

August 2022



*The Massachusetts*

# *Bay Stater*





# Perspective

Hello everyone. I hope this latest issue of the BayStater finds you well, and that you have had an opportunity to enjoy some well deserved annual leave during the warmer weather.

To many this may be your first issue of the BayStater. During the last several months the MA Chapter has had a member boost enrolling more than sixty new members. We are not a secret society. Talk with your coworkers, participate in the benefits of membership and networking. The participation level of members within Massachusetts is noticeable and in recent months MA was the number one chapter in the country for membership participation. Even now with increased enrollment with other states, we continue to lead the nation taking turns being in the top three with a small percentage difference down to tenths of a percentage point. It's not the number, but what the number represents that matters. The quality network of membership, the ability for development, and friendships with others who can relate to our unique operations are priceless values. We continue to demonstrate that the benefits of membership are not just words on paper.

July 30<sup>th</sup> will mark the retirement of MA President Dave Branga. I thank Dave for his efforts and wish him well with his retirement. I will assume his role as interim Chapter President for the remainder of his term. There will be a couple of position changes that will be announced after receiving board confirmation in August. Please stay connected and informed with your continued participation with local meetings, our state website, and Facebook group. Should you have an interest in becoming involved with the chapter either at the local or state level please contact me at your

earliest convenience. There are various positions either as an individual or within a committee that are in need. Please assist in the growth and development of the chapter. By getting involved you not only offer your talent, but you also develop and enhance your own skills.

Over the last couple of months many have voiced their frustrations as the Postal Service continues to change and evolve. Many changes have affected members at various levels and responsibility both negatively and positively. Even with members whose positions have not changed per se, the member still is affected with the change in reporting structure, procedures, and simply the break from standard protocol that we have followed for years. Unfortunately, I believe the cookie cutter one play fits all approach to some of our daily challenges will continue. In addition, I expect the continued use of warm and fuzzy words such as mandate, no exceptions, Gemba whatever, lean six sigma this or that, and the best one, "sorry for the short notice or turn around" will also continue.

With me though, it is not the daily this or that which is frustrating. The daily focus or task de jour has and will always be everyone's struggle or test of one's patience, tolerance, and resolve. The increased pace of change implementation or project completion continues to hold steadfast at "full throttle". Any engine or machine that runs at full throttle for prolonged periods without rest or service will break down. The challenge with maintaining a life / work balance is constant and one I personally struggle with.

Consider this example and see if you have been "Velocitized". Velocitizing is the phenomenon that is described

as being on the interstate for a lengthy period traveling at 70 – 80 mph and then after exiting the highway traveling at 50mph on a secondary road feels like you are crawling even though you are still at an excessive speed. The same thing happens in our work life. We run at an accelerated pace. We begin to make exceptions, we pull out all the stops, we make compromises to our disciplines, self-care routines, even our planning of family activities. When our emergency or immediate need passes, we try to keep running at the same pace we were running.

I confess I have been velocitized over the last several months. Last week and this week I am making every effort to press pause while on annual leave. It's time to restore a reasonable work life balance, including diet, rest, and planning my week so that I am moving towards the things that are important to me, and not just the things that are in front of me. If you have been velocitized, it is time for you to press pause and reassess. Consider where you have made exceptions for a short-term project that became long term. How do you move back to disciplines, planning, and execution practices that you know will serve you well for the long term?

Please, for the sake of yourselves and everyone you care about, establish boundaries. In the event you should drift outside of the boundaries, keep them in view and fight to return to them as soon as possible. Don't wait for a break in the action, task, or pace because it will never come.

As always, your fellow members are a resource to vent the pressure that builds over time, do not go it alone.

You got this,

Ray



# What's Next?

President Biden signed H.R. 3076, the Postal Reform Act of 2022, into law on April 6<sup>th</sup>. Many before us fought hard the past 10 years to get this passed. The question now is: What next? What is the next focus legislatively for UPMA? Many of our retirees and even current CSRS employees are negatively affected by the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). If you start asking around, I think you may be surprised by how many of your friends and relatives outside of the Postal Service are also being impacted by these provisions. I have a family friend who had her Social Security reduced since her husband had a Civil Service pension. In the past year, her husband passed away unexpectedly, and now she is trying to live on a reduced monthly Social Security check even though she paid into Social Security when she worked. It's simply not enough to live on, and frankly, not fair.



“their” bill to pass and some are attaching themselves to other bills. What each of us can do next, is write or call our representatives in support of this bill. You can go to congress.gov, and search H.R. 82, to see all the co-sponsors. We can also make PAC contributions, so when we go to the Legislative Summit, we will have some power to give this bill and UPMA, some attention in Washington. Feel free to reach out to me at john.sacco.maupma@gmail.com for more information on bi-weekly PAC donations for as little as \$5 per pay period, or individual one-time

donation forms. Lastly, join us for the 2023 Legislative Summit March 19-22, 2023! Anyone can go and the MA state chapter takes care of nearly all the cost if you have a roommate. Reach out to me for details, as the experience truly is amazing.

I look forward to hearing from YOU!

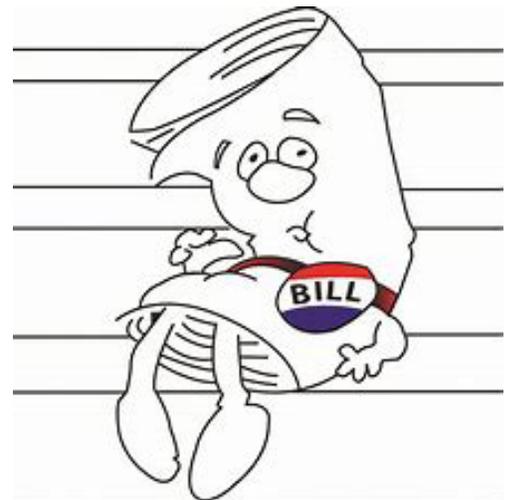
Two bills have been introduced in the House and one in the Senate to provide relief or eliminate these provisions:

John J. Sacco  
MA Chapter UPMA  
Legislative/PAC  
Chair

\*H.R. 82 and S. 1302, the Social Security Fairness Act, would fully repeal the WEP and GPO.

\*H.R. 2337, the Public Servants Protection and Fairness Act, would provide some relief from the WEP for current and future retirees.

H.R. 82 seems to have the most legs, as it currently has 293 co-sponsors. A bill needs 218 co-sponsors for a majority and at 290, fast track avenues are unlocked. As you can see, it recently passed the magic 290 number. The bill should have no issues passing the House, but it does face some roadblocks in the Senate, as several Senators want





# Thank You!!!

This is it! My last article as your President! Why, you ask? Well, effective Aug 1, I join the ranks of the retired! That's right. After 35 years of service, I decided it was time to hang it up and move the wifey and I down to the Cape. It was an easy decision 6 months ago. Now, not so much considering the economy and the hit the TSP has been taking. But we decided as a family that money comes and goes (especially with kids!) and that being able to retire young and healthy is far more important than money. Besides, what goes down, goes back up... eventually.

It has been a privilege and an honor to serve you these last three years. I have learned so much from you. We are all Postmasters and Managers working for the same company but the amount and variety of workload and working conditions just in our one state is incredible.

