Supreme Court. If it is your liberty, you get much due process but maybe not as many appeal rights. If it is your real property, your house or land, that is being taken, for example to expand a highway or build a public facility, you get just compensation and due process in the form of a trial, if need be, to determine what the amount of that just compensation should be. But what, you say, does due process have to with my job at the Postal Service?

It is established law that you, as an employee of the government, have a *property interest* in your permanent federal position. By law, your position with the Postal Service cannot be taken from you by the government without due process. That is not the case for persons in private employment who as a rule can be fired for any reason that is not illegal or contrary to the terms of a written contract of employment. You have rights most private employees do not have. What does this all this mean if your boss wants to fire or demote you in the Postal Service?

If you are a permanent employee and management proposes to fire you (the word used is “remove”), or to reduce your grade or pay, that is called an “adverse action”. When an adverse action is proposed for you, the following due process rights are guaranteed to you by law:

- 1) To be notified of the charges and reasons upon which management bases its proposal to take the adverse action against you;
- 2) To be given a fair opportunity to see and study the evidence that management has to support the reasons for the proposed adverse action;
- 3) To be allowed a meaningful opportunity to respond to and refute the charges before a decision is made on the proposal, and to make your response to the person designated to make the decision on whether to implement the adverse action proposed; and
- 4) To have an appropriate legal procedure by which you can appeal from a decision to implement an adverse action, which appeal requires management to prove the charges and the basis for the punishment imposed.

How the due process is provided depends on what type of position you hold. If a craft employee, your collective bargaining agreement provides a grievance process that includes due process. If you are a Postmaster, manager, or a supervisory employee in the Postal Service, or are a veteran, you have certain procedural and appeal rights at your disposal. What can you do to ensure you get all these rights to which you are entitled? You must act promptly and not delay at any stage of the process.

The first sign that you may be given an adverse action is your boss telling you to come in for an investigative interview and mentioning that you can bring your representative. Upon hearing that you must immediately contact your UPMA representative. He or she will be able to determine if you are eligible as a member to obtain UPMA assistance in exercising those rights. You have the right to representation at all stages of the process, starting with that initial investigative or pre-disciplinary interview. Use that right like you own it - because you do. You also have the following rights at your disposal:

- 1) At the investigative or pre-disciplinary interview, you are *not required* to provide any written statement and are not required to review or sign the interviewer's notes of your answers to questions. You are only required to attend the interview and answer the questions asked. Allow your representative to speak for you whenever possible and have your representative present for all meetings or phone calls about the matter. Avoid being questioned about it without your representative present. Do not agree to any lie detector tests as they are unreliable, and you are not required to submit to a lie detector test.
- 2) Once a proposal of adverse action is issued, you and your representative have the right to obtain copies of all documents and information upon which management bases the reasons for the charges in the proposal. Your representative should immediately submit a written request for copies of that documentation. You must have the documents and information before you respond to the charges.
- 3) You have the right to prepare a written response to the proposal and submit it to the manager designated in the proposal as the official who will decide whether to implement the proposed adverse action. That person is the so called "deciding official". It is important that your representative contact the deciding official early on. That will avoid any perception by the deciding official that you do not intend to respond. It will also allow your representative to schedule the response to occur after you have time to receive and review the documents upon which the proposal is based.
- 4) You and your representative also have the right to meet with the deciding official in person to present your position. In some cases, you may be informed of the right to mediation before meeting the deciding official. Use it and attend the mediation. If mediation is not offered or does not resolve the matter, you still have right to meet with and present a written response to the deciding official. Stay in touch with the deciding official and make sure that meeting get scheduled. You and your representative should carefully consider what to say to the deciding official the meeting, and also what to put in the written response.
- 5) Once you receive the deciding official's written decision, immediately notify your UPMA representative. The written decision should inform you of what appeal rights you have if the decision is to take an adverse action. The appeal rights given may include an appeal to the U.S. Merit Systems Protection Board (the "MSPB"), an EEO complaint with the Postal Service, or an appeal under applicable sections of the Employee and Labor Relations Manual (the "ELM"). The ELM route is generally not favorable to the employee. Confer with your representative respecting what appeal path to follow and whether you are eligible for representation in the appeal process through UPMA.

There are additional rights of appeal beyond the appeal to the MSPB or filing an EEO. They include seeking review by the MSPB Board in Washington, by the EEOC, or by filing an action at law in a federal court depending upon the particular issues raised. Consult with legal counsel before proceeding.

Your position with the Postal Service is a valuable property asset. Defend and protect it! Your due process rights are your weapon. Use those rights!

Early December 2022/Grey skies/ Oddly mild

Hang on – It could get wild!



