

The Massachusetts

BayStater

UPMA

United
Postmasters
and Managers
of America

2024 National Convention - Orlando, FL

OCTOBER 2024





Rob Leary
President
Massachusetts
Chapter



It's hard to believe, but here we are at the end of another Fiscal Year. As with each passing year, going into year 28 with the USPS, I reflect on the good and not so good. This past year we have seen a lot of positives within our Chapter. We have gotten back to regular meetings every quarter, increased our membership, and as an E-Board, we have assisted numerous members through some challenging times. Take advantage of the opportunity to attend your Local Chapter Meetings. Attendance has increased throughout the past year, and we have worked hard to bring value to the membership at these meetings. Let your Regional VP know what you'd like to see at future meetings and most of all about your UPMA future. Think about getting more involved and where you would like to take your UPMA journey. We have some positions at the local level and are always looking for our members to be more involved. It is an extremely rewarding experience to assist your fellow EAS and Associate Members!

With the end of the Fiscal Year, it will be time for the NPA scores to be finalized. As with each year, some of us may find our score to be lower than what we hoped to see. If your final score happens to be lower than expected and you can pinpoint what has driven these numbers, you may be able to file for a mitigating factor. Mitigation is usually only open for a few days, and you will receive an email with those dates and instructions on how to file. Please reach out to your RVP or another member of the E-Board for support. Keep in mind that a mitigating factor should be a situation out of your control. You'll also need to show supporting documentation that you've

worked on the issue throughout the year and were unable to improve the indicator due to circumstances beyond your control. More information is available on the National UPMA website, UNITEDPMA.ORG.

On the national front, our National Convention in Orlando concluded last week. Close to 1000 UPMA

members from across the country attended. Massachusetts was well represented with many active and retired members attending. Those in attendance heard from UPMA leadership as well as USPS leadership. There were multiple workshops covering retirement, TSP, development, and PSHB. I was unable to attend this year due to the birth of my son but read on in this issue for more in depth coverage from those that were able to make it. If you've never been fortunate enough to attend a National Convention, I highly recommend it for next year. Next year's convention will be held in Dallas, TX from 8/9-8/15. It'll be hot, but I promise you it will be a good time.

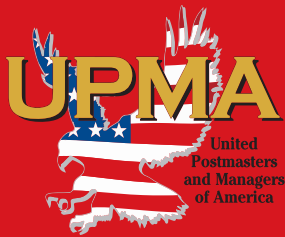
Also, with 2025 approaching, the Postal Service Health Benefits Plan will be ramping up for all of us. Keep a close eye on this as from what we've been told; everyone will need to select their new health plan when the plan is rolled out. Most of, if not all, our current health plans will still be available, but there will be a point where we'll need to make a selection. Keep an eye on your email and regular mail for more information. Although we are not experts on the topic, reach out to your RVP or another E-Board member for assistance as this process is underway. All our contact information can be found on the back page of this issue.

In closing, I mentioned reflection in my opening comments. Keep in mind what is truly important in your life. I am fortunate to be writing this article while sitting on the couch holding my two month old son Mason. When Mason arrived on 7/11/24, it was an immediate reminder of what is important. We give our all every day to our careers and employees, but don't lose sight of the reasons you do these things! We all work hard for the USPS, and we should, but always remember to make time for yourself and your loved ones. They will be the ones waiting for you at the end of your postal journey. Take care of yourselves and take care of one another.

Regards,
Rob Leary
UPMA State President
Massachusetts

Mason Robert Leary
Born 7/11/24
6lbs. 13 oz





John Sacco
Executive
Vice President
Legislative/PAC Chair

Didn't Get an Interview?

Are you not getting interviews for the jobs you are applying for? Is your eCareer profile good enough to get you an interview? Having been on many Review Boards the past few years, I have had the opportunity to review many EAS profiles during the job seeking process. I can tell you; I'm usually left unimpressed. With many employees from the hiring boom in the late 80's and early 90's entering the retirement phase of their career, there are going to be an unprecedented amount of job openings for entry level EAS as well as Postmaster jobs and beyond.

Each KSA is rated on the 1, 2 or 3 scale:

- 1 - minimally qualified
- 2 - qualified
- 3 - highly qualified.

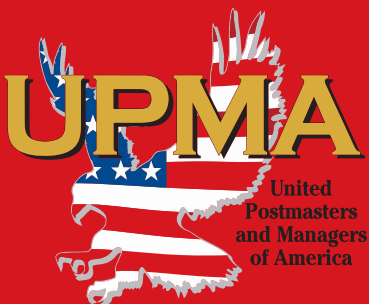
Your goal should be to get a 3 on each KSA. I want to go over some of the missteps I'm seeing to help applicants get that interview.

1. Answering the wrong KSA's for the posting: This tells the reviewer that you are not looking at the job posting thoroughly, or you are just submitting questions from a prior position applied for. Both show a lack of effort to the reviewer.
2. Not using the S.T.A.R. format: Situation, Task, Action, Result. When answering a KSA, use this format. This format is a requirement that makes your effort easier, because it helps to keep your answers short and sweet. Your reply doesn't have to be a multi-paragraph entry, stick to the facts of the situation, and you can end up with a very short answer packed with information.
3. Answering the KSA with your job description: "Every morning I gauge the amount I work the unit has by looking at DOIS, SSRD, CSAW....." This is what every applicant does every day. You're basically giving your job description. What have you done to show that you meet the qualification requirement of the KSA? Toot your own horn.
4. Answering the KSA, with what you have accomplished with a group instead of something YOU accomplished: Don't answer with examples that show you acted with others. "The Postmaster, other Supervisor and I decided to..." or "We decided to...." Use examples to "sell" yourself. "I decided to...." Or "I saw that a change had to be made, so I....."
5. Making it difficult for the reviewer: Don't randomly answer the KSA's in a different order from the posting. Make it easy for the Reviewer to follow along and answer the KSA's in order. They are trying to evaluate sometimes 8-12 applications for each job. If you can, try to fit each KSA topic in your answer. It's easier for the reviewer to evaluate. Type DECISION MAKING/PROBLEM ANALYSIS then type your reply. You don't want to have the reviewer having to refer to the posting for each topic because you simply put a number before your reply.