Each one of us has their own unique burdens and obstacles to overcome, but every day I saw you accomplish amazing things for our employees and our customers.

I am leaving you in the very capable hands of the

honorable Postmaster of Concord and current OIC in Tewksbury, Ray White. As Executive Vice President, he becomes the Interim President with my retirement. If you've met Ray, you've seen his passion for UPMA and our members. He won't let you down.

You also have an experienced Executive Board to guide you. Your Executive Board and Regional Vice Presidents are there to answer questions and assist you if you have problems. All are very capable and willing to help.

If there's one last piece of advice or wisdom to leave you all, it is this – GET INVOLVED.

Our organization is only as good as the level of involvement from each of you. If you put nothing in, expect nothing back. Become a member of the board, attend events. There are plenty of ways to grow in UPMA and it starts with you.

Again, thank you all for the last three years as your President and 10 years as a member of the Executive Board. It has been an honor to serve you.

~Dave Branga





# Another Convention in the Books

**H**ello MA UPMA members, I would like to thank everyone that attended the 2022 MA UPMA State Convention. The annual convention was held in Springfield MA this year. Having the convention in this area allowed everyone to enjoy some free time with friends outside of the general business sessions. Members got together to spend some time at Six Flags, the Basketball Hall of Fame, and the MGM Casino. I thoroughly enjoyed hanging out with the members in a nontraditional environment. Seeing a group of adults on amusement rides laughing and smiling made my day.

Creating memories with the members is something I feel goes a long way. I learned new things about my fellow Postmasters and Managers that made our friendships stronger. Everyone

was excited for a chance to win cash prizes. The Chapter allocated \$2,000 for cash prizes. The drawings were held throughout the convention. Any member who attended was entered into the drawing and had the chance to win some cold hard cash.

During the general business sessions, the MA Chapter discussed and voted on local and national bylaw changes and articles of incorporation. The Chapter also has two vacancies on the Executive Board. There were no nominations from the floor for State Editor and State Secretary/Treasurer. Deanna White has graciously volunteered to cover as the State Editor. She has had great success in the past with the state publication. Ray White appointed me, Joshua Richard to cover as the Interim Secretary/Treasurer until the position gets filled.

The Chapter is currently working on a location for the 2023 state convention. Once decided the information will be posted on the state website at [www.maunitedpma.org](http://www.maunitedpma.org), in the MA Chapter UPMA Facebook group and published in the BayStater.

Mark your calendars for the NEC Fall Conference. This event will be hosted by the NH Chapter of UPMA. The conference will be September 23-25, 2022. The registration form is in this edition of The BayStater. All Chapters in the USPS Atlantic Area are invited! Invited guest speakers include the Area Vice President Sal Vacca and UPMA President Edmund Carley.

I look forward to seeing you there.

Joshua Richard  
Secretary/Treasurer



## Leader of the Year 2021

**E**very year members are invited to submit a nomination for Leader of the Year. To my surprise I was nominated and selected as the 2021 Leader of the Year. I can't thank whoever nominated me enough for this award. I like that this award was selected by my peers, and they chose me for this recognition!

I am truly honored to be the 2021 Leader of the Year. Being a valuable and reliable source to the members is always a priority for me. I look forward to working with everyone in the future.

Thank you again MA UPMA!  
Josh Richard

# Thoughts, Voices, Opinions & Ideas – Got Any?

Another MA UPMA state convention has come and gone. Although attendance was low again this year with only 15 active and 7 retiree members, there were 4 First Timers which is an encouraging sign. They seemed to enjoy themselves and expressed to the group what or who encouraged them to attend and what they believed to be beneficial by attending.

Prior to the COVID pandemic, MA was experiencing a decline in attendance at this and other important member events such as the Legislative Summit and the National Convention. The pandemic did limit in-person meetings but the Executive Board continued to have meetings on a pretty regular basis using ZOOM. For various reasons very few RVP's held any ZOOM meetings for their membership. This resulted in a lack of communication and lack of information sharing with the members, which I believe has had a direct influence on the lack of member active participation or interest to get involved.

The MA Chapter has 2 vacant Executive Board positions, Secretary/Treasurer and Editor, in which elections were to be held at this year's state convention in June. Unfortunately there were no MA member candidates running for these positions, which is very discouraging. As a result, Executive Vice President Ray White, who is currently acting in the position of State President, selected Joshua Richard, MDO in Nashua NH, as the Interim Secretary/Treasurer and Deanna White, Postmaster North Chelmsford MA, as the Interim Editor while the search continues for MA members that are interested in being trained and serving in these positions.

For a couple of years now, we have

also been experiencing vacancies in the 3-digit Regional Vice President (RVP) positions that head local chapters and serve on the Executive Board. This resulted in a proposed and unanimously passed bylaw change to reduce the number of Regional Vice Presidents from 10 to 5. (See the newly revised bylaws in this issue of The Baystater.)

In the past, the MA Chapter of UPMA has always enjoyed great success with high membership percentages. After a couple of years of declining membership, we are now again trending in a positive direction. As of July 1, the active MA Postmaster membership is 81.01% (278 PM members), which is 3<sup>rd</sup> nationally in this category. Manager, Supervisor and Associate memberships are not included in this membership percentage calculation. Total active membership is 422, which according to the report is 10<sup>th</sup> among all states. Total members are 615, which is 13<sup>th</sup> among all states and includes those members classified under the retirees. Considering the size of some of the states, these are impressive numbers and I am hopeful that the current trend will continue.

Despite the positive trend in membership, we are lacking in ACTIVE participation of members in the operation of the MA UPMA Chapter. Many times in the past, the MA Chapter has enjoyed the luxury of having multiple candidates seeking different positions on the Executive Board. I believe having more members on the Executive Board results in more thoughts, voices, opinions, and ideas shared which contributes to a more successful State Chapter.

**So, the big question I ask now is: How do we encourage more of the 615 members to get**

## **actively involved in the MA UPMA organization?**

I recognize that most active members may be feeling extremely busy, overwhelmed, and discouraged with both the Postal Service and their impression of the role of UPMA.

One or more of these feelings may cause a member to decide that involvement in UPMA will just be more of the Postal Service.

Let me be clear, it is not.

Active involvement in UPMA is beneficial and rewarding: Members

- Form new relationships with people in similar situations for minimal time.
- Find a safe place to discuss/vent feelings and frustrations.
- Shared experiences encourage members to learn from and teach others.
- Have a voice on how the state chapter operates.
- Have a voice on how the national chapter operates.
- Have a voice on legislation that affects both active and retiree members.

This is your state chapter and I am looking for your THOUGHTS, VOICES, OPINIONS AND IDEAS to help it become a successful and viable force again. Please email, text or call me with your suggestions.

Hope to hear from you soon,  
Donna Legro

dmlegro@gmail.com  
(978) 430-1303



Parliamentarian Donna Legro

# BYLAW VOTING RESULTS

**M**A proposed bylaw changes for both active and retiree members were presented at the 2022 state convention. National VP East Mike Quinn also presented the proposed changes to the national Articles of Incorporation (2) and proposed changes to the National Bylaws (4). There were only 15 MA active members and 7 MA retiree members present to vote.

Both sets of MA proposed bylaws were posted on the maunitedpma.org website and the national proposals were published in The Leader and posted on the national website in advance of the convention to allow members sufficient time to review them and make a decision to attend the convention and participate in the voting process. Unfortunately only approximately 3.5% of MA active members and 4.5% of MA retiree members made the decision to actively participate in their organization.

