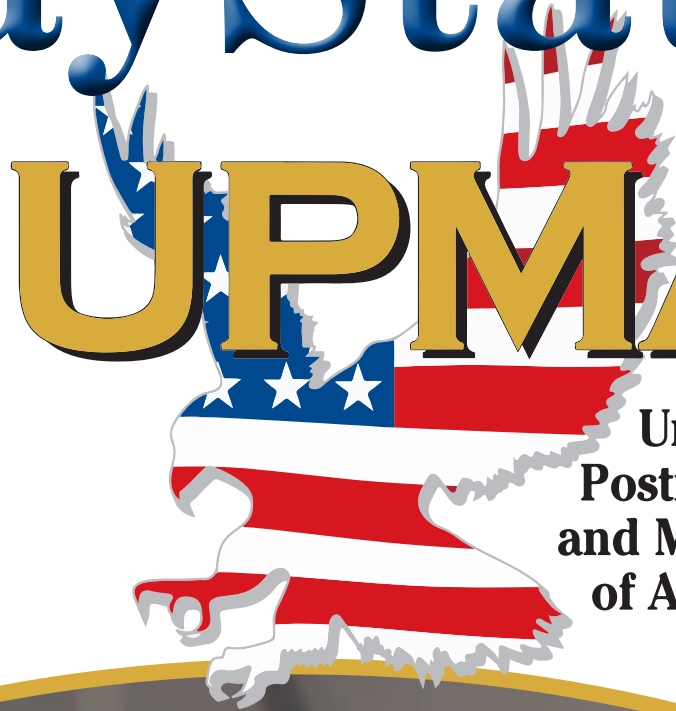
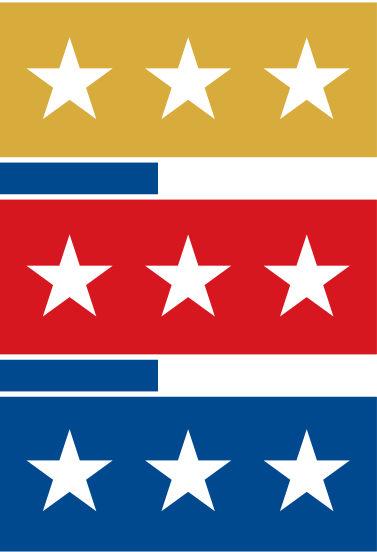


The Massachusetts

# BayStater

# UPMA

United  
Postmasters  
and Managers  
of America



NOVEMBER 2022





# What's Your Perspective, and How Often Does It Change?



**Raymond J. White,**  
Postmaster  
President  
Massachusetts  
Chapter

**Greetings fellow members:**

I am reminded daily of the constant challenges we face. New programs or tasks coming at you at an accelerated pace, all the while coping with reduced staffing and other internal struggles. It is difficult to stay motivated or “engaged” when at any time there is at least five people at the ready to point out to the world you didn’t get something done, often even earlier than the established deadline.

Are you going through extreme measures to maintain appearances, keeping yourself or your office off “the list”? Are you receiving calls or messages after hours with the implied expectation they should be acted upon or answered immediately, or the expectation to manage your office even when not present or on leave? I try to be optimistic with the belief it is only because the sender wants it read first thing next business day, or that the sender is working late themselves to get caught up, but that does little for the alert received into the night or while on leave and the ongoing thoughts you have for hours after the message. I have addressed this with previous articles. I realize the difficulty in setting boundaries, but I caution you it is important for yourself and family. I struggle with this myself making continuous exceptions.



Our national convention was recently held in St Louis. Although I have been actively involved with UPMA this was my first national convention. It was certainly a learning experience. The convention started on a positive note with Massachusetts being one of several states recognized for maintaining over 80% membership participation, receiving a large bronze eagle head. Thank you for your continued membership.

There were keynote speakers each followed with questions from the audience. Postmaster General Dejoy provided a presentation of the Delivering for America Plan and the expected benefits of the plan. It was disappointing to hear some of his



**Postmaster General Louis Dejoy**

answers to questions directed at short staffing or hiring, and EAS delivering mail sometimes 7 days a week. One answer included words to the affect, “Postmasters need to break from watering the flowers in front of their offices and deliver the mail”, coupled with describing that “EAS will continue to be on the road delivering mail”. As one may expect the audience reaction was not kind. The PMG paused and then lightened his responses, followed with a group swearing in ceremony of newly installed Postmasters (myself included). Deputy Postmaster General Tulino following the next day performed lighter presentation but when fielding questions from the audience provided evasive responses. He did affirm that supervisor workload credits will continue to be calculated by count of employees present, and not what an office is authorized. Chief Retail Delivery Officer Joshua Colin provided an in-depth genuine presentation. I have to give him credit that he acknowledged plans do not always fit every circumstance, and that with proper feedback individual adjustments may be authorized. He also acknowledged that he is aware messaging to the field is often times “filtered” and that may be problematic. The organization voted to hold the 2024 national convention in Orlando, FL. I encourage anyone that would like to experience a convention to make plans to attend the Denver, CO next year. Currently the Chapter will pay for your trip and accommodations.

During and immediately following the convention, talks between UPMA National President Carley and USPS HQ increased, resulting in a 3% pay increase received during the last pay period of the fiscal year. It was important for the increase to become effective last fiscal year and increasing your base even if above grade ceiling. In doing so, any NPA

increase ceiling.