DO sell yourself. DO take credit for something that YOU did. DO verify your answering the correct KSA's, don't just copy and paste. DO send your KSA's to a mentor or colleague for review before you submit. DO put your KSA's together prior to the closing date. DO update your KSA's when you find you did something that better shows you are highly qualified for that KSA. DO reach out to Review Board members to ask how you could better your application. Once you have your answers to each KSA, you should constantly be looking to update your KSA's to show you deserve a rating of a 3 for that KSA. Once it is ready, the next job you apply for will be a piece of cake, just submit. If you have questions, please reach out to your UPMA Regional VP or any Board Member.

Good Luck!

John Sacco, UPMA MA
Vice President





National Convention Tidbits

I have to admit that I was not looking forward to FL in August and based on the small number of MA attendees, it is obvious that others felt the same way. But I have to say, I thoroughly enjoyed myself and was honored to represent the MA Retirees as their state elected President.

The opening ceremony of the general business session on Monday morning was definitely more entertaining than last year. I was happy to see this. I believe the opening ceremony can set the tone for the rest of the convention with excitement and anticipation for what is to come.

The national officer election results mirrored how the MA members voted at the state convention in May with Anthony Leonardi of FL elected National President for a three year term and Stephanie Thompson of PA elected to the position of UPMA VP – Atlantic Area. The 3 proposed national bylaws that were voted on in MA also had the same results at national with all 3 passing.

Ballot voting took place during the retiree meetings. Patti Bascom from Kentucky was elected as the next National Retired Secretary and Anita Pfiefer from Minnesota was elected as the next National Retired Treasurer. The retirees also voted on two proposed changes to the retiree bylaws with one passing and one being rejected. There was an active national proposed bylaw that pertained to the retirees' dues amount which meant retirees had to vote on it. This bylaw passed.

Updated bylaws for national active and retired members will be available on the national website on unitedpma.org soon.

The National Retiree Association handles the national UPMA scholarship program. This year there were 118 applicants with 20 receiving scholarships. If you have an eligible student who is an undergrad, keep your eye open for the 2025 information next spring.

The 2025 national convention will be held at the Sheraton in Dallas TX from August 9-14, 2025. Registration and hotel reservation information will be posted on unitedpma.org soon. The national office prints information on tours, sites and

activities for the upcoming convention in The Leader soon after the current national convention ends. Information will also be available on the national website and in the UPMA Gold. It's never too early to plan ahead.

The Legislative Summit is scheduled for March 16-19, 2025.

Puerto Rico was unopposed for the 2026 national convention bid. The dates will be August 1-6, 2026 at the El Conquistador Resort.

The official UPMA Veteran's Project for 2024 is the Tunnel to Towers (T2T) Foundation. This foundation helps Gold Star families, catastrophically injured veterans, first responders, families of fallen heroes and homeless veterans. They honor and remember the sacrifices of men and women who keep us all safe. There was a lot of information in The Leader leading up to the convention concerning this project and there was a very emotional presentation at the convention. Individual donations were calculated alone and all donations made by state chapters and retiree chapters were combined and totaled as one donation from UPMA. I did not hear the final amount collected, but the last announcement I heard was individual donations of \$8,510 and a UPMA donation of \$19,507.95 for a total of \$28,017.9. Amazing. For more details about the foundation please go to T2T.org. To make a donation and have it credited to UPMA, please write a check payable to Tunnel to Towers Foundation and mail to Louis Nix, Treasurer, UPMA Retired, 88 Rodney Nix Rd, Cleveland GA 30528.

Pres Rob Leary was unable to make the trip to FL due to the birth of his son in July so as Parliamentarian I contacted Pres Rob to explain the situation and arranged a telecom for the next morning to take a vote on a donation. On August 28, the MA Chapter E-Board voting members held a telecom with Pres Rob wherein Rich Hui made a motion for the MA Chapter to donate \$1,000, the motion was seconded by Sylvain Labelle, there was no discussion and all voting members were in favor of the donation so the motion passed.

Voting members of the MA Retired Association, me as President Retired, and Lorna Edie, Sec/Treasurer, also took a vote and donated \$250 from the retirees to the Tunnel to Towers Foundation.



Donna Legro
President Retired
& Parliamentarian



Donna Legro
President Retired & Parliamentarian

Greetings everyone,

It is hard to believe how fast time goes and that prime time is almost behind us. I hope everyone got to take some much needed time off and spend some time with family and friends. We all are working long hours and sometimes 6/7 days a week and need the time to rest and reset.

I am just coming back from the 8th Annual UPMA National Convention in Orlando. It was my first time attending and what a fantastic experience! I reconnected with some old friends and met many new ones. There were 388 active members, 359 retirees/associates, including 135 first timers, and 230 guests for a total of 977 in attendance. Massachusetts was represented by 5 active members, 5 retirees and 3 guests for a total of 13 people. Sylvain Labelle and I were first timers at this convention.

The convention itself was at the beautiful Caribe Royale Hotel in Orlando and the property was gorgeous. We had meetings daily, other than Tuesday which was a free day, and heard speeches from PMG Louis Dejoy, Dr. Joshua Colin, Chief Retail and Delivery Officer and Executive VP and Douglas Tulino, Deputy PMG and Chief Human Resources Officer. We also heard speeches from Ed Carley UPMA National President, Padric Fisher, UPMA National Executive Vice President and Greg Nors, UPMA National Secretary-Treasurer just to name a few. There were break-out sessions in the afternoon for training on all different subject matters from rural delivery to TSP classes. The days ended with some themed dances and dinners that were lots of fun. If you haven't been to a National Convention yet, I highly suggest you make plans to attend next year in Dallas TX August 9-15 2025!