Here is a synopsis of the results of the active voting:

- Bylaw Change #1 was rejected with a vote of 2-13
- Bylaw Change #2 had been withdrawn on April 14, 2022
- Bylaw Change #3 was adopted with a floor amendment and a vote of 14-1
- Bylaw Change #4 was adopted with a floor amendment and a vote of 15
- Bylaw Change #5 was adopted with a vote of 15
- Bylaw Change #6 was adopted with a vote of 15
- Bylaw Change #7 was adopted with a vote of 15
- Bylaw Change #8 was adopted with a vote of 15



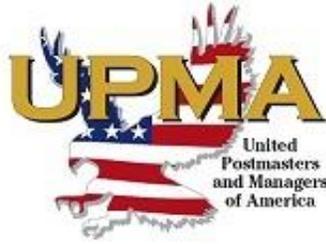
A synopsis of the results of the retiree voting is as follows:

- Bylaw Change #1 was adopted with a floor amendment and a vote of 7
- Bylaw Change #2 was adopted with a vote of 7
- Bylaw Change #3 was adopted with a vote of 7
- Bylaw Change #4 was adopted with a vote of 7

Both MA sets of bylaws have been updated and are printed in this issue of The Baystater and will be posted on maunitedpma.org. The proposed national changes will be finalized at the national convention in St Louis Aug 20-26, 2022 and then published in The Leader and posted on the national website.

If anyone has any questions regarding the proposed changes, the voting process or the results, please feel free to contact me.

Donna Legro  
MA Parliamentarian



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

### **Preamble**

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

### **Article I – Name**

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

### **Article II – Purpose**

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

### **Article III – Membership**

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

### **Article IV – Meetings**

#### **Section 1**

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

#### **Section 2**

Special meetings may be called by the President, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter. The chapter Secretary/Treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.

### **Section 3**

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum and shall be entitled to vote on local matters pertaining to the welfare and benefit of the Massachusetts Chapter of United Postmasters and Managers of America.

### **Section 4**

“Robert’s Rules of Order, Newly Revised”, shall govern the deliberations of the proceedings at any session of a state convention or other meeting of this Chapter, except that where any provisions of these Bylaws are inconsistent or in conflict with “Robert’s Rules of Order,” then these Bylaws shall prevail.

## **Article V – Election of Officers**

### **Section 1**

The President and the Executive Vice President shall be elected at the annual convention in odd numbered years to serve a term of two years. These officers shall be limited to two consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the annual convention in even numbered years to serve a term of two years. The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

### **Section 2**

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

### **Section 3**

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office provided the nominee is present during the nomination and election, except with an acceptable reason as determined by the Executive Board.

### **Section 4**

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.

### **Section 5**

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

### **Article VI – President**

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

### **Article VII – Executive Vice President**

The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position will be a separately elected position and must be an active member. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The remaining term of the vacant position of the Executive Vice President shall be assigned by the Executive Committee. The Executive Vice President will have additional duties assigned by the Executive Committee. The Executive Vice President shall receive such compensation for their services as provided for in the fiscal policy.

### **Article VIII – Secretary/Treasurer**

#### **Section 1**

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 XV hereof. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of Secretary/Treasurer, the vacancy shall be assigned by the Executive Committee. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy.

#### **Section 2**

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

### **Article IX – Editor**

It shall be the Editor's duty to publish the official newspaper of the Massachusetts Chapter of UPMA. The Editor shall receive such compensation for their services as provided for in the fiscal policy.

### **Article X - Order of Succession**

#### **Section 1**

In case of a vacancy of the President, the Executive Vice President shall succeed to the position until the next annual state convention at which time an election will be held to fill the unexpired term.

#### **Section 2**

In case of a vacancy of the Executive Vice President, the Executive Board will vote by written ballot to elect an Executive Vice President to succeed to the unexpired term. The selection must be a member of the current Executive Board.

**Section 3**

In case of a vacancy of the Secretary/Treasurer, the President, with the approval of the Executive Board shall name a member to fill the unexpired term.

**Section 4**

In case of a vacancy of the Editor, the President, with the approval of the Executive Board shall name a member to fill the unexpired term.

**Section 5**

In case of a vacancy of the President Retired, the Vice President Retired shall immediately assume the office of the President Retired.

**Section 6**

In case of a vacancy of a Regional Vice President, the affected Regional Chapter will hold an election within 60 days to fill the vacancy.

**Article XI – Executive Committee/Executive Board**

**Section 1**

The officers of the Executive Committee of the chapter shall be President, Executive Vice President, Secretary/Treasurer, Editor and President Retired.

**Section 2**

The officers of the Executive Board of the Chapter shall be the 5 elected officers of the Executive Committee, the 5 elected Regional Vice Presidents, any MA member serving in a national position, all with voting privileges at all Executive Board meetings, and the immediate Past President who will be a non-voting member and shall serve a term of one year beginning on the commencement date of the newly elected President.

The 5 regional areas by 3 digit zip code are as follows:

Area Zip Codes

010-013

014-017

018-019

020-024

025-027

**Section 3**

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

**Section 4**

The Executive Board shall review and vote to approve the fiscal policy. The Executive Board shall be the governing body of the Chapter and shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board when in session.

## **Article XII – Assignment of Committee Chairs**

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

- a) Membership Chair: It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership.
- b) Legislative/PAC Chair: It shall be their duty to continually monitor legislative activity and communicate legislative information to the members via all available methods. They shall handle any PAC activities within the chapter. They shall handle any PAC activities within the chapter.
- c) Education Chair: It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership. They shall be responsible for communicating educational resources to the members via all available methods.
- d) Chapter Member Rep Chair: It shall be their duty to provide representation to active UPMA members in all areas, including adverse actions for the protection of their rights of employment and tenure.
- e) Parliamentarian: It shall be their duty to assist the Chapter in the drafting and interpretation of bylaws and rules of order, the planning and conducting of meetings and maintaining current written MA Bylaws and MA Fiscal Policy. They shall serve as an adviser to the officers and members and must be familiar with the National Bylaws and “Robert’s Rules of Order, Newly Revised”.

## **Article XIII – Sergeant-At-Arms**

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

## **Article XIV – National Convention Roll Call Voting Procedure**

### **Section 1**

When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter’s votes will be cast at the National Convention by the Chapter President or his/her designee. The results of the votes shall be recorded by the National Officer present at the State Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter’s official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention.

### **Section 2**

In the event there are issues presented at the National Convention that were not considered or available at the Chapter State Convention that require a roll call vote, the MA Chapter reserves the right to vote or change a vote at the national convention. Each MA active member present for the vote at the national convention shall have one vote that will determine how the votes are cast by percentage. Issues presented may be, but are not limited to, additional national bylaws and/or articles of incorporation proposals that were not available at state convention; amendments to national bylaws and/or articles of incorporation proposed changes that were not available at state convention; when after hearing the “for” and “against” arguments at national

convention, the active MA Chapter attendees determine it is in the best interest of the Chapter to change a vote because all information was not available at state convention; and additional national candidates come forward after the state convention.

