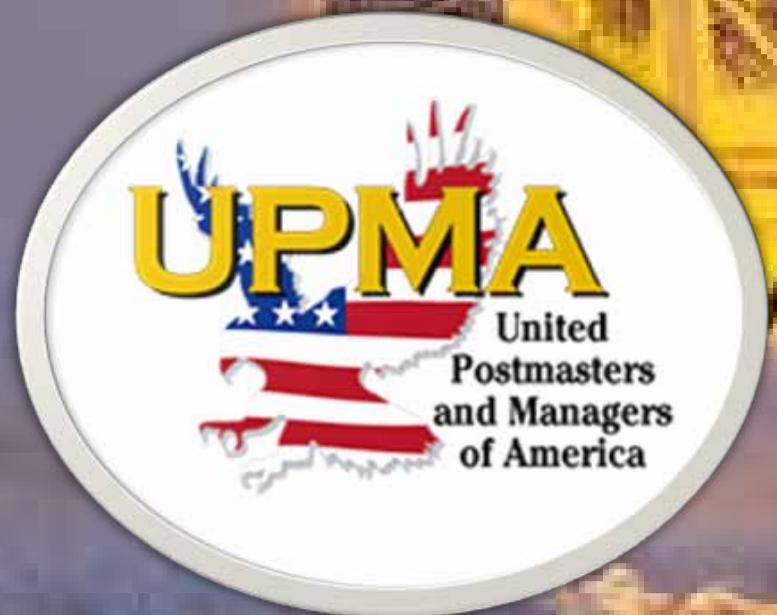


THE BAYSTATTER Winter 2019



One Last Nugget From Reno

Dear Fellow Postmasters and Managers,

I am writing to you from sunny Denver Colorado. Of course I didn't think it was so sunny when I spent the night in the airport with 7 others of our Massachusetts group making our way back from the UPMA National Convention in Reno, NV. We'll come back to this at the end.

What an amazing week we all shared at the 2nd Annual UPMA national convention. If you have not experienced one, you need to. It is amazing to see all our fellow Postmasters and Managers together in one place, where we can share the same voice to hear of all the time, effort and money that is spent on our behalves. Someone fighting for our pay, fighting for our rights, fighting to let our voice be heard in Washington DC. Not to mention the many people from out state who work hard for us. I must admit I come away from the conventions with a sense of pride for our Organization and for the Postal Service we all work for.

In addition you get to meet so many amazing Postmasters and Managers who are in the same situation you are in. You get to hear the stories of what's going on all over the country. You might even realize you don't have it so bad. Of course the Massachusetts chapter knows how to do it right. We as a group made so many new friends from Maine, New Hampshire, Tennessee, Connecticut, Puerto Rico, Arizona, Montana and I could go on and on. What a great time to bond with fellow Postmasters from all over the country and even from our own state.

Why am I telling you all this? There is one thing missing at the conventions, you are.

As I lay on the floor of terminal B thinking about the week past, and can't help but smile and think, "Wow", next year I won't have to sleep in a terminal because the UPMA National Convention is at the Mohegan Sun in CT. Start planning now! What a great opportunity to go to a national convention when it's in our backyard. Hope to see you there.

Sincerely,
Damon Nix

UPMA Mass 025-026 RVP



We Survived Another Holiday Season

December 2018

I'm going to start this article with a quote from one of my favorite Christmas movies of all times, Christmas Vacation. And I quote, "Hallelujah! Holy s#*t! Where's the Tylenol?" All of my active friends and co-workers will understand exactly what I mean by that. We all saw unprecedented numbers and issues with this holiday season, but yet again, we prevailed! We again endured unreasonable and outrageous demands all while understaffed and holding LLVs together with chewing gum and duct tape. Certify this, explain that, join this teleconference, you're on this list, blah, blah, blah. We all know who really kept this ship afloat, so give yourself a pat on the back and thank your employees for going above and beyond.

All kidding and nonsense aside, I hope everyone had a joyous and wonderful holiday season with your friends and family. After all, that is all that matters. This is a perfect segway into my next point, EAP. We all know it's there and we push it to our employees, but do we take advantage of this benefit ourselves? If you don't, you should. I'm not embarrassed to say that I am a frequent flyer and EAP has been a lifesaver for me. If you don't want to contact them, reach out to a friend, colleague, or give me a call. I'm a good listener. ☺

In the coming months there is a great deal going on within our organization. We are traveling to Washington D.C. at the end of January for the 2019 Legislative Summit. This is where we sit down with our elected officials and make sure they have our best interests in mind when voting on Postal issues. Just in case you were unaware, there is an assessment we have to help fund our members attend this event. Reach out to your Regional Vice President (RVP) for more information. If you don't know who your RVP is, look at the back cover of this publication. Next, we will be having our annual State Convention in South Yarmouth (Red Jacket Resort) at the end of May, our usual time. We will need all hands on deck for the many committees involved in making this event a success. Again, reach out to your RVP if you want to be involved or have any ideas, feedback, etc. We will be rounding out the season with the 2019 UPMA National Convention at Mohegan Sun in Uncasville, CT. This year it is more convenient than ever to attend and see how this grand event goes down. It is guaranteed to be an eye-opener and a good time. I hope to see everyone there!

In closing, I would like to say that I truly appreciate all of the hard work everyone does to make this chapter (and organization overall) the success that it is. If you need assistance, please feel free to contact any of us and we will make sure your concerns are addressed. My phone and email are always ready to go. Have a safe and wonderful day!

Respectfully submitted,



Honorable Jeremy M. Pilone, Postmaster
MA State President
Brewster, MA 02631
Email: jeremypilone@gmail.com / cell: (561) 267-7779 /
office: (508) 896-5201



Jeremy Pilone, President



*The Official
Installation Ceremony
Of
Amanda D. Shaulis
Postmaster
Templeton, MA 01468*