Good News: Starting in Jan 2025 the national office will be changing the membership incentive program. National will be paying \$100.00 for an EAS sponsorship and \$50.00 for a Retiree/Associate sponsorship. This is up from \$50 and \$25 respectively. It will not matter what state chapter the new member belongs to. For example, in MA you could sign someone up for the New Hampshire Chapter and still receive the check. National will be mailing the checks out on the 15th of every month.

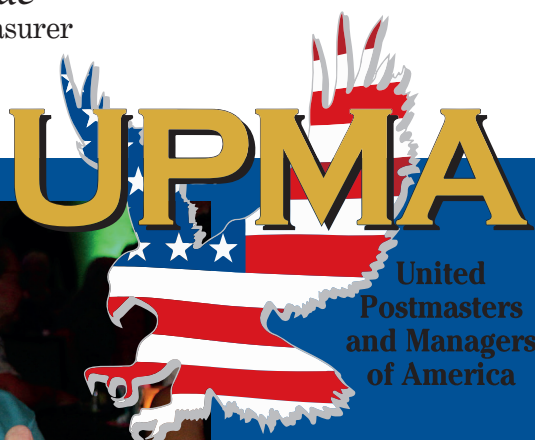
Bad News: National will no longer send the gaining state chapter \$195 per active member to compensate them for the loss of dues during the first year of free membership of the new member. Also, any sponsor that receives \$600 or more in sponsorship money from either the national or the MA Chapter will receive an IRS Form 1099 for the income which must be reported on their income tax return. This will begin for money received in 2024. If you are in this category, look for Form 1099 in the mail from both the national and state office in late January or early February. More information will follow on this as soon as I receive it.

If anyone ever needs anything, please don't hesitate to reach out to me!

Respectfully,
Kim Donahue
Secretary/Treasurer



Kim Donahue
Secretary/ Treasurer



**United
Postmasters
and Managers
of America**



Keith Miller
MA Editor

Editor Report: Keith Miller

I have gone to different RVP meetings since I took over as your state Editor. I love meeting new members at each meeting. Every time I speak to the members, I ask people to get involved. As I stated in these meetings, this is your magazine and I want your personal touch to it also. I want to know what is going on in your town, I want to know if there is something you would like to know more about, I can put different types of training in the magazine. I want this to be your magazine. The only way I can do that is if you get involved and send me your article. If I get a lot of articles, I might have to move some to other issues, but I would like to get everyone involved. As the Editor I want to make sure every member's voice is heard. So please send me something that I can put in future issues of The Baystater. You can send me articles, photos, ideas or information you might be looking for.

As the Editor I will try to get to most, if not all, events and get photos and meet new people. I will bring you information from the national and local meetings. I know the first issue I had some great feedback and will continue to make The Baystater a magazine that all members will enjoy reading. I can't wait to see new people send articles and get all members involved. If you would like to send me photos, articles or suggestions please email me at mabaystatereditor@gmail.com

Thank you, Keith Miller MA Editor



I almost won it

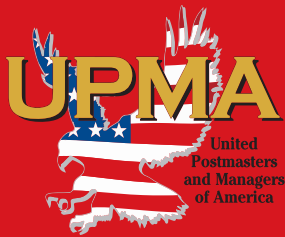
My National Convention Thoughts

As the final days of the 2024 National Convention in Orlando comes to an end, I reflect on the following:

- Networking
- Connections
- Training opportunities
- Embracing old friends and making new ones
- Going together to share and see the sights
- Enjoying the water slide or floating around
- Sitting poolside enjoying the tranquility
- Sharing a toast with colleagues
- Many evening events
- Quick smiles in the convention hall
- All the good mornings
- Round table debates
- Discussing upcoming changes
- Sharing ideas
- Having your voice heard in a room full of dedicated colleagues who all understand your frustrations and respect their jobs as you do
- Being able to listen to the PMG and the management team speak in person and the opportunity to ask questions directly to them
- Gaining a better understanding of their plan and the direction of the USPS
- Navigating challenges and changes
- There is a village of support.
- UPMA is there for you, you are not alone

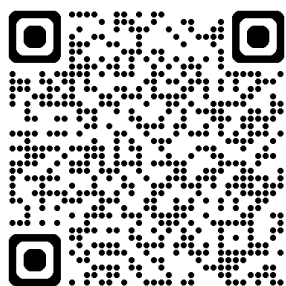
It was a busy week packed full of exciting activities and support. If you haven't been to a meeting or convention, you are missing out and should give it a try.

Koren Ahlen
010-013 Region
Sec/Treasurer



Rebecca Dzormeku
Membership Chair MA

If you know any of these Postmasters and want to help them sign up for UPMA follow the QR code below.



Membership: What's Next?

With our influx of Associates, we have a lot of potential among us. Most will be asking, "What's next after joining UPMA?" We have a lot of training programs available. Make time and invest in yourself.

It's time to look around and see who you can learn from. I have a few in mind. What about you?

Our veteran Postmasters and Managers are available to support one another and get any Associate ready for the next step. Take advantage of it. Let us see who is next. Will you come to a chapter meeting?