#### **Article XV – Bonds**

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

#### **Article XVI – Dues**

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

#### **Article XVII – Official Publication**

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named The Baystater. In addition, the Chapter may maintain a website for the dissemination of information. The Executive Committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

#### **Article XVIII – Scholarship**

##### **Section 1**

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

##### **Section 2**

The chair is responsible for providing all committee members with a copy of the current scholarship article from the bylaws, copies of all applications, and a copy of the Fiscal Policy as it pertains to the scholarship. The Chair is responsible for conducting a meeting with the committee, via conference call, in person, or zoom, to discuss and select the recipient(s) for the scholarship(s). The Chair will inform the President of the selection(s) for the President to notify the recipient(s). The Chair will send recipient and non-recipient letters to all applicants. The Chair will write an article for The Baystater including pictures and bios of each recipient.

##### **Section 3**

The number of scholarships and the financial amount of each scholarship will be decided by the Executive Committee and approved by the Executive Board as part of the Fiscal Policy each year.

##### **Section 4**

The scholarship committee will review all applications and determine requirement eligibility of each applicant and provide reasonable assurance that each eligible applicant is capable of further education. Previous recipients will not be considered unless there are not enough eligible first time applicants.

**Section 5**

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

**Section 6**

Scholarships awarded each year shall be given the following names:

The Stanley Skamarycz Scholarship

The Winnie McLaughlin Memorial Scholarship

The Donna Legro Scholarship

**Section 7**

The Executive Board will determine when a named scholarship should be added or deleted by majority vote prior to the scholarship application deadline each year. The bylaw change will be recorded with the printing of the bylaws following the close of the state convention of that year.

**Section 8**

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

**Article XIX – Amendments****Section 1**

All proposed amendment(s) must be submitted in writing to the Chapter President at least sixty (60) days prior to the opening of the annual Chapter Convention. The proposed amendment(s) shall be published or posted prior to the Convention.

**Section 2**

These bylaws may be amended at any Convention of the Chapter by a majority vote of the delegates present and voting.

**Section 3**

Any proposed amendment(s) shall be read at one session of the Convention and voted on at a subsequent session.

**Section 4**

These amendment(s) shall become effective immediately upon the adjournment of the Convention unless otherwise specified in the amendment.



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



## **Preamble**

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

## **Article I – Name**

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

## **Article II – Membership**

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

## **Article III - Meetings**

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

## **Article IV – Election of Officers**

### **Section 1**

The elected Chapter officers shall be a President, a Vice President, and a Secretary/Treasurer.

### **Section 2**

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

### **Section 3**

The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their name is placed in nomination except with an acceptable reason as determined by the Executive Board. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are

eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

#### **Article V – 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.

#### **Article VI –Vice President**

##### **Section 1**

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

##### **Section 2**

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

#### **Article VII – Secretary/Treasurer**

##### **Section 1**

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

##### **Section 2**

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

##### **Section 3**

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

#### **Article VIII – Executive Board**

##### **Section 1**

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

## **Section 2**

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

## **Section 3**

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

### **Article IX – Sergeant-At-Arms**

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

### **Article X – Dues**

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

### **Article XI – Parliamentary Procedure**

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

### **Article XII – Amendments**

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

**UPMA MA State Audit/Review Committee Report**

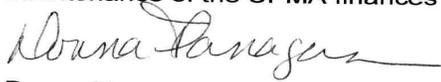
The annual audit of the MA Chapter financial records was conducted on May 18, 2022. The committee consisted of Donna Flanagan, Postmaster North Billerica, John Sacco, Postmaster Wakefield and Mike Fairbank, Postmaster Rockport

The audit committee reviewed the following records for the period April 1, 2021 through April 30, 2022:

- All reconciled bank statements
- Canceled and voided checks and deposit slips
- Deposit detail report
- Check detail report
- Monthly financial reports including vouchers and receipts
- Credit/Debit Card Transactions
- IRS Form 990-EZ Tax Return

Bank Balance beginning April 1, 2021	\$ 239,633.17
+ All funds received	\$ 105,254.35
- All expenses	\$ 65,310.74
Ending Balance as of April 30, 2022	\$ 279,576.78

The committee found all records to be in excellent order and extends its appreciation to Secretary/Treasurer Joshua Richard for the outstanding job they have done in the maintenance of the UPMA finances and records.



Donna Flanagan  
Postmaster North Billerica  
Audit Committee



John Sacco  
Postmaster Wakefield  
Audit Committee



Mike Fairbank  
Postmaster Rockport  
Audit Committee Chair

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**ANNUAL FINANCIAL STATEMENT  
April 1, 2021 through April 30, 2022**

UPMA	April 1, 2021	BEGINNING BALANCE		\$239,633.17
		DEPOSITS	EXPENSES	BALANCE
	Apr-21	\$6,754.79	\$600.00	\$245,787.96
	May-21	\$9,412.55	\$950.98	\$254,249.53
	Jun-21	\$6,370.91	\$5,496.42	\$255,124.02
	Jul-21	\$6,763.38	\$6,549.30	\$255,338.10
	Aug-21	\$6,435.96	\$10,588.01	\$251,186.05
	Sep-21	\$9,405.89	\$1,986.61	\$258,605.33
	Oct-21	\$9,459.83	\$7,047.99	\$261,017.17
	Nov-21	\$10,687.97	\$6,188.51	\$265,516.63
	Dec-21	\$6,286.69	\$508.70	\$271,294.62
	Jan-22	\$9,419.28	\$7,427.77	\$273,286.13
	Feb-22	\$10,787.44	\$8,431.26	\$275,642.31
	Mar-22	\$6,445.48	\$6,165.73	\$275,922.06
	Apr-22	\$7,024.18	\$3,369.46	\$279,576.78
<b>TOTALS</b>		<b>\$105,254.35</b>	<b>\$65,310.74</b>	<b>\$279,576.78</b>
UPMA	April 30, 2022	ENDING BALANCE		\$279,576.78

# Raffle Winners

Congratulations to all the members whose names were drawn to win cash prizes during the convention!

💰 Raffle winners below are listed in order of draws. A few people won multiple times 💰

A few names were called but they were not present to win.

Raffles were drawn during business sessions and meals.

## 💰💰100 Cash Prizes 💰💰

Theresa Thatcher

Donna Legro

Tom Driscoll

Deb Santarpio

Wally Olihovik

Jennifer Harraden

Keith Miller

Tom Driscoll

Christine Zinna

Deanna White

Michael Fairbank

Theresa Thatcher

Keith Miller

Christine Zinna

Jennifer Harraden

Rich Hui

Wally Olihovik

Susan Dow

Ryan DiEoreo

Brenda Martin

## \$\$\$ GRAND PRIZE WINNER \$\$\$

Tom Driscoll



# Retirees



# First Timers



Theresa Thatcher



Susan Dow

Christina Zinna



Elizabeth Garcia

# & Everyone Else



# Six Flags Shenanigans

## MA Members Enjoy "Fun Day"



# First Time Impressions



*H*ello my name is Susan Dow, I am happy to say I am a new member of the MA Chapter! I attended my first MA State Convention in Springfield from June 10-12th 2022. I have to say I was a little unsure about attending, but with a little persuading from a fellow member I relented and I am so glad I did! I listened to a lot of informative people share information that I believe will help me a lot going forward in my career. I also met a lot of new people that I can say are now my friends. It was so nice to see people laughing and enjoying each others company again. It was so nice to feel normal again considering the past 3 years of COVID living.