Tom Driscoll
PM Randolph MA

Greetings to all: I'll start in the future – you're reading this – It is cold, snow covered, and the new year is already weeks old. Can I get vacation time off to go to FL? Ahh, a chilly cold is all good in New England. We need it and snow to freeze the ground, kill all the bugs and germs and then we count the days until spring. When will spring come and what will it be like this year? Can we endure the wrath of

old man winter much longer? “NO SCHOOL” over the radio might just be a thing of the past with remote learning and all. Sorry kids! But a snowman and sledding hopefully will never ever go away. Add a hot cocoa by the fire to wrap up the day, and yes, Virginia, New England is a nice, nice place and picture perfect for postcards, painters, and lovers!

Last year had lots of bumps and unknowns. Nothing different going into this year. Alas, though, look a little deeper and there was success here and there last year: Congress agreed and we finally got our reform bill passed. It only took 15 or so

years but cheers to persistence. We all got a raise, and then maybe, just maybe, we'll get another one. It's all how you assess it or look at it. Glass empty or full theory as always, is in the beholder's eye!

Wait, anyone reading this far down? Maybe some Space Force Sailor in the year 2176 will be studying the 400th year of USPS wondering where his or her order of Almond Joys are. A departure scan on earth, in transit on Mars, a scan saying investigation being conducted at Inter Galactic Customs somewhere out in the abyss. Inspector note attached: Possible Martian corruption - 12 of the 36 candy bars missing. Investigation pending. Almond Joys qualify as astronaut food. Worry not. Your package should make it by Independence Day! Planet Earth is blue and there's nothing I can do. Ground control to Major Tom...

And back home kids, the last Mayflower regional meeting was held in November and many thanks to all attendees especially Linda Kennedy with her Continuous Improvement Insights and MA UPMA President Ray White with all his wit and charm (well maybe not all – but aplenty for us). He has a lot on his plate, and I commend his balancing all of it. We connected on a lot of items and specifically seeking more member involvement and succession planning. Don't get lost in space, please stay connected and if you're not already, get involved.

Photo of Retired Hanson PM Don Nelson and I cruising his old zone (02343) because that's where he wanted me to take him. Wheels on the old Mustang all over town landing at the Hanson PO. All closed. All deliveries made. It was a Sunday. We cracked one for old time's sake and signed off that there wasn't any missing Almond Joys at this location!

Keep Sailing Sailors! Thanks so very much for all you do for each other.

Tom Driscoll

RVP 020 – 024 Mayflower Chapter





Get in the Zone- Pride for your Post Office Zone!

Some days can be very daunting with the number of tasks being thrown at all of us. From compliance checklists to GEMBA audits, go here, go there, observation this, observation that, and PEAK SEASON (hopefully by the time you read this you have gotten thru peak in one piece). Being a Postmaster, Manager, Supervisor or EAS professional is A LOT OF WORK. It is not about getting people to like you. You are in charge of your unit whether it is a large city delivery unit or a retail only post office. You get reviewed, audited, and challenged at about every level. You are not alone in your potential stressful feelings. I share them with you. This is just another reason we should recruit newly promoted EAS or potential EAS to become UPMA members. It is as easy as a couple of clicks online or a phone call. You also have a financial incentive to sign your newly promoted colleague up, \$50 for every EAS and \$10 for Associate Members! And they will get one-year free membership until December 2023. What is not to love about that? Lately I have been thinking about my roots, what offices I started at and what offices changed me into the manager I am today. I think about those simple beginnings, we all have them.

I started my US Postal Service career in North Salem, NH in 2010 and took a jump, skip and leap over to Massachusetts in 2013. I look at myself now as the Postmaster of Natick in 2022. Times have certainly changed. I recently received a gift handed down from the outgoing Postmaster to the incoming Postmaster of Natick. Traditions like this create a wonderful bond between the new and the old. Natick is home to the second largest mall in Massachusetts, 15th largest in New England. We have one of the largest Delivery Optimization Units in the country with forty-one city routes moved to the neighboring city of Framingham. This creates a unique set of challenges for the employees and customers in Natick. Whatever town I serve as Postmaster or OIC, I try my best to learn about the culture of the community and I take pride in serving the citizens in that community. "Embrace the grind" one mentor told me!

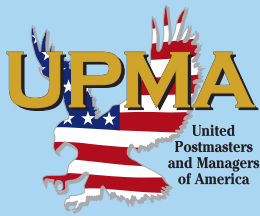
The strong sense of community within Massachusetts is amazing. There is really nothing like it. Although we have lost a great deal of talent over the years to attrition, we have had some inspiring characters that have engaged a lot of us to reach for higher potentials. Regional meetings, state convention, national convention, and the legislative summit, just to name a few, are great ways to network and share your experiences with colleagues that GET IT! Sharing your perspectives on the new flavor of the month coming down the MA pike is HUGE. Knowledge is power so please take advantage of scheduling regional meeting RVPS! We have had remarkable success in the 014 - 017, 018 - 019, 020 - 024, and the 025 - 027 chapters. We are waiting for the 010 - 013 to have their regional meeting soon. We still have a great deal of work to do but we are heading in a positive direction. I encourage every member to sign up for the Legislative Summit March 19 - 22, 2023. I want to see our membership rate grow from 79% in November 2022 to 85% in March 2023. I know we can do it!