A large topic that continues at all levels is EAS continuing to deliver mail. It is difficult to advocate without data. Email or text messages to POOMs or Area Managers are not presented or easily tabulated. In on going discussions at the national level, it has been decided to gather data for review. On the Postal RADAR site, there is a survey within REPORTS page names EAS CARRY MAIL. Select that option and it will prepopulate with your delivery unit. Enter the information and click submit. This is for any amount of delivery including parcels and not just a full

The MA Chapter has continuously been recognized as a strong chapter. I realize there are a number of items both postal and private that compete for our attention. The last issue of BayStater had a common theme amongst several articles, involvement. There are several activities, tasks, and positions on and off the board in need. This may be at the local 3-digit level or the state level. Please contact me if you are willing to share your talent and lend a hand. Whatever your skill set or time availability there is a need you could fill.

Lastly, help me stay in touch and share information with you should there be an immediate need. If I don't already have your email contact information, right now, open your personal email and send an email with your name, office, and private phone number to raywhiteupma@aol.com. Your information will be kept private. Any message is sent via blind cc and will not be viewed by others.

As always, should you have a question or concern reach out.

**Ray White**  
MA Chapter President



**Deputy Postmaster General Doug Toulino**

payout will be based upon this new base pay, compounding. If any portion of the NPA payout is above ceiling that amount would be lump sum and not further

route. There is no negative consequence for reporting instances. Although I do not expect any, should you receive any contact me immediately.

## Chaplain Cares

FY2022 seems to rush to the end. Now on to new adventures in FY2023. On behalf of MA Chapter board, I would like to extend our sincere condolences to every one of you that has lost a loved one in recent times. Be it old age, personal illness or COVID. You are not alone. As managers, our responsibilities make us forget to reach out, to take time and heal, to just enjoy the moment and our work.

We cannot keep taking from an empty cup. So, it is important to take that vacation, to go for our checkups, to let our bosses know when we can't anymore. Change is on the horizon. But one thing still remains, we control it, we implement it and make it work. So, no matter the change, we will make it through.

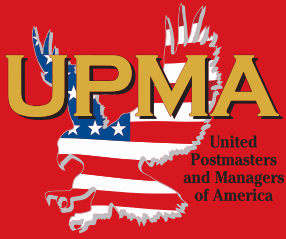
We have each other. Reach out and find out who needs support. Reach out to the new ones and share your knowledge so they become as good as you are. This will make it easier for all of us, while navigating the new FY2023.

Don't forget to have fun while working.

**Becky Dzormeku**  
MA Chapter Chaplain

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# 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

# Legislative Happenings

We are currently working on the Legislative Summit in Washington DC March 19 – 20, 2023 and want to remind everyone to consider taking the trip with us. The MA Chapter this year will be reimbursing for individual rooms for each member, covering airfare, early registration, and hosting a dinner on one of the evenings. It really couldn't be easier to attend. It's a great experience and we are anticipating that we will be able to meet with our representatives in person, rather than the ZOOM meetings of the past couple of years. The Chapter really needs more involvement from the members. If you are looking to be involved and want to make a difference, please join us. If you have any interest or questions at all, please feel free to reach out to me at [john.sacco.maupma@gmail.com](mailto:john.sacco.maupma@gmail.com).

At the moment legislatively, we are anxiously following HR 82, a bill that would fully repeal the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). As I have stated previously, the current Bill negatively affects many of our retirees, friends and relatives and many non-postal retirees as well. The Bill at the time of this writing has 303 co-sponsors and has been approved by the House Ways and Means Committee. We need to urge Congress to pass this Bill, as it will remove policies that unfairly burden current and future retirees. This will be our focus as we descend on Capitol Hill. I look forward to hearing from you and to answer any questions you may have.

**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](http://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: \_\_\_\_\_

<b>Registration Fee:</b> (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*

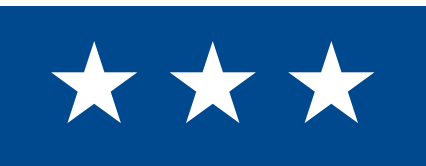
Card Number

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**



# What Does UPMA Mean to You?

Hello to all my UPMA friends and family. I hope that everyone is keeping their heads above water as we struggle to get through our days. I am hoping that our future looks brighter down the road. This year has flown by, and I cannot believe we are approaching our holiday season.

I had the opportunity to go to the 2022 UPMA National Convention this year in St. Louis. It was an interesting adventure to say the least. We conducted business as usual. Lots of meetings that go on for a lot longer than we all would like. We had several speakers share their perspective on all the changes that are happening with the USPS. There were also several banquets, dances and get togethers for all the members to socialize and network. As I look back on the week, I realized that we all have hugely different opinions on what UPMA and the USPS means to us. I am not going to write that I had the greatest week of my life, but I did connect with members from all over the country that I have become friends with over the years. This event reminded me that I have people all over the United States that I can text, call or email. At the end of the day, I am very thankful for these relationships that I have developed over the years. UPMA conventions have given me this opportunity and that is something I will forever be grateful for. I mention this because I want everyone to have a something to take away from this organization. I am not saying that everyone must attend everything we do. I want you to decide what it is you need from UPMA. If you are good with getting the newsletter and enjoying what we publish, I am ok with that. But if you are looking for more than that, I

would love to hear from you so our chapter can further assist you in getting involved with what we do throughout the year.