Becky Dzormeku
Membership Chair

Postmaster Non-Member Offices as of Sept 15th

Agawam, MA 01001-9998	22	Merrimac, MA 01860-9998	43
Barre, MA 01005-9998	43	Reading, MA 01867-9998	43
GRANBY, MA 01033-9998	43	Winchester, MA 01890-9998	43
Granville, MA 01034-9998	18	Beverly, MA 01915-9998	21
Hadley, MA 01035-9998	18	Lynnfield, MA 01940-9998	43
Holyoke, MA 01040-9998	21	Marblehead, MA 01945-9998	20
Huntington, MA 01050-9998	18	Middleton, MA 01949-9998	43
Leeds, MA 01053-9998	18	Rowley, MA 01969-9998	43
Leverett, MA 01054-9998	18	Topsfield, MA 01983-9998	43
Northampton, MA 01060-9998	20	Canton, MA 02021-9998	21
Oakham, MA 01068-9998	18	Dedham, MA 02026-9998	21
Southampton, MA 01073-9998	43	Dover, MA 02030-9998	43
Southwick, MA 01077-9998	43	Green Harbor, MA 02041-9998	18
Wales, MA 01081-9998	18	Hingham, MA 02043-9998	21
Worthington, MA 01098-9998	18	Hull, MA 02045-9998	43
Cheshire, MA 01225-9998	18	Mansfield, MA 02048-9998	21
Great Barrington MA 01230-9998	20	Scituate, MA 02066-9998	20
Monterey, MA 01245-9998	18	Westwood, MA 02090-9998	43
S Egremont, MA 01258-9998	18	Avon, MA 02322-9998	43
Greenfield, MA 01301-9998	20	Hanson, MA 02341-9998	43
Bernardston, MA 01337-9998	18	Nantucket, MA 02554-9998	21
Colrain, MA 01340-9998	18	Sagamore, MA 02561-9998	18
S Deerfield, MA 01373-9998	43	West Tisbury, MA 02575-9998	18
Sunderland, MA 01375-9998	E	Dennis Port, MA 02639-9998	43
Fitchburg, MA 01420-9998	21	East Dennis, MA 02641-9998	18
Baldwinsville, MA 01436-9998	18	North Truro, MA 02652-9998	18
Harvard, MA 01451-9998	43	West Hyannis port, MA 02672-9998	18
Lunenburg, MA 01462-9998	20	Dighton, MA 02715-9998	18
Pepperell, MA 01463-9998	43	Fairhaven, MA 02719-9998	20
Blackstone, MA 01504-9998	43	Mattapoisett, MA 02739-9998	18
Leicester, MA 01524-9998	43	New Bedford, MA 02741-9998	24
Rochdale, MA 01542-9998	18	N Attleboro, MA 02760-9998	21
Sturbridge, MA 01566-9998	43	Norton, MA 02766-9998	18
Webster, MA 01570-9998	21	Seekonk, MA 02771-9998	21
Worcester, MA 01613-9998	24	Swansea, MA 02777-9998	20
Ashland, MA 01721-9998	20		
Concord, MA 01742-9998	20		
Hopkinton, MA 01748-9998	20		
Hudson, MA 01749-9998	20		
Southborough MA 01772-9998	43		
Stow, MA 01775-9998	43		
Dunstable, MA 01827-9998	18		

1187 for New Members

Articles for our Education Chair and Chapter Member Representatives were not submitted for this issue.



Rich Hui
National Adverse Action
Rep - Retired

Greetings Postmasters, Managers and Members

The annual UPMA national convention is in the books, held last week.

Almost 1,000 members were in Orlando from all over the country. It was a well run convention, and I cannot praise the Florida Chapter

The dates and classes are as follows:

October 19, CMR Academy 101 St. Louis MO

October 26, CMR Academy 201 Chicago IL

November 2, CMR Academy 101 Denver CO

We will train you to become a Chapter Member Representative, so you can represent members in your local area, and also arm yourself with knowledge, to protect yourself and your career. As you can see, there are two different levels of representation. The class in IL is for intermediate level, and I am assigned to work in this class.

So, if you are interested in attending this training, please contact MA State President Rob Leary. He can explain the reimbursement allowed to attend and also the responsibilities that you accept by attending. Once you are certified in these classes, you must lend a hand in representing members in need in your local area.

Until next time,

Rich Hui

Postmaster Retired.

National Area 1 Representative, UPMA.

National Members (Adverse Action) Representative, UPMA

enough for their effort to make this such a great convention.

Talking about members, since November 2021, UPMA has successfully recruited more than 10,000 members, a hefty 64% increase to the membership. As we all know, strength comes from the size of the organization. The larger we are, the louder our voices can be heard.

But with all expansions, there are always more issues to address as a group. No doubt, Postmasters, Managers, Supervisors, and craft employees are seeing the benefits of joining UPMA. They all realize that the USPS is in a state of turbulence and fluid transaction, trying to rollout the Deliver for America plan, as well as cutting costs and trimming services, or should I politically paraphrase it, the repositioning of customer services.

With all the uncertainty facing each one of you, there is one common theme. Arm yourself with knowledge and know your rights as a federal employee. That means you will have to be actively involved with the function of the UPMA activities around you. Our state chapter is divided into 5 regional groups with one regional vice president in charge of each area. They are required to conduct no less than 4 local meetings in your area, go join them, do some networking, receive the newest information from your UPMA State Officers as well as national news on how UPMA can help you.

With the huge expansion in the membership, UPMA HQ has rolled out 3 training sessions for CMR Academy (Chapter Member Representatives).





Authorization Agreement for Direct Credit Card Contribution to

United Postmasters and Managers of America Political Fund (UPMA PAC)

I hereby authorize United Postmasters and Managers Political Fund (UPMA PAC) to initiate a direct charge to my Credit Card as indicated below. I acknowledge that the origination of a direct transaction to my credit card must comply with the provisions of U.S. law.

Name(s) _____ (Please Print) Date _____

Address _____

City, State, Zip Code _____

UPMA Member ID Number _____

Credit Card Authorization Instructions

Please apply a \$ _____ transaction to my credit card below and disburse the funds directly to the UPMA PAC account held at the Signature Federal Credit Union.

____ Monthly ____ One-Time Only

Amex Acct # _____ CVV _____ Expiration ____/____

Visa Acct # _____ CVV _____ Expiration ____/____

Master Card Acct # _____ CVV _____ Expiration ____/____

I understand that this credit card transaction authorization will continue based on the frequency indicated above. I may change the contribution amount or cancel the contribution in its entirety by submitting a written notification to UPMA PAC.