I hope whoever takes the time to read this truly considers attending the next conference (NEC in Sept!) and convention. I know I will be! I am totally looking forward to it! Thank you, Susan Dow

\*\*\*\*\*

*I* am not always right the first time! I really didn't think I would enjoy going to the MA Chapter State Convention, but some coworkers/friends wanted to go so I figured, what the heck! It was a really great experience! Not only was it wicked fun and informative, but I had a ball on the roller coasters too! Having this time together reminds you that you're not just one man or woman stuck on a lonely island, in it all by yourself, like it can feel sometimes when you're a level 18 Postmaster. There are lots and lots of others ready to have your back. I would like to get more involved and won't hesitate today to say, "I'm in!", When the next opportunity comes up. Hope to see you at the next event! Thank you, Christine Zinna



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*A*s a new member of the association, I did not know what to expect when attending the MA Chapter Convention. What I learned was that we all are in the same boat with short staffing and we all have our own problems. I learned about the legal side of the organization and what is required to keep it going. I also learned that we are not on our own if something goes wrong for us! I knew absolutely no one when I arrived and when I left I had names and faces to names I had only heard of. It was worth going even though there were only approximately 25 attendees.

Theresa Thatcher  
Postmaster  
Charlemont 01339, Rowe 01369 & Heath 01346

# Scholarship



## **Benjamin Fairbank**

Son of Michael Fairbank, Postmaster of Rockport

Ben is currently a sophomore at Norwich University in Northfield VT with a major in criminal justice and a minor in Spanish. His goal is to pursue a career in the Coast Guard, local or state law enforcement or one of the federal law enforcement agencies. During high school Ben played varsity football and wrestling and completed four years of Air Force junior ROTC where he was recognized as junior ROTC cadet of the year. In college he continues ROTC training and serves on the university's Drill Team as a Color Corporal for the team and the Corps of Cadets.

## **Christopher Fortier**

Grandson of Elaine Daniels, Postmaster of Cheshire

Chris graduated from Hoosac Valley High School and will be attending Bennington College with plans to pursue a double major in politics/government and visual and performing arts with plans to acquire a master's degree and potentially law school to enable him to join the judicial system's civil rights branch. In high school Chris was a member of the Student Council, Art Club, HV Concert, Jazz, Pit and Marching Band. He was also a member of the Rainbow Alliance, the Yearbook and World of Difference. Outside of school he was a member of the Statewide Leadership Team for the 84 Movement and a member of Berkshires' District Attorney's Office Youth Advisory Board.



## **Matthew Gniel**

Grandson of Patty Dillon, Retired Postmaster of Eastham.

Matt graduated from Worcester Academy and plans on attending Boston College with a major in business. While in college, he hopes to develop a strong educational foundation for a career in business. In high school Matt received the Dee Rowe Award, the John Pietro Athletic Award and the Ap Scholar Award. Matt played varsity basketball and football and served as Leader of the Physics Club and the TED Talk Club. He was a member of the Amnesty International and a class officer for two years. Outside of school, Matt volunteered at his church, Saint John's Food Pantry and served as a camp counselor for two years.

# Winners

## Ava Norris

Daughter of Robert Norris, Postmaster of Forestdale

Ava graduated from Falmouth High School and will be attending Connecticut College with a major in art history and a minor in environmental studies. She is interested in the history of art, especially the Renaissance, and conservation and sustainability is also important to her. While in high school Ava was a Peer Mentor, a member of the National Honor Society, National French Honor Society and the National Art Honor Society and played JV and Varsity field hockey. Her non-school activities included metal clay jewelry Art Works Intern, Happy Hope Factory Volunteer and dance.



## Jacklyn Shea

Daughter of Lynn Legor, Postmaster of Boylston

Jackie graduated from Tahanto Regional High School in Boylston and will be attending Sarah Lawrence College with a major in education and a goal to become a language teacher. While in high school, Jackie was a member of the Student Council, the Tahanto HS Model UN Club, and Science Club. She played varsity lacrosse and field hockey. Her non-school activities included Girl Scouts of Eastern MA, and the Girl Scout of Eastern MA Counselor in Training Program, and many hours of community service.



President Retired Jerry Robertson



# Return of the Retirees!

That's right, you know who they are! They are the ones that always have a smile on their face and appear to be very relaxed. The people who do not know all the acronyms that you do, and they don't care. You may not have seen them for a while (maybe two years), but they are back!

On May 12th of this year we had the first MA UPMA Retirees luncheon since COVID forced us into hiding. It was held at the Old Post Office Pub in Grafton Massachusetts. Thirty-Four retirees and/or guests, and many of the Executive Board members attended the event. Several more had to cancel at the last moment for personal reasons but their hearts wished they could have been there.

MA UPMA President David Branga gave a speech that he was required to keep under five minutes. Legislative/PAC Chair John Sacco presented an overview of what the new Postal Reform Bill has in store for retirees as of right now and pending changes, especially with health care. The rest of the afternoon was reserved for everyone to catch up with some friends, welcome new retirees, and give away a few door prizes.

If you missed the "big comeback," do not worry. There will be another one in another part of the state in the near future. If you know of a place in your neck of the woods, send your suggestion to Jerry Robertson, President of MA UPMA Retirees at [Postmangerry@gmail.com](mailto:Postmangerry@gmail.com). Janet Atkinson and I will do our best to make the next event as pleasant as this one turned out. We would like you to help us out with this. Yes, you!

Nancy White, the treasurer opted to spend more time in Florida rather than continue managing the check book. No one was nominated or stepped forward to fill her shoes yet. If you think you would like to join us in this capacity, please reach out to me. There isn't a lot you need to do. Please contact Nancy if you have questions regarding the position.

A few bylaw changes were approved at the state convention held a couple of weeks ago in Springfield. Most just cleaned up language. The bylaw requiring a nominee for a position to be present in order to be elected has been changed and mirrors the change made to the active members' bylaws.

Let us all get together again real soon!

Jerry Robertson  
President Retired



## Retirees' Rockin' Luncheon



# This Is Not a Lands' End Catalog!

By now all of you fortunate retirees have received what appeared to be a summer catalog from Lands' End and maybe even relegated it directly to the recycle bin. If it's not too late, go retrieve it and give it another look. The USPS has issued what will be a thrice yearly quick newsletter of things that interest retirees.

What you won't find is news about scanning, NPA, or Labor Relations. You will find articles about upcoming healthcare changes, keeping active, and God forbid, going back to work. The best thing is that all the articles are short. You can read the entire newsletter before you finish a cup of coffee. When you find the sixty second article interesting, there is always a link at the bottom of each article where you can get more information.

Quick.

Easy.

Informative.

Like this article.