We just wrapped up the Atlantic Conference which was hosted by the NH UPMA Chapter. Updated Atlantic Conference bylaws are in this issue of the BayStater if you want more information. This event allowed us to be a little more intimate with our members and guest speakers. It was a two-day event held in Concord, NH. Again, this is a wonderful way to meet other members in the Atlantic Area of our organization.

The next event coming up is the Legislative Summit. There is a registration form in this publication, and it will also be posted online. Our chapter has funds to reimburse our members for attending this event. This is an exciting trip because we get face time with our congresspeople. We can share our stories and make it personal to help address the concerns our members face. If you have not participated in this event, I would highly recommend it.

I want to thank all of you for the incredible work that is being done by everyone. I know we take a beating most days, but the fact that we have members that take pride in the work that is done day in, and day out speaks volume on what kind of leaders we are.

I wish everyone a safe and healthy holiday season and I look forward to seeing or hearing from you.

**Joshua Richard**  
Secretary/Treasurer



**Joshua Richard**  
Interim Secretary/  
Treasurer

## Stan the Man Finally Gets His Crown!



**WESTMINSTER CRACKER FESTIVAL**

# Atlantic Conference Bylaws and Mission Statement

The Atlantic Conference is comprised of the states and territories as defined by the USPS Atlantic Area and wish to be included. The eligible states and territories are: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, and Virginia. The Mission of the Conference is to promote and share important information between the states and territories on current events or issues that affect Atlantic Area Postmasters and Managers. Each state and territory is recognized individually and may endorse, sponsor or support any UPMA individual or State Chapter for purposes of running for a National Officer position, assisting with national site selection or assisting with any group efforts to resolve issues that affect Atlantic Area Postmasters and Managers.

## **Members:**

Any of the Atlantic states and territories as defined by the USPS Atlantic Area who wish to be included in the Conference. The following states and territories are eligible to be members of the Atlantic Conference: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, and Virginia.

## **Officers:**

President and Secretary

## **Terms:**

President – One year

Secretary - One year

Term of each office begins on January 1st following the year elected.

## **Elections:**

The following states and territories are eligible to be members of the Atlantic Conference: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and Virginia.

Each Conference member state and territory must participate in elected positions in the alphabetical order listed above. The President and Secretary shall be from the same state or territory. The state or territory in the rotation shall recommend their members for President and Secretary, who will be voted on at the National Convention. If an eligible state or territory does not have a recommendation for officers in their turn in the rotation, the state or territory will be passed over to the next in line.

## **Duties of the President:**

Contact state or territory Presidents prior to any meetings, plan any agenda items, execute the Conference meetings, and plan and host a fall conference.

## **Duties of the Secretary:**

Records and disperses or reads minutes at Conference meetings

In the absence of the President, the Secretary takes over the President's duties.

**Meetings:**

Meetings will be held 3 times a year: during Legislative, National Convention, and Atlantic Fall Conference. A quorum for any meeting would be 6 or more states that are present electronically or in person. An agenda will be adopted for each meeting and those wishing to speak must be on the agenda. These bylaws may be amended by 2/3 vote of eligible voters, provided 14 days previous notice of proposed amendments are electronically published prior to the Fall meeting.

Meetings will be structured and meet the following criteria:

President Call to Order

Reading of minutes by Secretary

President's Report

Old Business

New Business

Speakers or Guests

Elections

Adjournment

**Transitional Article:**

For 2023 only, the host state or territory would elect officers, President and Secretary, at the March 2023 Legislative Summit. The transition between 2023 and 2024 will be worked out by the present and newly elected officers at the 2023 National Convention. This article will be automatically eliminated at the end of the 2023 Atlantic Fall Conference.

**Adopted at the Fall Conference in Concord NH on September 25, 2022**



# Explanation and Rationale for Proposed Changes to the Bylaws

1. Current Council members will first vote to include Delaware, District of Columbia, Maryland, Virginia, and Pennsylvania into the Council and remove Puerto Rico from the Council (*to coincide with USPS Atlantic Area*)
2. Change the name of Northeast Council to Atlantic Conference in the title and everywhere it appears throughout the document (*reflecting USPS Atlantic Area*)
3. Change Northeast Area to Atlantic Area in the Mission Statement and the section titled Members (*reflecting USPS Atlantic Area*)
4. Add Delaware, District of Columbia, Maryland, Pennsylvania, and Virginia (*alphabetically*) and delete Puerto Rico in the first paragraph, under the section titled Members, and in the first paragraph under the section titled Elections (*for consistency throughout the document and reflecting USPS Atlantic Area*)
5. Change terms of office for President and Secretary from two years to one year (*ease the workload of organizing a fall conference two years in a row*)
6. Add new language in the second paragraph of the section titled Elections as stated on page 1 of the draft (*to clarify the procedure for electing the President and Secretary*) and delete paragraphs three (*already stated in paragraph 2*) and four (*if change in terms of office is adopted*)
7. Change number of meetings per year from two to three (*to include the Fall Conference when meetings are held*)