Authorization Signature _____

FOR UPMA PAC USE ONLY

Transaction Date: _____ Authorization Code _____

UPMA PAC Personnel _____



ORLANDO FLORIDA





Greetings to all -

I'm in line waiting to get a sticka for the caah.

'Tis a great day to reflect and get my article together for the next Baystater. With the end of summer upon us, it's time to make the caah legal on this lazy Labor Day weekend. Thanks to all the hard working people everywhere but especially all our active and retired postal workers. You make it a great place to work and the American public and the world know of our dedication to serve.

Short and sweet, as I'm moving on up the line and I'm next for the sticka garage bay.

Some say, "Someday, when you're gone off into retirement, everyone forgets about you and who and what you did." "Poof.... just gone!" Others, maybe not...

I'm simply saying ... "Coworkers united!"

I ain't gone yet.

Well, I am missing a few marbles but, I think I've got 40 more years to go. It's been a great ride so far. Sail on...

Let me know if I can be of any help.

Hope to see you at our next state or Mayflower Chapter meeting.

Check your sticka and don't be late for lunch!

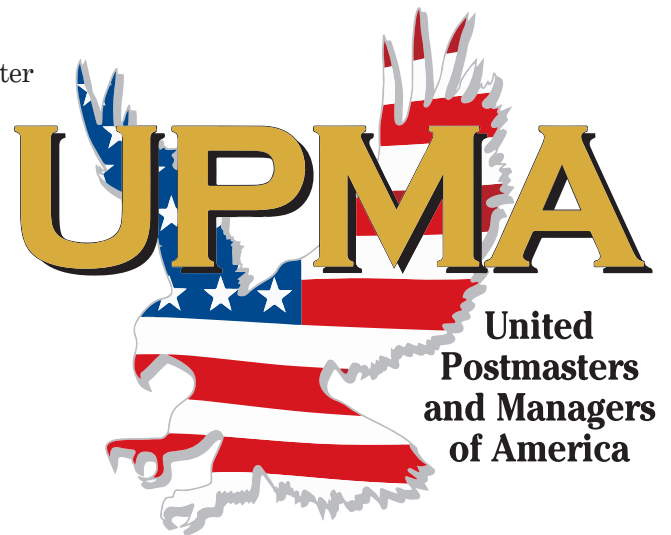
Sincerely,

Tom Driscoll

RVP 020-024 Mayflower Chapter



Tom Driscoll
PM Randolph MA



Working for the USPS is like being on a road trip



Sylvain Labelle
RVP 014-017

I decided to drive to the National Convention in Orlando Florida. I wanted to take advantage of this event to extend my vacation and spend time with my wife. I planned my trip with where to stop for refueling, food, rest, and hotels. I had an estimated time of arrival at each of the locations to gauge my progress.

The drive was very pleasant in general but when we drove through construction areas and traffic, I was paying attention to some drivers and their behaviors. Honestly, that was easy because some drivers were sticking out like sore thumbs and attracted all the attention they wanted. They would do anything to get to their destination as soon as possible and at all costs. They were speeding, weaving between cars, using the on ramps as an extra lane, and some even used the breakdown lane, switching lanes from the left lane to the exit, etc....

Some went as far as the cones when a lane was closed just to pass a few more cars. I don't know how much time they were really saving but I know it was creating safety hazards and slowed down the people who were patient

and stayed in their lanes to help with the flow in general. I believe if these people planned their travels or commute better, they wouldn't need to behave like that.



I am guessing you are asking what this has to do with me as a Postmaster working for the Post Office. Believe it or not, there are lots of similarities.

The Post Office is making changes faster than we can keep up with. Having a plan in place like having daily/weekly/monthly/quarterly, semi-annual checklists will help monitor your progress and see where you are at certain points in time.

Here's where you will see the comparisons. Some people will do everything to get to the end of their checklists as soon as possible every day. They may do something just to check a box. They may feel the pressure from above to perform and may make bad decisions just to get off a list. Some may try to cheat the system (like cutting ahead of someone else to get there first). By doing so, we are creating integrity issues where upper management doesn't trust all of us to do the right thing and will add surveys and certifications which slow down the progress and reduce the amount of time we need to get our day done. Cutting corners is not always the answer.

Look at it this way, if everyone was using common sense and was courteous on the road, we may not need traffic laws. In turn, the flow of traffic would be better, and everyone would be moving at a faster speed. The same applies to our daily routines. If we take the time to do things the right way and take the time to investigate the issues, it will make it easier for everyone to go about their days. We may not need to have those certifications and surveys which would make it faster by adding that time to our daily routine.

Now, let's look at the consequences of driving without regard to others and think about being the only important person on the road to get to your destination as soon as possible. You could get a traffic violation, get your driver's license suspended for reckless driving, or cause an accident with possible injuries or even death. The same applies to cutting corners at work. Let checking the box be an integrity issue, not just to be compliant regularly, or worst. You could be subject to corrective actions up to a removal. It's not worth taking the risks.

The best thing is to do the work the right way the first time and find an expert if you are having difficulties with something. This will help everyone have better days.

By, Sylvain Labelle
RVP 014-017



Celebrating Achievements: Spring Meeting Highlight and New Promotions

Dear Members,

We are delighted to share some exciting updates and extend our heartfelt congratulations to our esteemed colleagues who have recently achieved notable milestones.

Congratulations to Matt Williams on His New Role

We are thrilled to announce that Matt Williams has been elected Secretary/Treasurer for the UPMA 025/027 area during the spring meeting. Matt, who began his postal career in 2003, has demonstrated exceptional dedication and expertise throughout his journey. After 14 years as a rural carrier, he transitioned to a supervisor role in 2017. Over the past year, he has served as the Postmaster of East Sandwich. Matt resides on Cape Cod with his wife Marianne and their son Dylan. We look forward to his valuable contributions in this new capacity.