*On
Friday
September 28, 2018
1:00 PM*

*First Church of Templeton
1 Wellington Rd.
Templeton, MA 01468*





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

FISCAL POLICY EFFECTIVE JANUARY 1, 2019

- The Secretary/Treasurer shall furnish a surety bond for an amount not less than the current balance of all accounts, with the exception of the CD's. The premium of said bond is to be paid by the Chapter and the bond to be held with the records of the Sec/Treasurer during his/her term of office.
- The President or designee will be reimbursed for mileage and meal expenses to attend regional chapter meetings.
- The Secretary/Treasurer shall receive \$350.00 per month as compensation for services rendered.
- The Editor shall receive \$250.00 compensation for every publication in support of the Chapter.
- The Chapter Member Representatives will have mileage reimbursement to attend meetings representing a MA UPMA member where e-Travel is not authorized.
- The Sec/Treasurer will pay \$7.50 annually for each retired/associate member to the MA Retirees' Secretary/Treasurer.
- In an effort to promote membership and attendance at Regional meetings, the following policy has been adopted. Each regional treasury (6 exist as of the adoption of this policy: 010-013; 014-017; 018-019; 020-024; 025-026; and 027) will be eligible to apply to the MA UPMA E-Board for dues of \$125 per quarter, not to exceed \$500 a year. Eligibility requirements and the application process are outlined as follows:
 - Regional Chapters must discontinue charging members annual local dues. Regional Chapters may request members to contribute to luncheons or refreshment meetings, raffles, and any other activities sanctioned by the Regional Vice President.
 - RVP's must attend Executive Board meetings.
 - Each regional treasury group as outlined above must have a minimum of 4 meetings per calendar year with signed attendance sheets.
 - Minutes of the meetings must be submitted to the MA Editor for website posting and printing in the Baystater.
 - Each regional treasury group as outlined above must provide at least 1 article, with pictures if possible, for each issue of The Baystater.
 - A voucher provided by the MA Sec/Treasurer must be submitted by the Regional VP(s) with receipts from a meeting and the meeting attendance sheet. Vouchers may be submitted prior to the close of the calendar quarter, but no later than 30 days after the close of the quarter.
 - Money must be used to enhance the MA UPMA.
 - Noncompliance will result in forfeiture of available funds for the quarter.
- **Legislative Summit** – The below listed members will have the following expenses paid to attend the Legislative Summit: Early registration, airfare transportation if required, up to 10% more than the Sec/Treasurer due to departing point, one luggage fee each way if applicable, hotel room at the convention rate, and up to \$50 with receipts for airport parking and transportation to and from airports. UPMA or hotel provided transportation to hotels should be used. Any required charges for

this transportation will be reimbursed with receipts. For members that drive, mileage, tolls and parking fees will be paid up to the airfare transportation of the Sec/Treasurer.

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

The MA Chapter will host a dinner for all MA UPMA members at the Legislative Advocacy Days event.

ASSESSMENT for Legislative Summit (passed April 2018 and approved July 2018)

If the assessment is approved by the UPMA National Office, an assessment of one dollar (\$1.00) will be added to the current dues withholding from each active member of the Massachusetts Chapter of The United Postmasters and Managers of America. These monies are to be distributed as outlined in A, B & C below to active and retired members who travel to Washington DC during the Legislative Summit. The purpose of this assessment is to defray some costs for the members and encourage participation in this important event. This assessment will be reviewed annually at the state convention and submitted to the UPMA National Office for approval.

MA UPMA members who receive monies from this assessment must assist and participate fully in conducting UPMA business while at the Legislative Summit. MA UPMA members who receive compensation for the Legislative Summit, be it national reimbursements or in accordance with the current MA Chapter bylaws and fiscal policy will not receive any monies from this assessment thereby allowing the distribution to more members.

The distribution of the funds will be as follows:

- A. Registration fee, if any, not to exceed the "Early" registration fee.
- B. Travel/transportation costs will be paid in accordance with the transportation provisions above in this fiscal policy.
- C. Room charges will not exceed one half (1/2) of the hotel selected by either the office or the state executive board. national

- State Convention - The below listed members will have the following expenses paid to attend the State Convention: hotel room at the convention rate. There will be no registration or transportation costs associated with the state convention.

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

Early registration for all members will be set at \$49 if postmarked by May 1, 2019. Full registration after May 1, 2019 will be \$99. Partial registration will be set by meal selection(s). There will be a \$20 daily business session fee without meal. Full non-member registration will be set at \$150 or partial registration will be set by meal selection(s). First Timers will receive free registration to attend the state convention. Any member indicated as a sponsor on a First Timer's registration form will be reimbursed the prepaid registration fee at the conclusion of the state convention provided both attend

- All net proceeds from the Ad Book and the Auction will be designated for the scholarship fund. - Up to ten (10) \$1,000 scholarships will be awarded at the 2019 state convention. - \$4,000 will be allotted for door prize drawings at the 2019 state convention. - There will be one 50/50 drawing at the 2019 state convention designated for PAC.

- **National Convention** - The below listed members will have the following expenses paid to attend the national convention: Early registration, airfare transportation if required, up to 10% more than the Sec/Treasurer due to departing point, one luggage fee each way if applicable, hotel room at the convention rate, and up to \$50 with receipts for airport parking and transportation to and from airports. UPMA or hotel provided transportation to hotels should be used. Any required charges for provided transportation will be reimbursed with receipts. For members that drive, mileage, tolls and parking fees will be paid up to the airfare transportation of the Sec/Treasurer. There will be no transportation costs associated with the 2019 national convention.

President
Exec Vice-President
Sec/Treasurer
Editor
Retiree President

Any below listed officer or chair when there is scheduled training.
Legislative/PAC Chair
Chapter Member Rep Chair
Membership Chair

Any member, excluding those listed above, who attends and actively participates in all UPMA business will receive a \$300 stipend to attend the 2019 national convention.

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

- **New England Council Fall Conference (if scheduled)** - The below listed members will have the following expenses paid to attend the New England Council Fall Conference: Early registration and hotel room at the conference rate. There will be no transportation costs associated with the New England Council Conference.

President Exec Vice-President Sec/Treasurer Editor Retiree President Any MA Executive Board member with a scheduled training class, holding a New England Council elected position, or conducting a training class.

Any other member that attends the New England Council Fall Conference will receive some reimbursement for full participation in New England Council business and training. Reimbursement will be as follows: early registration and hotel room not to exceed one half (1/2) of the hotel selected by the state executive board.

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

This fiscal policy was proposed by the MA UPMA Executive Committee and approved by vote of the MA UPMA Executive Board at a meeting held on October 11, 2018.

UPMA UPCOMING EVENTS

By Joshua Richard

LEGISLATIVE ADVOCACY DAYS: The national office of UPMA is again sponsoring Legislative Advocacy Days January 28, & 29, 2019, in Washington DC. Members of MA UPMA will fly into Washington DC on Sunday, Jan 27. There will be a New England Council Meeting Sunday evening and then a dinner at a local restaurant hosted by the MA E-Board for all MA members. There will be legislative training on Monday, Jan 28 at the hotel and at Capitol Hill, with a reception immediately following. Monday night will be free. On Tuesday, Jan 29, MA members will visit their members of Congress and the Senate to discuss pertinent issues and fly home late afternoon/early evening.

The registration form is available in this issue of The Baystater, on the national website at www.unitedpma.org, and on the state website at www.maunitedpma.org. Early registration is \$25 until January 1, 2019. Please use the link below to make a room reservation, or call Deonna Wiley at the hotel Reservations Department, 571-814-4028. Rooms are \$159 a night and available until 1/4/2019 or until the block is sold out, whichever comes first.