**\*\*Note: Next in rotation to elect the President and Secretary at the 2023 National Convention will be New Jersey.**

**From:** "Edmund A. Carley" <[ecarley@unitedpma.org](mailto:ecarley@unitedpma.org)>  
**Date:** October 13, 2022 at 7:55:48 AM EDT  
**To:** Information <[information@unitedpma.org](mailto:information@unitedpma.org)>  
**Subject:** FW: EAS Carrying Mail Survey

Following the UPMA National Convention, CRDO Dr. Josh Colin, and his team, have developed the attached to track Exempt EAS carrying mail nationwide. Starting today, Thursday, October 13<sup>th</sup>, 2022, Postmasters and Station Managers must record any mail that any EAS delivers. UPMA members must report any instructions from anyone in the field that countermands this requirement immediately; more to follow.

This is another example of what UPMA can accomplish.

Together We Can.

Edmund A Carley  
National President  
United Postmasters and Managers of America  
8 Herbert Street  
Alexandria, VA 22305  
703-683-9027  
217-899-9256 cell

\*\*\*\*\*

**From:** Nicholson, Bruce A - Washington, DC <[bruce.nicholson@usps.gov](mailto:bruce.nicholson@usps.gov)>  
**Sent:** Thursday, October 13, 2022 6:42 AM  
**To:** Edmund A. Carley <[ecarley@unitedpma.org](mailto:ecarley@unitedpma.org)>  
**Subject:** EAS Carrying Mail Survey

Edmund,

I'm following our recent conversation concerning an issue that was posed to the CRDO at your national convention. The issue was concerning Exempt employees delivering mail and there is no tracking mechanism of these events.

I've also attached slides on a survey that was developed by CRDO to be used for facilities to report incidences of EAS delivering mail and reasons for that decision. The field is being briefed on this survey and it will be posted in RADAR this week.

Headquarters will be analyzing the survey responses and respond to the incidents and input measures to help prevent future occurrences.

As we discussed, survey responses will not trigger immediate corrective measures for every circumstance but will help us understand the issue and address it thoughtfully. Therefore, we ask for your patience with it.

Thank you.

Bruce A. Nicholson  
Manager, LR Policy Administration  
(202) 268-7773

## Overview of EAS Carry Survey

- Designed to capture hours spent delivering mail by EAS employees
- Data will be used to provide key analytics/metrics that will enable leadership to be responsive and provide actionable engagement
- Survey is expected to be submitted by 10am the next day
- Key data points captured
  - Name of EAS carrying mail
  - Hours spent carrying mail
  - Route information included count, vacant, split
  - PTF/CCA/RCA staffing
  - Reason

Standardized Reason codes to be selected

Dropdown list of Reasons:

- Complement - missing issues
- Staffing - Excessive Call Ins
- Heavy Mail Leave Request
- Unexpected Carrier Emergency
- Lack of Planning & Scheduling
- Relief Carrier Selection
- Long Term OIC/CP
- Employee and/or Restrictions - EAS
- Relieve Delivered Mail
- Other

Navigation: RADAR | Function 2 | Function 3 | Function 4 | Other Reports | Sunday Mail | Training | POC/Think | Groups

FDB ID: 118012 | Finance: 2020M

Return to Office Entry List

**FIRST CATEGORY**

1	Name of EAS carrying route
2	Date route carried
3	Hours carrying route
4	City Routes in Unit
5	Number of Vacant City Routes (No Form 50 Carrier)
6	Number of Routes Split
7	Number of CCAs and PTFs in unit
8	Number of CCAs and PTFs working this day
9	Number of Rural Routes in Unit
10	Number of Vacant Rural Routes (No Form 50 Carrier)
11	Number of Rural Relief Carriers (RCAs, PTFs) in Unit
12	Number of Rural Relief Carriers (RCAs, PTFs) Working on This Day
13	Reason EAS Delivered Route

Explanation for Other selection

0 of 1000 characters used

Submit

For help with this application, open a [ticket](#).  
© 2022 - Retail & Delivery Analytics & Insights - Ver. 1.0

Fields highlighted are pre-populated with the option to update.

Navigation: RADAR | Function 2 | Function 3 | Function 4 | Other Reports | Sunday Mail | Training | POC/Think | Groups

**EAS Carrying**

Input | Export

Verify that you are responding for the correct office.

Area: ALABAMA | District: 202 | Mpo: 01

Office: 202 | Zipcode: 35004

Address: 1000 | FDB ID: 118012 | Finance: 2020M

Return to Office Entry List

**FIRST CATEGORY**

1	Phon Hids	Name of EAS carrying route
2	06/01/2022	Date route carried
3	0430	Hours carrying route
4	35	City Routes in Unit
5	2	Number of Vacant City Routes (No Form 50 Carrier)
6	1	Number of Routes Split
7	1	Number of CCAs and PTFs in unit
8	2	Number of CCAs and PTFs working this day
9	4	Number of Rural Routes in Unit
10	0	Number of Vacant Rural Routes (No Form 50 Carrier)
11	2	Number of Rural Relief Carriers (RCAs, PTFs) in Unit
12	1	Number of Rural Relief Carriers (RCAs, PTFs) Working on This Day
13	Staffing - Excessive Call Ins	Reason EAS Delivered Route

Explanation for Other selection

0 of 1000 characters used

# Convention Photos



# Convention Photos



# Still Working? Here Is Why You Need UPMA

Editorial by Jerry Robertson

The UPMA National Convention was held in August, and in this issue of the BayStater you will find articles with different members' take-aways from the convention. While this is my observation, I'm not alone in my opinions.