# USPS Retiree

Wellness | UNITED STATES POSTAL SERVICE®

SUMMER 2022

PUBLISHED TRI-ANNUALLY FOR EMPLOYEES OF THE UNITED STATES POSTAL SERVICE®

## NEWSLETTER

### Introducing the New Retiree Newsletter



**The Benefits of an Active Lifestyle**

**Healthy Fun in the Summer Sun**

**Thinking about Returning to Work?**

**Understanding Survivor Benefits**

**Word Search**



My Opinion by UPMA Vice President Mike Quinn

# Staffing, Staffing, Staffing!

The Postal Service is at a crisis in regard to staffing. Our inability to hire has many reasons but none of our making. All companies across the Nation are facing the same issues with mixed success. COVID, expanded unemployment benefits, indifference, millennial mindset to name a few. I would argue that our jobs are less appealing than the public sector as they are not typical 8:00-5:00 positions with weekends off. Instead we require our employees to work varying shifts, early mornings, late nights and weekends. We do a great job in giving them a day off (not two) but it most likely will be on a Tuesday or a Wednesday. And they are precareer employees who do not receive full benefits for the first two years. If we are hiring RCAs, they are non-career hires who in many cases are required to have their own POV to deliver mail. Since the average used RH drive Jeep costs over 15K, it is no wonder we have hiring issues. Not a surprise

to all the Managers and Postmasters in the field but somehow has not been acknowledged by the Area until recently. Even the PMG was unaware of hiring and staffing issues in the field.

When the Districts point out these issues to the Area, the answer is that it is your responsibility. When the Postmasters bring up the issues to the District Managers, we are told that it is your responsibility to hire and train new employees. Even with multiple hiring fairs, postcard hiring mailings, "We are hiring" signs in lobbies, handouts to customers at the window, it is now our fault. And the direct result is Postmasters and Managers regularly delivering mail, including Saturdays and Sundays. Where is this going and when is it going to end? "Just figure it out" seems to be the newest postal catch phrase.

Strong leaders identify problems and work diligently to fix them. Finger

pointing, shaming managers, and pointing blame are signs of weak management. What we need is strong leadership at the highest levels that continue to ignore our staffing problems in the field. Remember, hiring is done by Headquarters, as our HR specialists are assigned to the Districts but are Headquarters employees. All we do is request to hire. It would be hypocritical to ask them to "figure it out". All I ask is that our leaders actually lead, address the problem head on, and develop a strategy to accomplish our goals of proper staffing. We can continue to do the same thing we have been doing for the last few years, but we will only achieve the same results. And those results are disappointing to say the least.

Mike Quinn  
National Vice President - East

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National Adverse Action Member Representative, Rich Hui

# Time With Friends

Greetings Postmasters and Managers, first and foremost, on behalf of my family, I would like to say thank you. All your condolences and support made our pain and sorrow more bearable. I am quite certain that Susan would be saying the same thing in heaven. UPMA truly is my second family.

A few weeks ago, I was not certain that I would attend our state convention. But urged by our sons, I decided to attend. I certainly do not regret my decision.

The convention was held in Springfield MA. I was quite delighted to find out that the hotel is very nice. I was

apprehensive because I was aware of the bad publicity that the city of Springfield carries, but I soon found out that my concerns were unfounded. Thanks to the Executive Board, the convention went on without any big issues. There are always some minor problems but by and large it was a successful convention. We were able

to have a nice meeting followed by a free afternoon the next day. It was refreshing and I was able to spend some time with my friends. Some members went to the Basketball Hall of Fame. Most of us went to Six Flags New England. A few of us ventured over to MGM Casino, which was only two blocks away. I heard quite a few members did well at the casino. I myself had a great time at Six Flags. Hanging out with friends proved to be a great stress relief for me.

Speaking of stress, I am sure that most active Postmasters and Managers are

dealing with stress these days. Short staffing, budget cuts, hideous hiring processes, working long hour days in and out, forever chasing numbers and checklists. It goes on and on. Which brings me back to the convention. Coming to state convention allows you to relax, let your hair down for a couple of days, exchange some ideas on how to cope with stress, and network with fellow members. But most importantly you will find out you are not alone. When I was an active Postmaster my energy level always got recharged after attending the convention. For the members who

have not attended a convention, I urge you to make sure that you take some time to attend. MA Chapter UPMA usually pays for most of the expenses so all you will need to do is take some time for yourself and come to the convention. I guarantee you will not regret it.

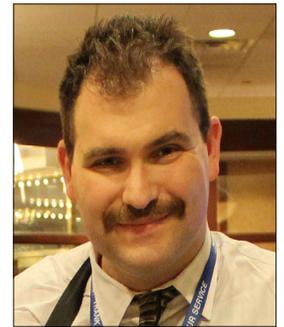
Warm regards,

Richard Hui  
Postmaster Retired  
National Adverse Action Member  
Representative UPMA

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Membership Chair Ryan DiEoreo

# Membership Matters



Greetings and salutations, for those of you who do not know me, my name is Ryan DiEoreo and I am the Postmaster of Natick. I currently am serving on the Executive Board as the Chapter Membership Chair.

Members mean the most to me. People mean the most to me. We need to treat each other with the utmost dignity and respect. You do this by conversing amongst your peers and networking with them. UPMA is the best option for all Postmasters, Managers, and EAS professionals. I can say the moment I became involved with the NAPUS (now UPMA) community my career took a different path than it would have had I not gotten involved as an active member. There is unfortunately a lot of distain, angst, and negativity around all of us and many of us

do not know if we are coming or going. I think that is a fair statement. Whether we are challenged with lack of employees or an overabundance of employees (CSV), the challenges we are all facing bind us together as one organization.

We must never forget the individuals we are before we become Postmasters, Managers, or Supervisors. Early on, an influential leader once said to me “never lose who you are for any of these jobs”. That is easier said than done. Sometimes we all need to take a step back or maybe it is time to take on that new challenging detail? Whatever it may be, you certainly need the support of the members of UPMA. Massachusetts is where it is at! We have some great neighbors to the North as well as to the South and West

but the camaraderie is wicked out of this world in MA! I challenge each of you to reach out to your neighboring offices. You may be dealing with the same issues, frustrations, and hopefully worldly joys.

I hope each of you take time to remember what is most important. You, your health, your family, and then your work. It is not an easy balance but we have each other to lean on when times never seem more difficult.

Take care and do not hesitate to reach out if you need assistance.

Ryan DiEoreo  
Postmaster Natick  
Membership Chair  
ryan.dieoreo@gmail.com

# MA Chapter Executive Board Votes to Extend Membership Drive

The MA Executive Board voted to extend the cash incentive to individuals for signing new members through December 31, 2022. Each time you sign a new member and are listed as the Sponsor/Person who influenced their decision to join UPMA on the 1187/1187R you will receive a cash award as follows:

- \$50.00 for each new MA EAS member**
- \$25.00 for each new MA Retired member**
- \$10.00 for each new MA Associate member**

New members will also receive a welcome packet containing UPMA merchandise through December 31, 2022:

- Up to \$50.00 to each new MA EAS member**
- Up to \$25.00 to each new MA Retired member**
- Up to \$10.00 to each new MA Associate member**

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## National Executive Board Offers New Membership Promotion

The UPMA National Executive Board has voted to offer a membership incentive for new EAS members when they join the organization.

This membership promotion, which will run from April 1, 2022 to **October 31, 2022**, will allow new EAS members to join for one year with no dues being deducted from their paychecks until that one year has elapsed.

In addition to the incentive for new members, the UPMA National Office will send the chapters \$195 for each new EAS member to cover the revenue that they would have received for that one year of membership had the new member been paying dues.