Reservation Link: [Book your group rate for United Postmasters and Managers of America Meeting](#)

The MA Chapter of UPMA has a legislative fund to be used solely to help offset, if not completely cover, eligible expenses for members to attend and fully participate in the training and the visits to Capitol Hill. The payouts are determined by how many members attend the event, the cost of eligible expenses, and the state's fiscal policy, which is published in this issue of The Baystater and on the MA website. Last year all attendees received 100% reimbursement up to eligible expenses for registration, transportation and shared hotel rooms. Please contact me if you are interested in the room block or you can call the hotel directly and make separate reservations. As information, the fiscal policy states that "Room charges will not exceed one half (1/2) of the hotel selected by either the national office or the state executive board" so room sharing is encouraged.

Direct hotel information is:

Renaissance Arlington Capital View Hotel
2800 South Potomac Avenue
Arlington VA 22202
(703) 413-1300

<http://www.marriott.com/hotels/travel/waspy-renaissance-arlington-capital-view-hotel/>

The hotel is located about a 1/2 mile from Reagan National Airport in Crystal City; the Metro is about 6 blocks from the front door of the hotel. Complimentary shuttle is provided to and from the airport and to and from the Metro. Many restaurants and retail shops are within easy walking distance of the hotel. Guests can provide Marriott Rewards number at check in for reward points and complimentary internet. If you are not a Marriott Rewards member, you can sign up at the front desk and receive complimentary internet in your guest room.

If you have never attended a legislative event, this is your chance to make a difference. Recent and ongoing activities of Washington could have profound and long lasting effects on the Postal Service, the employees and the retirees. Only 2 days of annual leave are needed to attend this worthwhile event. Washington DC is an exciting place. Don't miss this opportunity to meet with our congressional and senate representatives from Massachusetts to discuss postal issues that are important to all UPMA members.

If you want more information regarding this event and the accommodations, please contact Joshua Richard at 978-360-3721 or via email at joshuarichard@yahoo.com or Joe Torcia, Postmaster Palmer MA and the MA Legislative Chair, at 413-262-0556.

2019 SCHOLARSHIP APPLICATION is included in this issue of The Baystater and available on the website at www.maunitedpma.org. The application must be postmarked by April 1, 2019, which is a change from last year. Please make

sure your candidate submits all the required information. Remember all children, grandchildren, nieces, nephews and wards of MA UPMA members are eligible to apply. Last year 6 scholarships of \$1,000 each were awarded to deserving students and this year the Executive Board has committed to awarding up to ten \$1,000 scholarships.

Please support this continued effort by taking an ad in the State Convention Booklet and donating an item for the auction to be held at the State Convention in May. If you cannot attend the convention, I will be happy to bring your item for you. Please read my article on the State Convention for more information about these fundraising efforts.

The 3rd ANNUAL MA STATE CONVENTION will be held at the Red Jacket Resort in South Yarmouth beginning at noon on Wednesday, May 29, 2019 and ending late morning on Friday May 31, 2019. Important details are in this issue of The Baystater and on the website www.maunitedpma.org.

The 3rd NATIONAL CONVENTION OF UPMA will be held at the Mohegan Sun in Connecticut July 27-Aug 2, 2019. Like last year, the convention schedule includes a completely free day for members and their families to enjoy some time together. There will be tours and sightseeing trips set up that members can preregister for. The registration form and hotel information is available in this issue of The Baystater and on the national and state websites at www.unitedpma.org and www.maunitedpma.org. The earlier you register the more money you save as registration fees increase on January 1, 2019, March 1, 2019 and again on June 16, 2019.

Like last year, the MA Executive Board voted in the fiscal policy to provide \$300 reimbursement to any member that attends and actively participates in UPMA business during the national convention. Again, active participation means attending the business sessions. Look for more information about the National Convention in upcoming issues of the national and state magazines and on the websites.

For more information regarding any of these events, please contact me at joshuarichard45@yahoo.com or 978-360-3721 or any member of your Executive Board.



2019 MA UPMA STATE CONVENTION

By Joshua Richard

It is time to mark your calendar and register for the 3rd annual MA UPMA State Convention to be held at the Red Jacket Resort in South Yarmouth beginning at noon on Wednesday, May 29, 2019 and ending late morning on Friday May 31, 2019.

Your E-Board voted to slash early registration to \$49. The catch, your registration must be postmarked by May 1, 2019. After May 1, registration increases to \$99.

Your Board also voted for free registration for all EAS members who are attending a state convention as a First Timer and registers by May 1, 2019. If the First Timer includes a member's name as a sponsor on his/her registration form and they both attend the state convention, the sponsoring member will be reimbursed for their registration at the conclusion of the state convention. Again, both members must attend the convention to be eligible.

Partial registration for members is a daily fee of \$20 for business and/or training sessions only. Members who plan to attend partially and attend specific meals should pay the individual meal costs outlined on the registration form, instead of the \$20. This registration fee, as well as the full registration fee, helps to offset convention expenses for everyone.

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

We will be holding state elections for the positions of President and Executive Vice President and national elections for two National VP's East. See detailed information in my article about elections.

For the 4th year, **CASH** prizes will be given away at every event including the Wednesday luncheon, each of the training sessions, and the BBQ activities. More **CASH** prizes will be given away Thursday during the general business session and the banquet. The final CASH prizes will be drawn during the general business session on Friday. You can win more than once during the convention, but only once at each event. The catch: **YOU MUST BE PRESENT TO WIN AND MUST HAVE YOUR BADGE.**

The room rates at the Red Jacket Resort are \$139 per night for up to 4 people. The Red Jacket is in the heart of Cape Cod and is located right on the ocean with a beautiful beach, an outside and indoor pool complete with a hot tub. There is plenty to do on site, and not far from the resort there is fishing, golfing, sightseeing, shopping, dining and a lot more. The phone number is 1-800-672-0500 and the Group Code is 644987. The cut-off for this room rate will be in May 14, 2019.

Registration will begin Wednesday at 8:00 AM, followed by an E-Board meeting at 10:00 AM, followed by a luncheon for everyone at 12:00 PM. There may be a speaker or a panel and as required by the bylaws, there will be a review of any proposed bylaw changes. In the afternoon, 2 training sessions will be conducted back to back, so that anyone who wants to attend both will be able to. The subject matters have yet to be determined. Keep a look out for the tentative agenda on the MA website as more information becomes available. The First Timers' Committee is gearing up to ensure that all EAS members new to the convention navigate the convention with ease and have a great time. I have yet to find a first timer that has not thoroughly enjoyed themselves and made many new friends.