The convention carried a political undertone throughout the proceedings. I've never felt this to the extent of the 2022 Convention. Chapter (state) seating in the hall and presentations by various speakers made this point pretty clear.

PMG DeJoy's remarks were mostly self-congratulatory, dismissing anything any PMG did before he arrived. He went so far as to say that he does so much for this organization that he sleeps pretty well at night. Something a lot of people in the audience did not appreciate, since their nights are not restful. He was surprised that as Postmasters and Managers you mostly are not treated with respect. He dismissed the problem of you delivering and sorting mail on a daily basis. Some folks gave him a standing "O" when he was done. Funny, most of them were down in front. Coincidence? Not likely.

Deputy PMG Tulino, in my opinion, was out of touch with nearly every concern presented, claiming there were only small pockets in the country experiencing staffing shortages. Most

questions he fielded were answered with "I'll check into that" or "I'll get back to you."

Our UPMA President was comfortable with all this, giving the PMG the nickname of "LDJ," something that had me asking if he was getting a little too familiar with someone he should be working with on a professional basis.

Here's my point: The only people looking out for you is you and your peers! UPMA is the organization that gives power to your voice. You are reading this article because you are a member of UPMA. Now is the time to take an active role in shaping your career, your future, and this organization. Obviously current leadership isn't enough. They should be doing more. You need to do more. It's not that hard. And it will help make your job easier as you help to improve the situation.

As a retiree, it troubles me to see how many of you are struggling and not being able to enjoy the fruits of your labors- family time, job satisfaction, appreciation for your efforts.

So go to your local and state meetings. Take an active role. Shape your destiny. You'll sleep better at night. I promise.

**Jerry Robertson**  
Retired President



**Jerry Robertson**  
Retired President





**Rich Hui**  
National Adverse Action  
Rep - Retired

# Short Cuts Are Not the Solution

Greetings Postmasters and Managers,

Our National Convention in St. Louis has come and gone. I was very happy to see so many of my friends in St. Louis. However, I also noticed that quite a few of the active Postmasters and Managers carried a weary face behind their smiles. I believe the constant pressure of trying to balance getting the mail delivered while short staffed, and getting their own administrative duties accomplished as Managers is really taking a toll.

The Postmaster General, who was one of our keynote speakers, mentioned that while he acknowledged the staffing shortages, which results with Postmasters and Managers forced to deliver mail consistently, but he warned that until the hiring and on-boarding

process becomes satisfactory, the practice of Managers delivering mail must be continued as the mail must be delivered.

Without getting into the compensation issues, cross crafting and grievances issues, let us concentrate on the problem at hand: how to get everything done in a workday.

Because of the staffing issues, Postmasters and Managers will have to go to work early to sort mail, cover lunches and to serve customers because of clerk staffing shortage. They will then have to go on the road and deliver mail to cover carrier shortages. By the time they return to their perspective office, they have already worked 10 hours or more. In addition, they still must accomplish their administrative duties and often stay even later to try to get it all done.

Suffice to say, one can only do so much before physically or mentally breaking down. Under these conditions, striking a balance between work and family is almost impossible. Unfortunately, this is when temptation arises to just short cut duties and responsibilities and call it a day. Postmasters and Managers will get themselves in trouble, by completing checklists without really performing the checks and balances. In fact, falsifying records can result in receiving corrective action, downgrade, or possible termination.

When everything is a priority, then nothing is. If getting the mail delivered and servicing your customers is your number one priority, as your Postmaster General indicates, then it should be your priority. When you are running out of time to finish your daily administrative duties you must inform your immediate Manager in writing and explain why you cannot fulfill your duties and request assistance to allow you to perform your job effectively. As usual, make yourself a hard copy and keep it in your personal folder for future reference.

Remember, striking a balance between your health, work and family is paramount. After all, your health and sanity are important and without your family's love and support, nothing else really matters.

**Rich Hui,**  
National Adverse Action Rep  
Postmaster Retired





# Don't Go It Alone

Greetings Fellow Postmasters and Managers,

I hope this article finds you all happy and healthy. It is truly great to be back in my role as the State Chapter Member Representative. I look forward to assisting all members should the need arise. In my short time back, I am happy to report things are quiet around the state, with very few cases requiring representation. Considering that, I'd like to remind everyone of the procedures to follow should you find yourself in need of representation. Should you be called or invited to a meeting that you feel could result in some type of corrective action, remember that you are allowed to have a representative with you. Below is an excerpt from the National UPMA website:



**Rob Leary**  
Chapter Member Rep

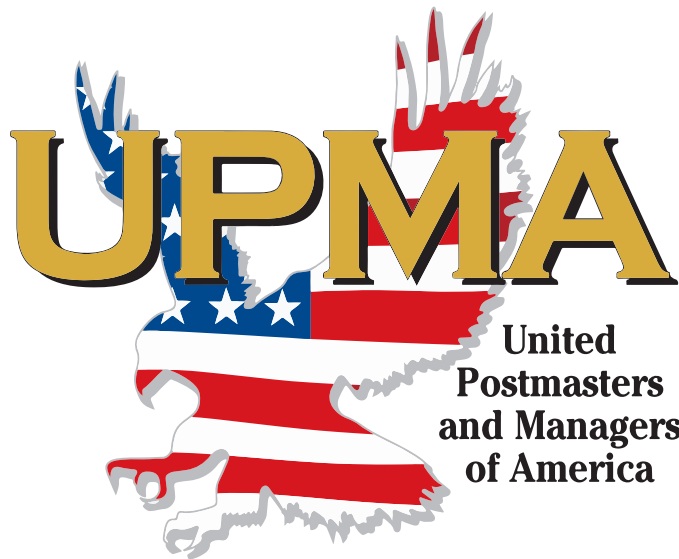


*If this interview is part of an investigation of a criminal matter I request to be represented by an attorney prior to any interview. Until I have my attorney present, I do not agree to sign any document, and will not answer any questions. I also will not make any written or oral statement. I do not consent to any search without a warrant. If you provide me with a search warrant, I will not resist the search while reserving legal objections to it.*

*If this interview is not part of any criminal investigation, I request to contact my UPMA representative for advice and to be present with me for the interview. I will appear with my UPMA representative and orally answer questions. I decline to provide any written statement and reserve my legal right refuse to answer any questions that may intend to incriminate me.*

Remember the above statement if you are ever in a bad situation. Emotions run high when you are questioned and having a rep with you will not only ease those emotions, but will also provide you with a second set of eyes to help clarify your points regarding the situation.

My hope is that none of our members ever need to ask for representation, but with the



environment we are in today, the chances are greater than ever. Remember to keep your integrity at the forefront and let no one challenge that. The demands are higher than I can ever remember and we are asked to do more with less every day. We all need to communicate our challenges to our immediate Managers, especially when faced with not meeting a deadline. Communication can make the difference between understanding or being called in for a meeting. Our POOM's and Managers are just as busy as we are and having had the experience of being an Acting POOM, I would say under more pressure than we can ever imagine. With that said, simply relaying information that helps create a better understanding of your position goes a long way. I would also acknowledge that there can be a disconnect from upper management to the field. With all the changes to the structure of our District and POOM alignment in the past year, it is natural that some higher-level Managers may not be aware of the challenges we face day to day. Some Managers have never been in a level 18 and faced with delivering a route, working the window, and completing PM or Supervisor duties all in the same day! This is where communication is key.

Lastly, I will say, do your best to drown out the noise and the things beyond your control. Focus on your job and performing at your best in that position daily. The pressures from above will always be a part of our job. Know that we are here for you should you need any assistance.

**Rob Leary**  
MA Chapter Member Rep





**Dave Branga**

# Find Your Joy!

I'm writing to you from a land far, far away. A magical, mysterious place. A place of wonder and amazement. A place that is sought by all as if chased in a dream. Yes, I am talking about the magical land of RETIREMENT!

Effective July 29, 2022, I joined the ranks of many of my mentors -retired Postmaster. It was a very quick 29 years in the post office that went by incredibly fast. While I can't say I miss the bureaucracy from above, I will tell you I honestly miss the people I worked with, the camaraderie and sense of mission that was there every day. I am slowly transitioning out of that leader role we all live in and have learned not to worry as much when the temperature climbs to 100 or dips below 0 degrees or when the wind and rain is whipping around.

My bureaucracy now comes from a different boss (yes, dear). And I find myself still getting up between 5 and 6 am with the whole day ahead of me. We've been very busy moving 30 years of accumulated "stuff" into keep, resell, donate and dispose of piles. But we've also

been exploring Falmouth and all it has to offer, which is A LOT.

For the younger crowd that still has many years to go before retirement, I offer this advice – Find something you can enjoy about your job and the people you work with. Nothing is worse than hating everything and everyone in your job. Remember that most of the people above you will move on soon enough and the only constant is you. Contribute as much as you can to your Thrift Savings account or whatever savings you choose. It will determine whether you have a caviar retirement or a tuna fish retirement.

So, from the Cape, I'll say goodnight!

**Dave Branga**, Immediate Past President



# Membership Matters

With all the recent changes we have going on with SDC's and the 10 Year Plan, we need UPMA more than ever! Do not let short staffing hinder your ability to network, get out of your office and enjoy life outside the Post Office. I am blessed with a newborn this past summer and it truly has been the most important event in my life thus far. Do not let work get in the way of that. Do not let short staffing affect your ability to be independent. We have many Managers, Postmasters and Supervisors who have been given no relief or approval of time off. If you are one of these Managers, Postmasters and Supervisors that are not allowing your subordinates time off, think of what you are doing to the employee before disapproving their leave. I understand we have needs of the service, but we are the people who work and make the service what it is today. Think about that, our biggest overhead is salary and benefits. Our largest cost is us. Remember that. We have EAS in different parts of the state not being given information pertaining to their facility changes, yet the information is being given to the public and unions. Not the associations that represent leaders who must answer the customer and employee concerns of potential SDC happenings. We have a lot of disengaged EAS. At times, I feel like I am one of them. It is so hard to stay focused and balanced. With all the changes occurring, do not forget to make your bed before you go to work. Your sense of home can give you comfort regardless of how many bad days come your way.