Celebrating New Postmasters

This summer, numerous outstanding professionals have been promoted to the role of Postmaster, and we extend our warmest congratulations to them:

- Trevor Anderson has been appointed as the Postmaster for Cataumet.
- Kyle Eldredge has assumed the role of Postmaster for Eastham.
- Ryan O'Connell will now oversee the North Truro Post Office as the Postmaster.
- Emily Texeira has assumed the role of Postmaster for Vineyard Haven

Each of these individuals has demonstrated exceptional leadership and commitment to the Postal Service. As Postmasters, they will be responsible for overseeing their local post offices, supervising retail operations, managing staff, and ensuring efficient mail delivery. We are confident that they will excel in their new roles and continue to provide excellent service to their communities.

Please join us in congratulating Matt, Trevor, Kyle, Ryan, and Emily on their well-deserved achievements. Their hard work and dedication are truly commendable, and we are excited to see their continued success.

Thank you for your ongoing dedication and commitment to our postal network.

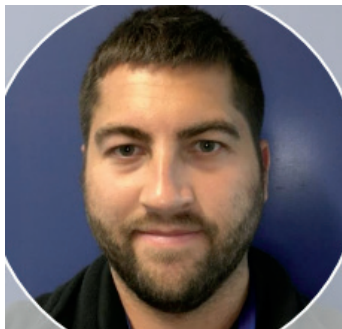
Networking with peers is a great way to exchange ideas and stay current with industry trends. I hope you will join us for our Fall meeting. Details to follow. This event provides an excellent platform for sharing best practices.

Best regards,

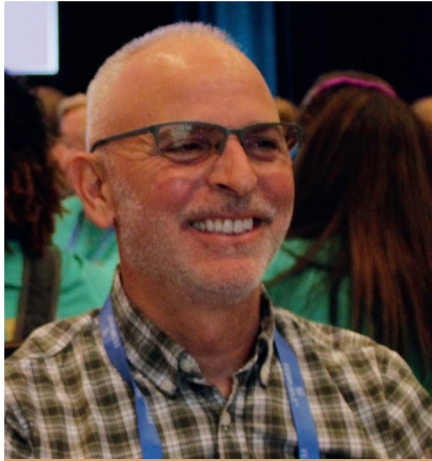
Jacques Tompkins

Regional Vice President 025/027

Postmaster, Mashpee



The UPMA 8th national convention at the Caribe Royale Orlando was exceptional.



Joseph Torcia
Regional Vice President

Everyone that missed out on attending the convention really missed a great convention. If you're not involved, you should get involved, no matter what level of your involvement, you would benefit from it. More Managers and Postmasters from Western MA need to be involved.

If you can only give or participate in a small amount, that is accepted as well.

We had excellent speakers such as Postmaster General Louis DeJoy, Deputy PMG and Human Resources Officer Douglas Tulino, and Chief Retail and Delivery Officer and Executive Vice President Dr Joshua Colin. Aside from that, we received educational training, such as the Postal Service Health Benefit Plan, TSP early to mid-career and TSP pre-separation. There was very good information no matter where you are in your career.

If anyone would like to get more involved with this great organization, please reach out to me.

Thank you,

Joseph A. Torcia
RVP 010-013

National Candidacy Announcement

It is with great excitement that I announce my candidacy for UPMA National Vice President, Atlantic Area. With 24 plus years as an EAS employee, it has always been my passion to help and assist my fellow Postmasters and Managers. This is why I look to continue my UPMA journey by moving into the National scene, where I feel I can do more. I have been a UPMA/NAPUS member since 2005, serving on the Massachusetts Executive Board in various roles since 2006. Those roles included Regional VP on two occasions, 2006-2008 and 2010-2012; Sec/Treasurer for the 014-017 Chapter in 2014; Scholarship Chair for 2013-2016; Legislative Representative in 2018; Chapter Member Rep (CMR) Committee Member from 2012-2018; CMR Chair from 2018-2023; and currently State President for Massachusetts since July 2023. I have also attended the Legislative Conference in DC several times as well as our National Conventions. I hope to bring this experience to the National level and continue building UPMA into the greatest management organization it can be.

As you consider who to vote for this coming year, know that I will work to support the UPMA goals and

for the members to whatever extent is needed. We have heard the term "Together We Can!" for the last several years, and those words stay true today. There is nothing we can't accomplish and I hope to help lead this organization towards a better future.

Please consider me for the position of UPMA National VP, Atlantic Area when casting your votes at your 2025 State Conventions. If anyone would like to speak with me personally, please feel free to send me an email at PMRLEARY@yahoo.com.

Thank you for your support and I look forward to all our UPMA futures!

Rob Leary
MA President
UPMA



Rob Leary
President
Massachusetts Chapter



Postal Service Health Benefit (PSHB) Program Update

Everyone should have heard by now about the requirement to select a new health insurance plan during open season this year, which is November 11-December 9, 2024. ALL postal employees and retired postal employees will need to look at their current plans and make a selection that works for them for 2025.

Since the Postal Service Reform Act of 2022 was signed into law, OPM in conjunction with the USPS have been working to implement a new PSHB Program. The PSPB Program is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM with coverage being effective Jan 1, 2025.

In the past year, there has been a lot of information disseminated regarding the PSHB Program. OPM has conditionally approved many insurance carriers, including both fee-for-service and health maintenance organizations (HMO). Specific plan coverage and premiums should be available by the end of September or early October. According to the Postal Service, the benefits and premiums of approved carriers should be comparable to the current plans.

You will need a login.gov account to access the new PSHB System which is necessary to make changes or enroll in a health benefit plan under the new PSHS Program. Login.gov is a secure sign-in service and it only takes a few steps to create an account. If you don't have one already, do it now. Don't wait until the last minute, visit login.gov now to set up your account. Information on how to make elections using the new system will be available prior to the 2024 open season and will be available for actives on myhr.usps.gov and for retirees at keepingposted.org.