The perfect place to renew and begin friendships is at the BBQ the first evening. This is followed with our ever important scholarship auction. The auction is the biggest fundraising event to support the MA Scholarship Program. Please be sure to bring a new item to the auction on Wednesday. Also, please encourage other members who cannot attend the convention to donate an item for the auction and volunteer to bring it with you or find someone who is going so they can bring it.

On Thursday, the general business session will begin with the memorial service, the President's remarks, voting on proposed bylaws changes, officer reports and elections. There will be some much needed free time for everyone in the

afternoon before the banquet. Play golf, go fishing, go shopping, go out to lunch, or just relax with some old and new friends. The UPMA Leader of the Year Award will be presented at the banquet and we will invite the scholarship winners and their parents to attend the banquet for a presentation. Newly elected officers will be sworn in at the convention.

The Friday business session will include a continental breakfast, a guest speaker to be determined, and any unfinished business if needed. We should be able to close the convention around late morning allowing everyone an early start home or back to their office, or a day to enjoy on the Cape. Hopefully many of you will be leaving with \$\$\$\$\$ in your pockets.

Don't forget to put an ad in the Convention Program Booklet and ask your family and friends to purchase one too. This is another fundraising effort to support the MA Scholarship Program. Submit a business card, a picture of your kids or grandkids, a funny picture of yourself and your friends or an unsuspecting peer. Most anything is acceptable. If you can't think of a caption for your picture or you want an ad designed for you, just send the check with a note to me and I'll be it is taken care of for you.

There is so much that your MA UPMA State Convention has to offer and I have only touched on some. Make the commitment and put May 29-31st on your calendar and register early to save money. I may not be able to guarantee the weather, but I can guarantee that if you come to the convention you will not be disappointed. If you came last year, bring a friend this year. Listen, learn, vote, participate, and have fun. Meet up with old friends and meet new friends. Come and make the most of this opportunity to network and be together with people sharing similar experiences as you. I look forward to seeing some old friends and making new ones myself.

REMEMBER: THE AUCTION WILL BE WEDNESDAY NIGHT SO BRING A NEW ITEM WITH YOU. ENCOURAGE OTHER MEMBERS WHO CANNOT COME TO DONATE AN ITEM THAT YOU CAN BRING FOR THEM.

**\$\$\$\$\$ MONEY \$\$\$\$\$ MONEY \$\$\$\$\$
\$\$\$\$\$ MONEY \$\$\$\$\$**



Convention Registration Form
3rd ANNUAL MA UPMA CONVENTION
MAY 29-31, 2019

Name: _____ Title: _____ Telephone or email: _____

Office: _____ Zip: _____ Arrival Date: _____

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

Wed Lunch _____ Wed BBQ _____ Thurs Banquet _____ Fri Breakfast _____

_____ **FREE FIRST TIME CONVENTION ATTENDEES FOR MA EAS MEMBERS ONLY**– Must be postmarked no later than May 1, 2019. Please indicate the MA member that encouraged you to attend: _____

_____ \$49.00 **ALL MEMBERS EARLY BIRD SPECIAL - Must be postmarked no later than May 1, 2019**

_____ \$99.00 **ALL MEMBERS** postmarked after May 1, 2019 and Walk-in Registrations

PARTIAL REGISTRATION FOR MEMBERS ONLY

_____ \$20.00 Daily Fee for members for business and/or training sessions without meals or activities

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

\$25.00 Wed Lunch _____ \$40.00 Wed BBQ _____ \$65.00 Thurs Banquet _____ \$20.00 Fri Breakfast _____

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

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

\$25.00 Wed Lunch _____ \$40.00 Wed BBQ _____ \$65.00 Thurs Banquet _____ \$20.00 Fri Breakfast _____

HOTEL INFORMATION: Red Jacket Resort, 1 South Shore Dr, So Yarmouth MA, 1-800-672-0500
Reservation cut-off May 14, 2019 Group Code: 644987

- Rooms \$139.00 per room/per night, plus taxes (quad occupancy maximum)
- Standard accommodations to feature two queen beds
- All reservations must be guaranteed with a first night's deposit.
- There is a 10-day cancellation policy for individual room cancellations. If individual rooms are cancelled 10 days prior to check-in, guests will be charged a \$25.00 per room cancellation service fee. Guest deposits will be forfeited in the event of "no shows" and cancellations within 10 days of scheduled arrival. Name changes allowed without penalty.

 Make checks payable to: MA UPMA and mail completed registration form and payment to:
Joshua Richard, Secretary/Treasurer, 119 Lake St, Nashua NH 03060

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

AUCTION MAY 29, 2019 – PLEASE BRING A QUALITY ITEM

Nomination Form

UPMA Leader of the Year for 2018

This first **UPMA Leader of the Year Award** will be awarded at the 2019 UPMA State Convention. This award can be conferred upon any member of MA UPMA. The MA Executive Board encourages all members to take the time to nominate someone. There are many individuals who are deserving of this award. Neither the nominator nor the nominee is required to attend the convention. The only two requirements for nomination are:

1. Nominee must have been an active member of MA UPMA during 2018
2. Nominee must have been in good standing in the Chapter

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

I nominate as 2018 Leader of the Year:

Nominee's Name: _____

Nominee's Title: _____

Nominee's Office & Zip: _____

Your Name: _____

Your Title: _____

Your Phone and email: _____

Your Office: _____

Your Signature: _____

Nominations must be received no later than May 1, 2019

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

**Lorna Edie
47 Oak St
N. Billerica 01862-1907**

or

lornasan@aol.com

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

AD BOOK – SCHOLARSHIP FUNDRAISER

The Official Program Booklet provides a means for the organization to offer scholarships to deserving recipients. Last year MA UPMA awarded six \$1000 scholarships, and this year your Executive Board has committed to awarding up to ten \$1,000 scholarships.

Scholarships are supported through the sale of advertisements in the program booklet. As a member, this is a unique and easy way for you to support the scholarship program. Ad prices start at \$25.00 and go up to \$100 for a full page. The schematic and submission address is in this issue of The Baystater. It is as simple as sending in a business card or you can design your own ad or submit a picture or a greeting to your fellow members. Or, if you prefer, we can design an ad for you. Regional chapter ads are appreciated as well.

We also accept ads from friends, family and businesses. If you think a business you know may want to advertise in the booklet, please ask a retiree to contact them for you. Remember, you as an active Postal employee should not solicit ads from your customers.

Thanking you in advance for your support. The deadline is May 1, 2019.

Joshua Richard
Sec/Treasurer

**MA UPMA
STATE CONVENTION
OFFICIAL PROGRAM BOOKLET**

1 / 4 PAGE - only \$25.00

Contact Name: _____

Company Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: _____

E-Mail: _____

Check One:

\$25 - 1/4 page

\$50 - 1/2 page

\$100 - Full Page

1 / 2 PAGE – only \$50.00

FULL PAGE – ONLY \$100.00

If desired, email or enclose a picture, business card, advertisement or just words on a piece of paper for your ad.