We need to come together and network like we did pre-COVID. COVID is not over, we see it in our daily lives. I hope that we can get back to a normal sense of socializing once more. Please reach out to me if you are having problems getting your 3-digit meetings together.

Congratulations to MA Chapter Officers, Ray White, Chapter President and John Sacco, Executive Vice President. I know our chapter will be in great hands with these two at the helm. It takes more than them to have real positive change occur. It starts with us at the ground level. If you are having issues, I can help push things along. I can be reached at (603) 548-9172 or (978) 641-4486.

Thank you,

**Ryan DiEoreo**  
Membership Chair



# Greetings to All

It's late October and I really should be back at school! I will try to keep you amused with this BayStater article. Thanks for stopping and taking the time to read this and the entire BayStater. Lots of great folks trying hard to keep us involved and informed with all the USPS ongoing. You do indeed learn something every day. A bit of a noodle grind writing this knowing it'll be snowing probably when you read this. Get your hats and mittens out!

N.E. Fall conference (now Atlantic Area Fall conference) was enjoyed by many up in beautiful Concord NH. Lots of good stuff presented and explained by folks from all up and down the east coast. Next up is the Legislative Summit in DC this spring. Please consider going and inviting a friend or two. You will be glad you did.

Locally the Mayflower Chapter has been having our quarterly meetings and we are eager to get more folks involved. We have our November meeting scheduled and next quarter likely will be in February. Will update to all locally. We changed our PO Box 466 Randolph to Box 55 Easton MA 02334. We will always welcome scholarship donations and look forward to 2023 scholarship awards to members and their families/relatives. Lots of changes

and retirements and new folks everywhere. Please stay connected and urge them to get involved and join UPMA.

Hope everyone has a very Happy Holiday season this year and breezes through peak! It's amazing how quickly time rolls on by.

Never forget – you've earned it.

The check clears every two weeks and there are many awesome people that work at the USPS. Help each other succeed and keep the USPS a successful and respected organization.

Lastly – listen to your mother and remember all the amazing things she taught you!

All the best to all for a healthy and happy 2023!

**Tom Driscoll**  
RVP 020 – 024  
Mayflower Chapter



**Tom Driscoll**  
PM Randolph MA



**Keith Miller**

## PLEASE GET INVOLVED!

In the last issue of the BayStater I asked people to get more involved. Not sure if it is that people are too busy with work and life. I know I am very busy. Or are people just disengaged with the Post Office and UPMA. I know there is a lot on everyone's plates, but we need to all work together and help each other. About 3 months ago I asked everyone to send me their email so I can start sending out information about what is happening with UPMA and other important information people might be looking for. I received 5 email addresses from members.

I sent an email this past month to have a local chapter meeting. In that email I asked people to extend the invitation to other members so we could have a good meeting and get people together again. Since I didn't have everyone's email, I was hoping to have members share. I only had 4 people come to the meeting. So now I am asking again in this publication please send me your email address so I can add it to the 018/019 list. When I get information that I think members will need and is important, I would like to send it to everyone. When we have a meeting I would like all local members, active

and retired to attend. I can't send emails from the postal computers for UPMA business, so I use my person computer. I need everyone's personal email address. If you are an active or retired 018/019 member, please send your email to Keith.Miller.UPMA@gmail.com I want to add people to my mailing list and get more people to my meetings. I am planning a meeting for Mid November and would like more than a few people to attend.

Thank you,

**Keith Miller, RVP 018/019**



# 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
-----------------------	------

## 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



# FORM 1187-R

## Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues

Please complete and mail to:

**UPMA National Office**  
**8 Herbert St.**  
**Alexandria, VA 22305-2600**  
**(703) 683-9027**

**\*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse**

**Social Security Number**

**My Annuity Number is:**

			-										
--	--	--	---	--	--	--	--	--	--	--	--	--	--

**CSA**

			-											
--	--	--	---	--	--	--	--	--	--	--	--	--	--	--

<b>Name of Retired Employee (PRINT Last Name, First, Middle)</b>				<b>Date of Birth</b>					
<b>Street and Number/PO Box</b>			<b>City</b>			<b>State</b>		<b>ZIP+4</b>	
<b>Month/Year Retired</b>		<b>Home or Cell Number</b> ( )		<b>Gender</b> Male_____ Female_____		<b>Chapter</b>			
<b>Email Address</b>				<b>Sponsored by:</b>					

**Note: If not receiving an annuity contact National Office for information on membership.**

### SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the **United Postmasters and Managers of America (UPMA)** as the amount of dues for which I am obligated, and to pay the deducted sum to **UPMA**. This authorization shall apply to any and all dues changes certified by **UPMA**. This authorization shall be valid until **UPMA** receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between **UPMA** and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

<b>Signature</b>	<b>Date:</b>
------------------	--------------



# PERF

## Support the Postal Employees' Relief Fund

*In early December 2021, 11 tornadoes tore through Arkansas, part of one of the worst tornado outbreaks ever recorded in the U.S. Among those affected in Arkansas was a retired postmaster; following is her story:*

On Dec. 10, 2021, our home, shop and most of our belongings were destroyed by an EF2 tornado. I felt helpless. With the help of friends and family, we immediately began the cleanup process. Just a few days later, I received a call from a fellow UPMA member who encouraged me to apply to the Postal Employee's Relief Fund.