During open season in 2024, all current FEHB participants (active and retired) are required to select a PSHB plan. Individuals who fail to select a new plan will be automatically enrolled in a PSHB plan by OPM based upon their active employment with or retirement from the Postal Service. If this happens, you will have an opportunity to make a change. All Medicare eligible individuals currently enrolled in Medicare Part B must stay enrolled in Medicare Part B to maintain PSHS coverage.

Enrollment in a PSHB plan will not disrupt enrollment in other insurance and benefits programs, including Federal Employees Dental and Vision Insurance Program (FEDVIP).

Information on how to make elections using the new system will be available prior to the 2024 open season. Keep current with information by visiting myhr.usps.gov for active employees and keepingposted.org for retirees. Keep an eye on your mailbox as more information will surely be coming.

Keith Miller and Donna Legro

RVP 018-019

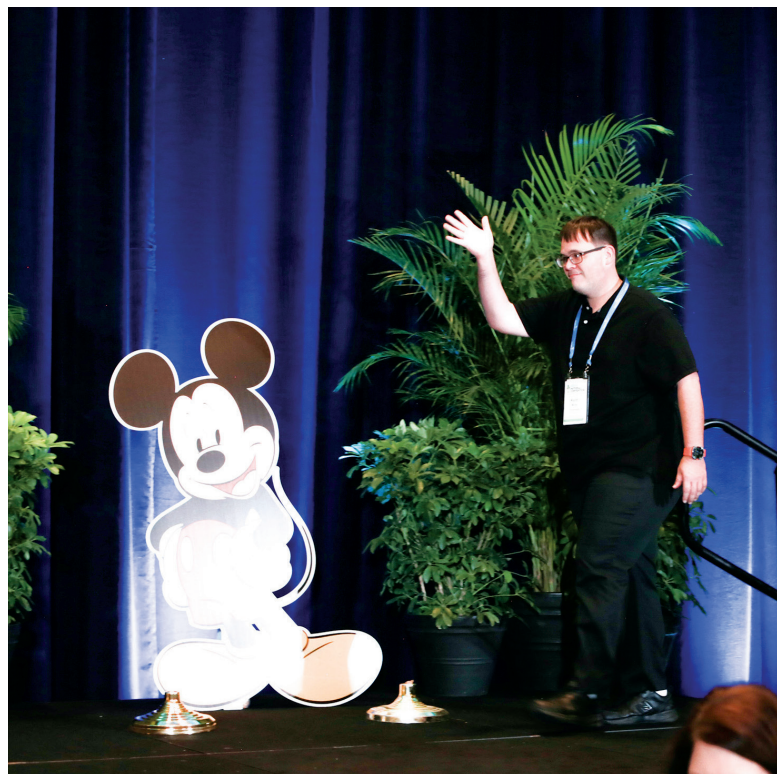
President Retired



Donna Legro
President Retired
& Parliamentarian



Keith Miller
Editor
RVP 018-019



Automatic Enrollment in Postal Service Health Benefits (PSHB)

The PSHB Program is a new, separate program within the Federal Employees Health Benefits (FEHB) Program, which will provide health insurance to eligible Postal Service employees, Postal Service annuitants, and their eligible family members starting January 1, 2025. Learn more about PSHB [link to landing page].

OPM is working to make the transition to PSHB as simple as possible by automatically enrolling Postal Service members into a PSHB plan based on their current FEHB enrollment. The following table lists the plan options into which individuals will be automatically enrolled. Postal Service enrollees, annuitants, and their family members who are currently enrolled in any FEHB plan not listed below will be automatically enrolled in the PSHB nationwide plan option with the lowest self-only premium that is not a high deductible health plan and does not charge a membership fee.

Postal Service enrollees always have the right to choose their PSHB plan during the Federal Benefits Open Season. This year, Open Season will run from November 11, 2024, through December 9, 2024.

The FEHB enrollment codes listed in this table may be found on a member's insurance card and/or the cover page of the plan's FEHB brochure. These codes correspond to the following enrollment types: "Self-Only" / "Self and Family" / "Self Plus One."

Carrier	2024 FEHB Plan Option	2024 FEHB Enrollment Codes Self-Only / Self and Family / Self Plus One	2025 PSHB Auto-Enrollment Plan Option	2025 PSHB Enrollment Codes Self-Only / Self and Family / Self Plus One
Aetna: CDHP and Value	Aetna HealthFund CDHP	EP1 / EP2 / EP3	Aetna HealthFund CDHP	KDA / KDB / KDC
	Aetna Value Plan	EP4 / EP5 / EP6	Aetna Value Plan	KDD / KDE / KDF
	Aetna HealthFund CDHP	F51 / F52 / F53	Aetna HealthFund CDHP	L7A / L7B / L7C
	Aetna Value Plan	F54 / F55 / F56	Aetna Value Plan	L7D / L7E / L7F
	Aetna HealthFund CDHP	G51 / G52 / G53	Aetna HealthFund CDHP	GRA / GRB / GRC
	Aetna Value Plan	G54 / G55 / G56	Aetna Value Plan	GRD / GRE / GRF
	Aetna HealthFund CDHP	H41 / H42 / H43	Aetna HealthFund CDHP	HHA / HHB / HHC
	Aetna Value Plan	H44 / H45 / H46	Aetna Value Plan	HHD / HHE / HHF
	Aetna HealthFund CDHP	J51 / J52 / J53	Aetna HealthFund CDHP	JDA / JDB / JDC
	Aetna Value Plan	J54 / J55 / J56	Aetna Value Plan	JDD / JDE / JDF
Aetna: HDHP, Aetna Direct, Aetna Advantage	Aetna HealthFund HDHP	224 / 225 / 226	Aetna HealthFund HDHP	G3D / G3E / G3F
	Aetna Direct	N61 / N62 / N63	Aetna Direct	G3A / G3B / G3C
	Aetna Advantage	Z24 / Z25 / Z26	Aetna Advantage	HLD / HLE / HLF
Aetna: Open Access HMO and Aetna Saver	Aetna Open Access - High Option	JN1 / JN2 / JN3	Aetna Open Access - High Option	G8A / G8B / G8C
	Aetna Open Access - Basic Option	JN4 / JN5 / JN6	Aetna Open Access - Basic Option	G8D / G8E / G8F
	Aetna Saver	QQ4 / QQ5 / QQ6	Aetna Saver	HXD / HXE / HXF
American Postal Workers Union Health Plan	High Option	471 / 472 / 473	High Option	23A / 23B / 23C
	Consumer Driven Option	474 / 475 / 476	Consumer Driven Option	23D / 23E / 23F
	Standard Option	104 / 105 / 106	Standard Option	33D / 33E / 33F
	Basic Option	111 / 112 / 113	Basic Option	33A / 33B / 33C
Blue Cross and Blue Shield	FEP Blue Focus	131 / 132 / 133	FEP Blue Focus	35A / 35B / 35C
	Standard BlueChoice	2G4 / 2G5 / 2G6	Blue Value Plus*	K4D / K4E / K4F
	HDHP	B61 / B62 / B63	HDHP	K4A / K4B / K4C
	Blue Value Plus	B64 / B65 / B66	Blue Value Plus	K4D / K4E / K4F
CareFirst BlueChoice				