Or, we would be happy to design an ad for you. Just let us know the size and we'll do the work.

**DEADLINE
APRIL 1, 2018**

Please make your check payable to
MA UPMA and mail to:

Joshua Richard
119 Lake St
Nashua NH 03060

Send emails to:

dnixupma@gmail.com

**DO NOT USE PENALTY ENVELOPES FOR
UPMA BUSINESS**



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

SCHOLARSHIP APPLICATION

Must be postmarked no later than April 1, 2019

Full Name: _____

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

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

Name of Member: _____ Relationship: _____

Title & PO Office of Member: _____

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

LIST ALL HIGH SCHOOLS AND COLLEGES ATTENDED

Name of School	Location	Dates Attended
----------------	----------	----------------

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

When do you expect to graduate?

Expected college major:

CHOICES OF COLLEGES

1ST Choice:

2nd Choice:

3rd Choice:

REQUIRED INFORMATION

1) Please attach an essay stating your educational objectives.

2) Please attach official transcripts of grades, GPA and SAT composite scores.

3) Please attach at least one teacher recommendation.

4) Please list other scholarships you have already received:

5) What honors, prizes or recognition have you received in high school/college?

6) What school activities have you participated in (include year(s) of your participation and any offices held)?

7) List NON-school activities that you have participated in:

Submit completed application with attachments to: **Lorna Edie**
47 Oak Street
No Billerica MA 01862

Must be postmarked no later than April 1, 2019

DO NOT USE PENALTY ENVELOPES FOR UPMA BUSINESS

Certification

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

Applicant's signature:

Date:

THIS SECTION TO BE COMPLETED BY THE GUIDANCE DEPARTMENT

Grade Point Average:

SAT/ACT Score:

Class Rank: out of (Total seniors)

The grade point average, SAT/ACT Composite score and class rank have been verified by the Guidance Department.

Signature of Guidance Counselor:

Date:

RETIRED MEMBERS CORNER

By the time you are reading this we have gone through another holiday season and many of you have headed south for the winter months. I do hope your holidays were full of joy and love with family and friends.

We had our **Fall Meeting on November 1, 2018 at the Chocksette Inn in Sterling MA** and it was well attended. It was so nice to see everyone who made it and we missed seeing all of you that were unable to come. Besides reuniting with old friends we enjoyed conversation and a delicious meal together.

The meeting began with the Pledge of Allegiance and a Blessing led by Jerry Robertson our UPMA Retired Executive Vice President.

Our **guests** were recognized and welcomed including Wendy Smolinski BlueCross/BlueShield, Barbara Swiderski our UPMA Retired National Area 1 Rep., and member of our MA State E-Board including Rich Hui, National VP East, Jeremy Pilone, MA State President, Josh Richard, our new Secretary/Treasurer and Damon Nix, our new State Editor. Donna Legro, past MA State Secretary/Treasurer as of Nov.1 was recognized for her over 20 years of dedicated service to us and our UPMA and Napus organizations.

Although Nancy White our Secretary / Treasurer was unable to attend she sent a detailed **Treasurers Report** showing all our financial activity from May 1, 2018 to September 30, 2018. A motion was made by Jerry to accept the report to file, seconded by Pam and all were in favor. The **Minutes** from the last meeting on April 25, 2018 at the state convention were published in the June Baystater.

Our new **Membership** Chair, Pam Boudreau happily retired for a year now, explained the challenges of recruiting new members once retired. Prospective members need their CSA number prior to signing up. And with new retired members **after the compensation period is done they need to sign an 1187R or they will be dropped from membership.** Pam needs our help to keep and grow our Retired Membership. **Our members need the information available to them through the UPMA publications** available to our members like the Baystater, The Leader, In the Mailbox and UPMA Gold. Give Pam leads and help her recruit newly retired and those who have been retired for a while. **Keep informed** even in retirement where the information you get can put cash in your pocket.

In the Presidents report I informed members that we have a COLA increase to look forward to in 2019, CSRS a 2.8% and FERS a 2% increase. FERS is less because when it was created a bargain was made with congress that limits COLA to 2% when CPI is between 2 and 3% which prevents FERS from keeping up with inflation.

Also everyone should be aware that you could donate to the Combined Federal Campaign through OPM now if you choose. Also you can make a contribution to the Political Action Campaign (PAC) through e-PAC. Through PAC we can encourage government representatives to support agenda items important to us.

The **2019 Legislative Summit** is scheduled Jan 27-29, 2019 at the Renaissance Arlington Capital View Hotel on Potomac Ave, Arlington VA. The room rates are \$159 per night. Registration in 425 before Jan.1 then increases to \$50. Retired Members are entitled to reimbursement by the State for early registration cost, half the room rate and transportation in whole or in part depending on how much is in the fund for full participation at this event. Call me or a board member for more information.

The **2019 National Convention** will be at Mohegan Sun in Connecticut July 27 to August 2 2019. Check your Leader Magazine or UnitedPMA.org for registration forms and information.

2019 MA State Convention is May 29, 30, 31 at the Red Jacket in South Yarmouth. Here we will be voting for a new President and Vice President of Members Retired. We will be having our **Annual Spring Meeting** immediately after the Retirees/First Timer Luncheon. Please plan on rekindling old friendships and making new ones by attending and bring a friend. Who doesn't wasn't a little more fun in their lives!

UPMA Retired Area 1 Rep. Barbara Swiderski and all the MA State E Board Members addressed the body and updated us on the happenings at both the National level and the State level. BC/BS rep. Wendy Smolinski gave us updates on the changes to the Standard Plan and the Basic Plan and let everyone know what plan would be best for them. She also informed us that **our rates would not be increased this year** along with information on Medicare and she answered everyone's questions.

Damon Nix our newly elected State Editor is looking for updates on you our retired members. Send him a picture and a sentence or two on what you are up to. Martha Casey, RVP 014-017 wants retired members to attend local chapter meeting.

The meeting adjourned and we all went on our way feeling good after spending time and sharing a meal with old friends. I hope you all enjoy the winter months no matter where you spend them and I also hope to see you all in the Spring in South Yarmouth. Until then stay safe, healthy and happy.

Lorna

Lorna Edie

UPMA President Retired



Annual Retirees Luncheon
November 1st 2018
Chocksett Inn
Sterling ,MA 01564



Where Are They Now!



John Ahearn, Retired
PM Upton Ma. 01568
He has been retired
for over 10 years.
presently working as a
job coach for Worcester
public schools, taking
students 18- 22 to job
sites. He officiates
high school basketball,
volleyball and women's
lacrosse for both high
school and college.