Remember if things get tense, let it sit. Do not respond to an email hastily. Take some time to respond without emotions. I hope you have a safe successful winter season with your friends and loved ones.

I can be reached at (603) 548-9172 for assistance with membership.

Ryan DiEoreo
Membership Chair





7th UPMA National Convention

Aug. 26-Sept. 1, 2023

Official Registration Form

Registration also available at www.unitedpma.org

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

First Name: _____ Last Name: _____

Title:

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

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

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

Please circle the appropriate fee:

	8/26/22- 3/31/23	4/1/23 6/30/23	After 6/30/23
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$165	\$200	\$250
Daily registration is available at \$75/day.			
First-Timer*—Active	\$95	\$95	\$95
UPMA Retired or Guest [†] <i>(UPMA Retired Luncheon included)</i>	\$133.75	\$160	\$197.50
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$155	\$190	\$245

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

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

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

Grand Banquet: Aug. 31, 2023

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA

Retired Luncheon @ \$35 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

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

Signature: _____

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

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 3, 2022. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 24, 2023.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 24, 2023, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Sheraton Denver Downtown Hotel

1-888-627-8405

\$159—single/double/triple/quad

**Be sure to request the
UPMA group code: UPMA 2023**

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2023; no refunds after that date. All refunds are subject to a \$40 handling fee.

Registrations are non-transferable.

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

DENVER COLORADO



BayState Editor
38 Whipple Rd.
Tewksbury, MA 01876

ADDRESS SERVICE REQUESTED

NON PROFIT ORG
US POSTAGE
PAID
MANCHESTER, NH
PERMIT NO. 417

Massachusetts UPMA Executive Board Members



PRESIDENT
PM Raymond White
Tewksbury MA
Office: (978) 851-6390
Cell: (978) 978-9809
raywhiteupma@aol.com



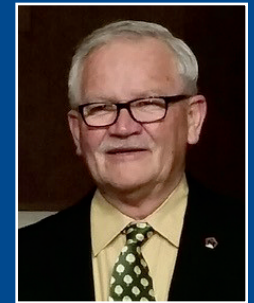
**EXECUTIVE VICE
PRESIDENT**
PM John Sacco
Wakefield MA
Cell: (214) 549-6453
john.sacco.maupma@
gmail.com



**INTERIM SECRETARY/
TREASURER**
MDO Joshua Richard
Nashua NH
Cell: (978) 360-3721
joshuarichard45@
yahoo.com



INTERIM EDITOR
PM Deanna White
North Chelmsford MA
Office: (978) 251-3146
Cell: (617) 224-2053
BayStateEditor@
verizon.net



**PRESIDENT
RETIRED**
Jerry Robertson
Cell: (774) 200-9238
postmangerry@
gmail.com

**010 - 013
Co - RVP's**
Joe Torcia
Palmer MA
Cell: (413) 262-0556

014 - 017 RVP
PM Michael Raymond
PM Maynard
Cell: (978) 793-0543

018 - 019 RVP
PM Keith Miller
Gloucester MA
Cell: (508) 633-4008

020 - 024 RVP
PM Tom Driscoll
Randolph MA
Cell: (508) 944-0068

025 - 027 RVP
Vacant

MEMBERSHIP CHAIR

PM Ryan DiEoreo
Natick MA
Office: (508) 647-1864
Cell: (603) 548-9172
ryan.dieoreo@gmail.com

CHAPTER MEMBER REPRESENTATIVE

PM Rob Leary
Whitinsville MA
Cell: (508) 234-5917
PMRLeary@yahoo.com

EDUCATION CHAIR

PM Sylvain Labelle
Gardner MA
(603) 759-5954

CHAPTER CHAPLAIN

PM Becky Dzormeku
West Boylston MA
Office: (508) 835-2022
Cell: (774) 329-6679
rdzormeku8@gmail.com

PARLIAMENTARIAN POSTMASTER RETIRED

Donna Legro
Cell: (978) 430-1303
dmlegro@gmail.com

ATLANTIC AREA POSTAL COORDINATOR

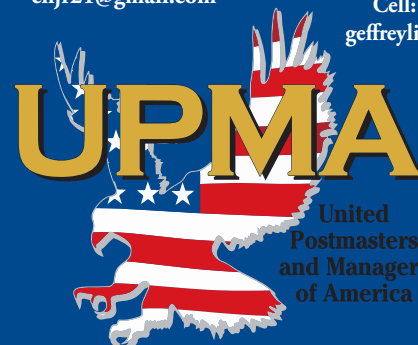
PM Chuck Narciso
Fall River MA
Cell: (401) 573-1883
cnjr21@gmail.com

NATIONAL ADVERSE ACTION REP POSTMASTER RETIRED

Rich Hui
Cell: (978) 549-3360
richmeista67@gmail.com

NATIONAL VICE PRESIDENT - EAST

PM Jeff Lightner
Eldred PA
Cell: (814) 598-0349
geffreylightner@gmail.com



*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmasters and Managers of America.