It is the hope of the board that this promotion will be as successful as one's that have been offered in the past so that UPMA can continue to serve its current and future members as the premier leadership organization among employees of the United States Postal Service.

Individuals wishing to join UPMA can do so by going to the UPMA national website, [unitedpma.org](http://unitedpma.org) and click on the banner at the top of the page which says, "Join UPMA Today" and it will walk them through the process of signing up. Or, if you wish to join on the membership form, that is also available on the website.

If you have any questions on any membership related issues, feel free to contact the UPMA National Office at 703-683-9027 or sending an email to: [information@unitedpma.org](mailto:information@unitedpma.org). You can also reach out to any of the UPMA officers in your chapter, as well. Their contact information is available on the website.

Posted by Dan Heins on 04/01/22

# 2021 Membership Drive Results

## MA Welcomed 51 New Members

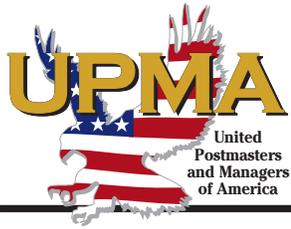
Member Name	Join Date	Sponsor	Amount
Anthony M Brosca	6/4/2021	Greg Goodhile	\$50.00
Cynthia J English	6/10/2021	JeanM McClellan	\$50.00
Adrian Lech	6/23/2021		
Lori A Gosselin	7/20/2021		
Jacques L Tompkins	7/23/2021	Adrain Joia	\$50.00
Jennifer Shewan	8/5/2021	Joshua Richard	\$50.00
Meghan E Tierney	8/10/2021	Raymond White	\$50.00
Tenzin Losal	8/10/2021	Dave Branga	\$50.00
Stephen David Arena	8/25/2021	Raymond White	\$50.00
Devin R Bevilacqua	8/31/2021	Raymond White	\$50.00
John J Connolly, Jr.	8/31/2021	Raymond White	\$50.00
Christopher Coolidge	8/31/2021	Raymond White	\$50.00
Paul K Curtin	8/31/2021	Raymond White	\$50.00
Kevin D Dupont	8/31/2021	Raymond White	\$50.00
Jillian Lombardi	8/31/2021	Raymond White	\$50.00
George R Lowe	8/31/2021	Raymond White	\$50.00
Thomas McDonough	8/31/2021	Raymond White	\$50.00
Jason P Sawin	8/31/2021	Raymond White	\$50.00
Jennifer M Hall	9/1/2021	Raymond White	\$50.00
Mary K Owens	9/1/2021	Raymond White	\$50.00
Robert S Shaw	9/1/2021	Raymond White	\$50.00
Mark W Stone	9/1/2021	Raymond White	\$50.00
Colleen LaCroix	9/2/2021	Raymond White	\$50.00
James M Dries	9/10/2021	Raymond White	\$50.00
Wayne D Freeman	9/10/2021	Raymond White	\$50.00

**51 NEW MEMBERS**  
received a large 36 oz Yeti, UPMA padfolio and valuable informational packets in 2021!



Member Name	Join Date	Sponsor	Amount
Tina M Levasseur	9/10/2021	Raymond White	\$50.00
Valerie L Ruggles	9/10/2021	Raymond White	\$50.00
Theresa A Thatcher	9/10/2021	Raymond White	\$50.00
James T Tisdell	9/10/2021	Raymond White	\$50.00
Carol J Caines	9/17/2021	Raymond White	\$50.00
Ana B Ponte	9/17/2021	Raymond White	\$50.00
Elly L Lashoones	9/20/2021	Raymond White	\$50.00
Miguel N Gomez	9/23/2021	Raymond White	\$50.00
Dawn E Ruta	9/27/2021	Raymond White	\$50.00
Noreen M Forfa	9/28/2021	Raymond White	\$50.00
Robert Rossetti	10/6/2021	Raymond White	\$50.00
Michael DaSilva	10/6/2021	Raymond White	\$50.00
Carole Deyesso	10/14/2021	Raymond White	\$50.00
Brenda Martin	10/29/2021	Raymond White	\$50.00
Brian Adler	11/22/2021	Michael Fairbank	\$50.00
Peter E Previte	11/22/2021	Keith Miller	\$50.00
Andrew M Baumann	12/8/2021	Raymond White	\$50.00
Kimberly Sobieski	12/8/2021	Raymond White	\$50.00
Matthew Crossman, Sr	12/8/2021	Raymond White	\$50.00
Jeffrey Carter	12/14/2021	Raymond White	\$50.00
Jeran Mondalto	12/15/2021	Raymond White	\$50.00
Sammy Goodman	12/15/2021	Raymond White	\$50.00
Robin Driscoll	12/20/2021	Raymond White	\$50.00
Paula Moore	12/20/2021	Raymond White	\$50.00
Michelle Gallagher	12/28/2021	Raymond White	\$50.00

**EIGHT (8) SPONSORS  
RECEIVED A TOTAL OF  
\$2,550.00 IN 2021!**



# Form 1187

Request and Authorization for Voluntary Allotment  
of Compensation for Payment of Employee Organization Dues  
*Fill Out Form On-line, Print it out, and Return to  
UPMA National Office at the Address Below for Processing*

## Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

**Section B (Check One):**  Postmaster  Manager/Supervisor  Associate  PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

## Section C: For Use by the Employee Organization

**P**

Mail completed form to: **United Postmasters and Managers of America (UPMA)**  
**8 Herbert Street**  
**Alexandria, Virginia 22305-2600**

**Visit the UPMA website [unitedpma.org](http://unitedpma.org) for membership benefit information.**

## Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
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## Section E

Check this box to signify you've read and understood the terms in Section D of this form.

**Who/what most influenced your decision to join UPMA?**

Person's Name \_\_\_\_\_

Career Awareness Conference  USPS Provided Training  Other \_\_\_\_\_

**UPMA NATIONAL OFFICE FOR PROCESSING**

Revised 12/2017 INT



# This & That

Greetings to all,  
Here at the edge of summer, I am very happy to report that the MA UPMA State Convention held in Springfield June 10 – 12 was thoroughly enjoyable. Great to see and bond with fellow PM’s, retirees, and spouses/significant others. Western MA is a unique paradise unto itself with so much to see and do. Six Flags was awesome to take in and hit the rides. Getting together and supporting and encouraging each other is rewarding and refreshing. The merriment and the food were tremendous. Mighty thanks to the mighty Quinn for guiding and educating us on the ongoing national UPMA matters.

Congratulations galore to Mike

Quinn – PM Concord NH who will be retired by the time this goes to print. So very grateful for all your service and dedication to all of us in MA and UPMA members across the nation. Most deserved kind sir! Enjoy your future!

I also had the good fortune to be able to attend the retirees’ luncheon at the Post Office Pub in North Grafton on May 12th. Great crowd, great people, and you know me, wicked good food – was had by all. Many thanks to Jerry and Janet for all their hard work putting it all together. When I grow up, I want to be in that “retired club”!

We kept it going on May 12th and had our Mayflower meeting at the Abington Ale house after work.

Appreciate all the members who attended sharing information, issues, and camaraderie. We as a group need to meet at least quarterly to be in compliance with MA UPMA bylaws. Strength in numbers also allows for more collective smiles to be had! Cutest smile that night went to - smiles up – Rock Star Baby Devin – Kerry Watson’s wee one! More to come.