Jack Driscoll, Retired PM Reading
Ma 01867.

Jack began his full-time
Postal career at Postal Service
Headquarters in Washington DC
as a Senior Economist in 1982.
In 1986 he returned to his home
town of Reading Ma 01867 as its
17th Postmaster where he retained
the title of Postmaster of Reading
for 26 years until his retirement
in 2012. Since retiring Jack has
continued his part-time teaching
career at Northeastern University
which he began in 1986 teaching
Economics and Statistics. In
addition to teaching at NEU, Jack
also teaches at his Alma Marta ,
Merrimack College, as well as at
Middlesex Community College



We say goodbye to Rich Walter.
He has been with us for 33 and 1/2 years. Best
of luck with your new adventure.



From left to right: Tom Driscoll, Rich Walter & Ernie DuBeau

Why We Are Here

I recently signed a new member and was surprised by his answer to the question, who/what most influenced your decision to join UPMA. Without hesitation this young man answered, "Every manager I've ever worked for talked about MA UPMA, about friendship, state convention, and who to call if ever in trouble. I want to be part of that!"

I was humbled by this newly promoted supervisor's joy and reminded to not take what we have for granted. MA UPMA is a family and it's that sense of belonging that makes us successful.

Now more than ever we need to reach out to a non-member in a neighboring office and get to know them. Let them know we are here and that we care. Discuss the many benefits you received, genuine friendships you've made, and invite them to join. Be sure to let them know the National Executive Board is still offering six months free membership for new EAS.

Please remember I am always available to help sign new members. Just give me a call and I'll take care of the rest. Happy recruiting!

Stay active, stay positive and attend your local UPMA meetings!

Deanna M. White
MA Chapter UPMA Membership Chair
Cell: (617) 224-2053
Email: deadea01@icloud.com

[MA Chapter UPMA](#)
[United PMA | Postmasters of America](#)

Facebook Group – search groups for "MA Chapter UPMA"

Greetings Massachusetts Postmasters and Managers

By the time you read this article, you will have survived “Peak Season”. I use the term SURVIVED loosely, only because I understand how hard it is for all of you.

Most of you had to endure the “Night Owl Drops”, vehicle shortages continue to plague us. On top of that, you had to balance how to utilize employees best you can. All of these required your expertise as Managers and Postmasters. Fortunately, our fellow members obtain the “bend but not break” mentality and we are able to withstand the stress and pressure of our job.

What I found out when these type of stressful situations start getting to you, speak to fellow Postmasters and Managers. Not that a conversation can cure all problems but the support that we have for each other allows us to continue to survive on tough days.

Part of the reward of being a Postmaster serving your community is answering Santa’s letters from children. Some of these letters are very touching. I am quite certain that you do enjoy this part of your Postmaster’s duty, I know I do.

This will be my final year as National Vice President because of term limits. The term end on October 31, 2019. I will continue to serve our members as a National Adverse Action Councilor. Speaking of that, my territory has expanded. In addition to Massachusetts, Rhode Island, Connecticut, Vermont, New Hampshire, Maine, New Jersey, I will now also have New York and Delaware.

During our first EXEC meeting last month, our National President Dan Heins asked me to step up and be the advisor with the new National Diversity Committee, which I gladly accepted. I am also involved with fine tuning the Star Chapter Award with Dave Ravenelle, our National Executive Director.

Speaking of the Star Chapter Award, since Massachusetts was the National Star Chapter winner of 2018, Massachusetts delegates are being awarded with front row banquet seating at our National Convention formal Banquet. Be proud of whom you represent and join us at our National Convention, Mohegan Sun Resort and Casino in July 2019.

The Presidential Task Force report has finally come out. These is certainly a very challenging time for the United States Postal Service and us, as employees have to do what we can to help our company. One way to help is to go to our Legislative Summit event, which take place on January 28th, 2019. Join us as delegates to visit our Congress and voice our concerns, as our future and job is at stake. Our State Chapter will compensate you for your travel and lodging, so be the VOICE and be heard. I hope I will see you at the Legislative Summit in Washington DC.

At your service,

Richard G. Hui

National Vice President UPMA

Untied Postmasters and Managers of America



Happy New Year

Greetings fellow members:

By the time this article is in your hand Peak Season will be in the rear-view mirror. Gone will be the craziness that I am sure if given the opportunity could fill this article describing challenges faced, efforts made, and sacrifices you and your family made in order to make it happen. At times, especially in the last two weeks, I questioned almost everything that unnecessarily affected my time and operation. In my previous article "What's your perspective" I spoke about prioritizing tasks to help deflect a negative attitude, reduce the feeling of being overwhelmed, avoiding the saturation point. Well how did it go? It is not a solution, only a mechanism. You see a positive attitude or ability to compartmentalize doesn't stop the crap from happening, but it does help you in dealing with it. I firmly believe this is critical to your personal and professional wellbeing.

Growing up my father shared with me his disdain for New Years. That may sound negative, but really it wasn't. My father would balk at the idea of New Years Resolutions. He would explain that everyone should strive to improve themselves at every opportunity, not look to delay the improvement with the explanation of a future start date. As example, why wait days or weeks to stop smoking, exercise, eat healthier, etc. I realize it may be nice to have an anniversary date to measure one's success to a targeted goal, but self-improvement should not be a seasonal fad. You may think this sounds crazy, but do you realize how many industries have a surge of business in January and February, listen to the ads for gyms or diet programs in the coming month.

I describe these two points above, not to be some life coach, but to share with you a viewpoint. As you look at your facility, operation, home, life are there changes you identified that have not been tackled? I'm sure there are. Take incremental steps towards a solution, working in the odd ball tasks thrown at you daily. Keep your plan fluid as it evolves. Cut yourself some slack when delayed as you work towards your long term goals or ideas as well as staying current with current deadlines. Don't be disappointed when you review your day and have the sense that you did not accomplish tasks you scheduled because you discounted the many items you did complete instead. Be flexible even with your own established deadlines. Talk with fellow members. Share ideas or concerns. They may have done something similar and you could benefit from their experience.

To afford the opportunity to communicate to each member quickly and directly outside of the Postal Service email program, I ask each member of the 014, 015, 016, and 017 grouping to send me an email message from your private email address to raywhiteupma@aol.com

This will enable group communication of the same message to large audience. Private email addresses will not be shared, or viewed by other members as messages will be sent blind. I will confirm receipt when added to the distribution list. This invitation is also for retirees. Please list your office in the message.

Thank you to those in 017 that have already done this.

Here's to a better New Year.