I was hesitant, but was reminded that PERF is there for postal employees—active and retired. I always had contributed to the relief fund, but never expected to need it!

It could not have been any easier to apply. A postmaster friend went online and printed the application because I no longer had a computer! The application had step-by-step instructions on what information was needed and the time frame in which to submit the application.

I completed the form, sent all the required information and, within five weeks, received a \$2,000 check! That "relief" check was a blessing and made possible because of generous postal employees. Donating to PERF is easy and very much appreciated by postal employees who have suffered a loss.



For more information, go to  
[www.relief.com](http://www.relief.com)  
202-408-1860  
[perf10268@aol.com](mailto:perf10268@aol.com)

### DONATIONS CAN BE MADE:

- Online at [postalrelief.com](http://postalrelief.com)
- By sending a check made payable to "Postal Employees' Relief Fund" to:  
**Postal Employees' Relief Fund**  
**PO Box 41220**  
**Fredericksburg, VA 22404-1220**
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

*All donations are tax-deductible.*



# MA UPMA Retirees Luncheon



The Massachusetts UPMA Retirees showed their support at the luncheon held at The Post Office Pub in North Grafton MA on October 26. Forty-six attendees were once again able to get together with their postal brothers, sisters, spouses, and guests. The Post Office Pub served a delicious meal. Retirees from Cape Cod through Western MA reminisced, reconnected, and met the more recent retirees.



Special guests were Jeanne Singleton from GEHA and Wendy Smolinsky from Blue Cross Blue Shield. They shared upcoming changes in health care coverage and speculated on changes heading this way for 2025. Eight members of the MA Chapter UPMA Executive Board also attended.

The business meeting consisted of electing a new secretary/treasurer. Lorna Edie was elected to fill the position that Nancy White held for the past several years. Lorna Edie and Pat LaChance audited the group's finances and found them to be in good order. President Jerry Robertson proposed making a \$300 donation to the Susan Hui Memorial Scholarship for BRATS (Bringing Real Attributes to Society), a group associated with the UPMA Auxiliary. The proposal was unanimously approved.

Retirees in attendance were extremely grateful for the opportunity to catch up and are looking forward to the next get together. We all wish you would come, too. Please plan on it!

Sincerely,

**Jerry Robertson**  
Retired President



**Jerry Robertson**  
Retired President



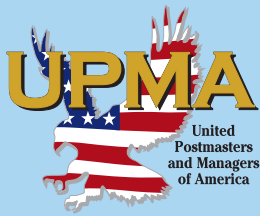
Remember June Sloan (Holden), Donna Coleman (Mendon), John "Spike" Ahern (from everywhere!), and Dennis Egan (Wayland)? How about Rich Hui, the new Secretary/Treasurer and Lorna Edie (Chelmsford) in the back row?



No one could determine which is older, Stan Skamarycz or the postal boxes at the Post Office Pub!



Retired attendees and guests for fall 2022 luncheon



# 7th UPMA National Convention

Aug. 26-Sept. 1, 2023

## Official Registration Form

Registration also available at [www.unitedpma.org](http://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 Daily registration is available at \$75/day.	\$165	\$200	\$250
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  
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**PRESIDENT**  
 PM Raymond White  
 Tewksbury MA  
 Office: (978) 851-6390  
 Cell: (978) 978-9809  
 raywhiteupma@aol.com



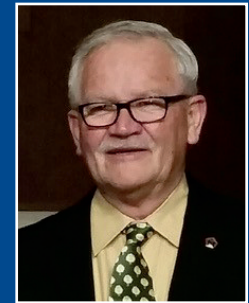
**EXECUTIVE VICE  
 PRESIDENT**  
 PM John Sacco  
 Wakefield MA  
 Cell: (214) 549-6453  
 john.sacco.maupma@gmail.com



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



**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**  
 PM Phil Fortin  
 Amherst MA  
 Cell: (317) 508-4353

**014 - 017  
 Co - RVP's**  
 PM Bob Marrama  
 Sterling MA  
 Cell: (978) 467-7301  
 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**  
 Supv Adrian Joia  
 Falmouth MA  
 Cell: (508) 858-9585

**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**  
 TBD

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

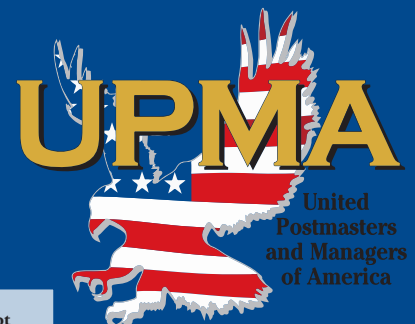
**PARLIAMENTARIAN  
 POSTMASTER  
 RETIRED**  
 Donna Legro  
 Cell: (978) 430-1303  
 dmlegro@gmail.com

**SERGEANT AT ARMS**  
 PM Michael Fairbank  
 Rockport MA  
 Cell: (978) 559-9826  
 Mfairbank.upma@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**  
 Postmaster Retired  
 Mike Quinn  
 Cell: (978) 866-5011  
 miketamiquinn@msn.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.