2025 Atlantic Conference September 25 – 28, 2025 Charlotte/Concord NC

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(One registration per page)
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Peter Roina
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Harkers Island NC 28531
(Vendors must register to participate in
hospitality room, meals and events)

\$_____ AC Registration

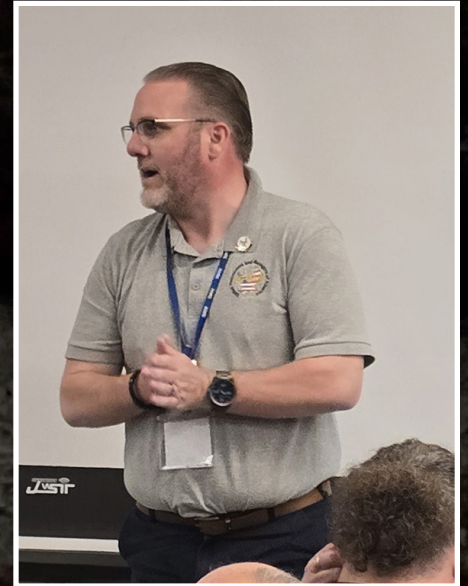
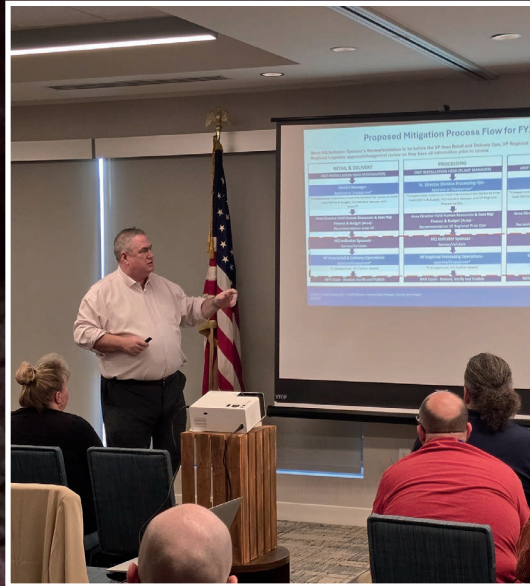
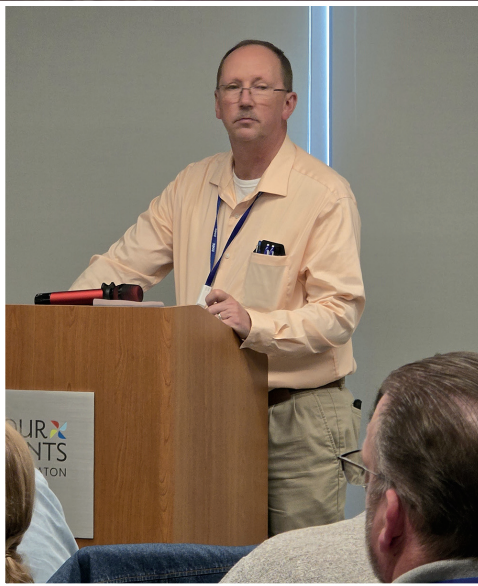
Watch for updates soon on our
Facebook Page:

UPMA Atlantic Conference 2025

More information contact
Dominick Spadaro - 252-342-0614
Dominick28512@gmail.com

Atlantic Conference 2024

Albany, NY



Upcoming Events

Legislation Summit Washington DC • March 16-19, 2025

National Convention Dallas TX • August 9-14, 2025

Puerto Rico • August 1st-6th 2026

Massachusetts State Convention • TBA

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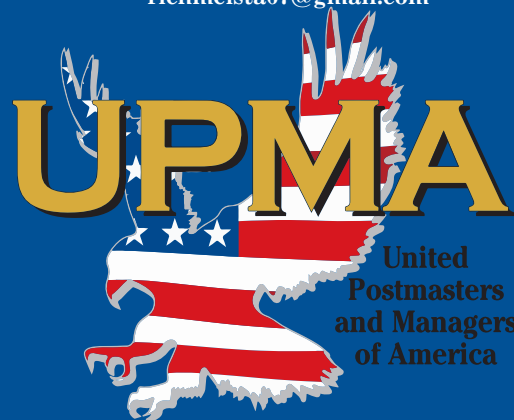
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*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmasters and Managers of America.