Ray

Raymond J. White, Postmaster
017 Regional Vice President



My fellow Postmasters, managers and United PMA Members

PEAK is over! Some of us survived much better than others. Those of us that had a difficult season may have seen our staffing drop unexpectedly, our vehicles suddenly break down more frequently than usual or seen our parcels jump 15-40 percent over last year! No matter how you did it, you survived. And for that you deserve a huge thank you from above but more importantly, the hearty thanks of our customers. So if you haven't heard it by now, I want to thank each of you for all the long hours and extra effort this season. You truly made it a happy holiday season for our customers.

Now, I usually use this space to post a rambling message about whatever is on my mind at the moment. This time however, I would like to do something different. I am announcing my candidacy for the office of state president of our great organization.

My name is David Branga and I am the Postmaster of Tewksbury Massachusetts. I have been a NAPUS/UPMA member since 2008, when I first became an OIC. Prior to that, I was a member of NAPS.

I began my career as a mailhandler in 1993 in the Middlesex-Essex P & D Center. It didn't take long for me to realize I wanted to do more for the company than load mail onto a truck at 3am. I had spent six years in the United States Air Force as a Security Police officer and was used to leading people and having some level of responsibility and I believed I could do the same for the USPS. I felt I had something to offer. I asked for more and I got it. I was given the opportunity at the plant to be a 204B on Tour 1, then became a supervisor for tour 3. After some time, I became the A/MDO for tour 3. When an opening occurred, I was asked to be the A/MDO on tour 2. I was lucky enough to learn and run every operation at the plant. After spending 11 years there, I made a move to a post office. I became a supervisor in Dracut. I had no idea what DOIS was or a 3996. It was like learning to walk all over again. Eventually, I got my delivery legs under me. My Postmaster, the Honorable Mike Quinn, saw something in me and pushed me to become an OIC. For that I will be eternally grateful. It has been an eye opening experience! Out of the frying pan and into the fire. That's the best way I can describe the move up the ladder. One of the first things I did as OIC was join NAPUS. Immediately I saw the comraderies between everyone and how important the organization would be in helping me learn and grow.

I became the PAC chair some years ago as an entry level way to get more involved. I was then asked to be the 018-019 president. I have done that for several years now and as I have been promoted to higher level Postmaster positions, I have also become more involved in UPMA. I've been on several committees for UPMA, have been involved in the last several management organization meetings, and I find that more and more Postmasters are reaching out to me for information. As a current member of the executive board, I am able to offer my thoughts and opinions on matters effecting each us. But I want to do more for you and UPMA.

This decision to run for president didn't come lightly. I had several current and former Postmasters, who I have the utmost respect for, approach me and "feel me out" about running for president. I was surprised and flattered. The position comes with a host of responsibilities to the organization and to each one of you. If elected, I would be beholden to represent each of you and responsible for making sure we continue to be the best UPMA state chapter possible. Being president means having the members needs first and continuing to educate and inform our membership.

Massachusetts has always been a leader in membership. But membership is just a representation of people. Anyone can join an organization. One of the things I want to work on if elected is participation. I have gone to local meetings and found the attendance to be lacking considering how many members are in each chapter. Oftentimes, it is the same few people that show up each meeting. And while grateful that they are there, I always ask myself "Where is everybody else?" We have too many talented people out there that just aren't attending our local meetings. The USPS is in such a state of change that the local meeting is frequently where we get additional information or get to ask questions of each other in a friendly setting. I would like to see this year be the year of participation. Bring a member to the local meeting. Reach out to your neighboring office and invite them to come along.

In closing, I am asking for your vote at the state convention to be your next president of the Massachusetts chapter of United Postmasters and Managers Association. I will be visiting local meetings over the next few months to introduce myself and answer any questions I can. Thank you for your consideration.

Sincerely,
David Branga PM Tewksbury Ma.
018-019 Regional Vice President



10,9,8,7,6,5,4,3,2,1 HAPPY NEW YEAR!!

Well 2019 is a new beginning to start looking into our future. Establishing goals at work and at home. I hope you have set goals that include, fishing, hiking, cruising, photography, skiing. Anything that will lesson your stress and make for a healthy environment. Stress is a known fact that is constantly in our lives, only what kind and how you handle it.

There are two kinds:

Just imagine you cast that baited fishing line out, kick back with a cold drink just waiting for that big stripper to latch on. Then all of a sudden one bites and your stress level is thru the roof. You just want to reel that bad boy in.

Then imagine you forgot to complete some reports at work and you get that call or better yet you end up on the LISTS. This is the kind of stress you don't need.

UPMA is an organization that will assist in your everyday work activities. There are so many resources within the organization that we don't take full advantage of. I see to many Postmasters, Managers and Supervisors getting into trouble by not being involved. Trying to go it alone. Well we were not created to be or to do it alone. Reach out if you are not sure of how or what to do.

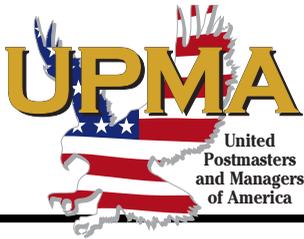
I have attached a Postmasters checklist of the Do's and Don'ts published in the August 2010 Gazette by Edith Bradshaw. I think it is worth sharing. Please use it

Linda Nix
CMR



Checklist Do's and Don'ts

1. I know my job and I am an expert on what my responsibilities are and how to do them.
2. I am the best Manager I can be. I am conscientious in completing my duties.
3. I ask questions if I don't understand. I seek help from my POOM in writing and keep a record of his or her response.
4. I follow all Postal Service rules and regulations. I never intentionally violate them. I understand that any such violations(s) can lead to charges being brought against me by the Postal Service.
5. I never let employees sell out of my accountability or sell out of each other's accountability.
6. I have read the F-1 Financial Control Handbook and I follow the instructions to the letter.
7. I have conducted self-audits for following correct financial control procedures.
8. I have followed correct procedures for 247/647.
9. I never borrow from my accountability.
10. I never convert postal funds or equipment to personal use.
11. I don't cash personal checks and don't hold my own personnel checks in my accountability until payday.
12. I don't misuse postal money orders.
13. I don't falsify postal records.
14. I don't steal or embezzle postal funds.
15. I record and account for my time correctly and accurately.
16. I don't play games in the office. I don't try to be "one of the guys/girls" by participating in inappropriate and unprofessional behavior with my employees.
17. I do not participate in off-color jokes, double-meaning comments or conduct that is too familiar with my employees.
18. I never touch my employees. I never threaten them. I treat them with dignity and respect and in a professional manner.
19. I never use the postal computer for my personal affairs.
20. I correctly and accurately complete the eTravel, travel vouchers and never claim what I don't have the right to receive as a reimbursement.
21. I do not bring guns or firearms onto postal property. If I am hunting after work, I park my vehicle which may have a rifle in it off postal premises.
22. I understand that whenever personal behavior is being questioned by the POOM, Postal inspector or OIG, I have the right to representation (ELM 651.2).
23. I have the name and telephone number (home, cell) of my representative where I can get it, if the need arises.
24. I understand I have the right not to make or write statements that incriminate me whenever personal conduct is being investigated.
25. I would never volunteer to take a lie detector test. I understand it generally is not in my best interest.
26. I understand that, in an investigation, statements always will be used against me; therefore, it is foolish to think I can explain away my behavior.
27. I understand I should always appeal any disciplinary action no matter how minor, which has been taken against me. I understand it is the basis for progressive discipline of a more severe nature in the future.
28. I never use my position for my own benefit.
29. I never engage in nepotism.
30. I never engage in sexual harassment.
31. I never falsify my till counts.
32. I never open mail or convert it or its contents to my personal use.
33. I never take coupons sent to others.
34. I never take samples, mail