Reach out if you need help with anything at all. Best of health and happiness all the year through – Yes happy 2022 to all!

Keep Smiling :-)  
RVP 020-024 Tom Driscoll  
PM Randolph

\*\*\*\*\*



# Get Involved

I would like to thank all the 018-019 members that made it to the State UPMA convention in Springfield. We had the best turnout of any RVP group and I appreciate the participation. We need to get everyone involved in the conventions, Fall Conference, Legislation in Washington DC and any other events that UPMA has for the members. This year at the state convention we had a lot of members win money, have a fun day at the Basketball Hall of Fame, Six Flags New England, and the MGM Casino. We had some great conversation with some outstanding food from the

hotel. Best of all, if you had a member go with you it was a completely free convention this year for you to attend. The members that attended got reimbursed for their hotel, parking, and free day event. It only cost you one day of leave to attend and it was well worth the time.

We really need more people to get involved with UPMA. We are only as good as the members make it.

Reach out and ask to help. There are many different areas that need support right now. We are an organization that is here to help but we need help from

you too. Right now, in the 018-019 group I am still looking for a secretary/ treasurer. If you are interested, please contact me.

Keith Miller  
RVP 018 - 019



Atlantic Area Coordinator Chuck Narciso

# What's happening in the Atlantic Area?

Happy summer everyone, we most likely are in the midst of prime time and scrambling around from the time the doors open until they are locked up at the end of the night. It seems like it takes so long for summer to get here and it is gone before you know it, especially in the current state of the Postal Service where you may have to do more than just fill out a leave slip to take some time off. Here are some bullet points of issues going on from Maine to North Carolina.

- \* Postmasters/Managers not being able to take leave, or have to find their own replacement, possibly still be on call.
- \* Postmasters/Managers continually delivering routes.
- \* Postmasters/Managers disciplined for items such as, consecutive days, penalty overtime, (both prior issues with acting supervisors too), short lunches, and early starts.
- \* Mandatory telecoms during the week at 5:30 pm and 10:30 am on Saturdays.
- \* Postmasters/Managers not being able to hire their selection in a supervisor package.

I am sure there are many other issues going on in the day to day job that I don't know about but these are the main items that are currently being looked at.

We all became Postmasters and Managers to proudly serve our communities, I don't think that has changed at all, but the job is constantly changing, and you have to be much more flexible and willing to stay current with the changes or you will be left behind. The data out there is endless, as are the emails we receive, there is plenty of training, but never enough time. Organization, time management, and focus are valuable attributes to constantly improve on. Everyone should have a peer that they can count on for advice, help, or to just vent.

With that being said our membership is flourishing, and we should be reaching out to mentor a new member that doesn't have the experience and contacts that some of the more experienced Postmasters and Managers have. Let them know they are not alone and it is okay to ask for help or guidance.

The last thing I will touch on is accountability, we all know or should know what we can get in trouble for. If you are going to have issues that need to be reported to a higher level, then have that conversation with your boss. The PMG has been saying there will be more accountability and it is coming at all levels from the POOM's on down. Hold your employees accountable, you are the boss, you set the expectations, you control the outcomes. When you do this, the transparency will show, your performance will shine, and you will be called on from your peers to ask how you are getting it done.

Until next time,

Chuck Narciso  
UPMA Atlantic Area Coordinator

# Registration Form

## Northeast Conference

### September 23-25, 2022

Name: \_\_\_\_\_ Title: PM/Manager/Guest \_\_\_\_\_

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

Office: \_\_\_\_\_ Cell: \_\_\_\_\_

## Register Online or by Mail

Registration Fee: \$75.00 includes Saturday Lunch and Sunday Breakfast

Online: Pay Pal - Register online at [NHUPMA.org](http://NHUPMA.org)

Mail: Make check payable to NH UPMA and mail to:

Jeana Woodbury  
NH UPMA  
PO Box 1  
Hinsdale NH 03451

## Hotel Reservations

Courtyard by Marriott Grappone Conference Center, 70 Constitution Ave, Concord NH

Hotel rates are \$179.00 per night and are subject to applicable state and local taxes (8.5%). Individuals are responsible for making their own reservations by calling the hotel directly at (603) 225-0303. Reservations must be made by September 2, 2022. After this date any unreserved rooms in the block will be released.

## All Chapters in the USPS Atlantic Area are invited!

Invited guest speakers include Atlantic Area Vice President Sal Vacca  
and UPMA President Edmund Carley

Any questions reach out to Mike Quinn at (978) 866-5011  
or email at [miketamiquinn@msn.com](mailto:miketamiquinn@msn.com).

BayState Editor  
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Tewksbury, MA 01876

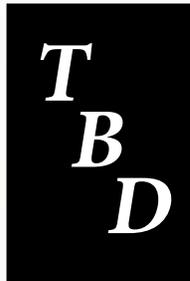
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*Massachusetts UPMA Executive Board Members*



PRESIDENT

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



EXECUTIVE VICE  
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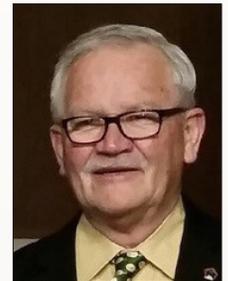
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<p><b>010 - 013</b> <u>Co - RVP's</u> PM Phil Fortin Amherst MA Cell: (317) 508-4353</p> <p>PM Tarna Genovese District Detail Cell: (978) 502-3931</p> <p><b>014 - 017</b> <u>Co - RVP's</u> PM Bob Marrama Sterling MA Cell: (978) 467-7301</p> <p>PM Michael Raymond PM Maynard Cell: (978) 793-0543</p>	<p><b>018 - 019 RVP</b> PM Keith Miller Gloucester MA Cell: (508) 633-4008</p> <p><b>020 - 024 RVP</b> PM Tom Driscoll Randolph MA Cell: (508) 944-0068</p> <p><b>025 - 027 RVP</b> Supv Adrian Joia Falmouth MA Cell: (508) 858-9585</p>	<p><u>Membership Chair</u> PM Ryan DiEoreo Natick MA Office: (978) Cell: (603) 548-9172 ryan.dieoreo@gmail.com</p> <p><u>Legislative/PAC</u> PM John Sacco Wakefield MA Office: (978) 525-8882 Cell: (214) 549-6453 john.sacco.maupma@gmail.com</p> <p><u>Atlantic Area Postal Coordinator</u> PM Chuck Narciso Fall River MA Cell: (401) 573-1883 cnjr21@gmail.com</p>	<p><u>Chapter Member Representative</u> PM Rob Leary Whitinsville MA Cell: (508) 234-5917 PMRLeary@yahoo.com</p> <p><u>Parliamentarian</u> Retired Postmaster Donna Legro Cell: (978) 430-1303 dmlegro@gmail.com</p> <p><u>National Adverse Action Rep</u> PM Retired Rich Hui Cell: (978) 549-3360 richmeista67@gmail.com</p>	<p><u>Education Chair</u></p> <p><u>Sergeant at Arms</u> Michael Fairbank Rockport MA Cell: (978) 559-9826 Mfairbank.upma@gmail.com</p> <p><u>National Vice President - East</u> PM Retired Mike Quinn Cell: (978) 866-5011 miketamiquinn@msn.com</p>
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**\*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.**