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 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 _____

UPMA NATIONAL OFFICE FOR PROCESSING

Adverse Action Legal Defense Plan (AALDP)

EAS with MSPB Appeal Rights:

Removals \$6,000 up front. The claimant will be responsible for 20% of the total cost with a \$6,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$6,000 thru the end of the MSPB Initial Decision. Claimant will be responsible for the full cost of appealing beyond MSPB Initial Decision.

Demotions/Suspensions \$3,000 up front. The claimant will be responsible for 15% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000 thru the end of the MSPB Initial Decision. Claimant will be responsible for the full cost of appealing beyond MSPB Initial Decision.

EAS without MSPB Appeal Rights (Administrative Appeal under ELM 652.2):

Removals/Demotions/Suspensions \$3,000 up front. The claimant will be responsible for 20% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000.

Eligibility To be eligible for AALDF benefits, you must be an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action. Membership effective date is determined by date Form 1187 is processed at UPMA National Office.

If attorney fees are awarded by a percentage (i.e. 50%), the same percentage will be used when refunding the members used portion of their retainer.

Example: If a member is being demoted they must issue a retainer of \$3,000 to UPMA. If the case is resolved and the total expense was \$12,000 then 15% of that would be \$1,800 thus a check would be written back to the member for \$1,200.

Example: If a member is being removed they must issue a retainer of \$6,000 to UPMA. If the case cost \$40,000, the members' retainer would be completely used (20% of \$30,000 or \$6,000) and UPMA would pay the additional \$10,000.

Example: If a member is going before a Postal Service hearing officer they must issue a retainer of \$3,000 to UPMA. If the case cost \$10,000, the member will be refunded \$1,000 based on 20% of the cost being \$2,000.

“In with the New & In with the Newer”

! First and Foremost Happy Holidays!

The New:

As I look to FY 2019 as it's also my 26th Postal Career year and grow with knowledge, I wish to take the time to acknowledge my fellow Managers of UPMA and thank you all for appointing me as the 025,026 Cape Cod & Islands Regional Vice President. I also would like to congratulate my other newly appointed member to my board JeanMarie McClellan / Chapter Secretary and also congratulate the newly appointed board members to their seats.

The Newer:

A New Year is upon us and I encourage all members to attend your/our meetings and to use your voice/ear to assist with events new and old. I plan on working closely with the executive board to keep our chapter informed to the best of my ability. Being your new voice for the Cape Cod & Island Chapter feel free to reach out via-email or phone call if it's a pressing matter to talk about. I also would like to make this year a member able one with increasing membership and more attendance to our meetings.

In closing make FY 19' a good one, it's what you make of it and remember:

“Our UPMA Support System Is Only As Good As The Support Given”

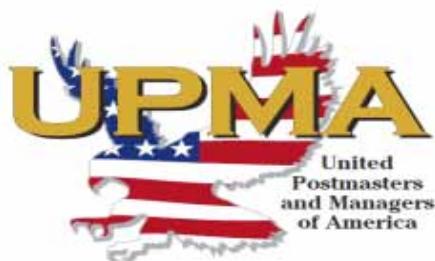
Respectfully,

Adrian E. Joia

Adrian.e.joia@usps.gov

Cape Cod & Islands Chapter RVP

United Postmasters and Managers of America



Greetings UPMA Members,

First I would like to thank you for electing me as your new Editor. It should be an exciting 2 years and I look forward to keeping you informed. I am going to ask for your help. I'm going to ask you to be involved. There are many opportunities to do this: State convention, Legislative days, National Convention (In Conn. this year). Also there are 3 Digit meetings, Postmaster installations, stamp unveilings. I can't not be at all of them as much as I would like to. However if you attend one of these you can take pictures for me and write a paragraph of the event. I am also looking for retirees to send me info on what they are up to now, with a photo so we can keep up with the many retirees that belong to UPMA.

Don't be a stranger, be involved, be active reach out to your fellow postmaster and retirees. This is your organization let's make it great together! Here's where you can send your pictures and articles.

dnixupma@gmail.com I have a few new ideas I want to add to the Baystater. They may not all make it in this edition but they will be in the upcoming ones.

I want to thank Josh Richards for all his help getting this edition to the press. He has been a patient teacher.

Sincerely,
Damon Nix
Mass. State Editor



Baystater Editor
111 Arthur St
Buzzards Bay MA, 02532

Return Service Requested

NON PROFIT ORG
U.S.POSTAGE PAID
MANCHESTER NH
PERMIT NO. 417



President

Postmaster
Jeremy Pilone
Office: 508-896-5201
Cell: 561-267-7779
jeremypilone@gmail.com



Executive VP

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



Secretary Treasurer

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



President Retired

Retired Postmaster
Lorna Edie
Home: 978-667-5625
Cell: 978-905-9621
Lornasan@aol.com



Editor

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

Adverse Action Chair

PM Linda Nix
Work: 508-291-8701
Cell: 508-431-6609

PAC Chair/Legislation

PM Joe Torcia
Palmer, MA
Work: 413-283-8211
Cell: 413-262-0556

010 Regional VP

012 Regional VP

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

013 Regional VP

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

National VP East

PM Rich Hui
Leominster, MA
Office: 978-537-8030
Cell: 978-549-3360

014 Regional VP

PM Martha Casey
Lancaster MA
Office: 978-365-4923

015 Regional VP

PM Wanda Poteat
Jefferson, MA
Office:
Cell: 336-681-1594

017 Regional VP

PM Ray White
Concord, MA
Office: 978-369-7613

Sergeant at Arms

018 - 019 Regional VP

PM David Branga
Tewksbury, MA
Office: 978-851-6390
Cell: 781-439-1465

020 - 024 Regional VP

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

025 - 026 Regional VP

SCS Adrian Joia
Falmouth, MA
508-548-3885

027 Regional VP

ARVP Linda Nix
Wareham, MA
508-431-6609