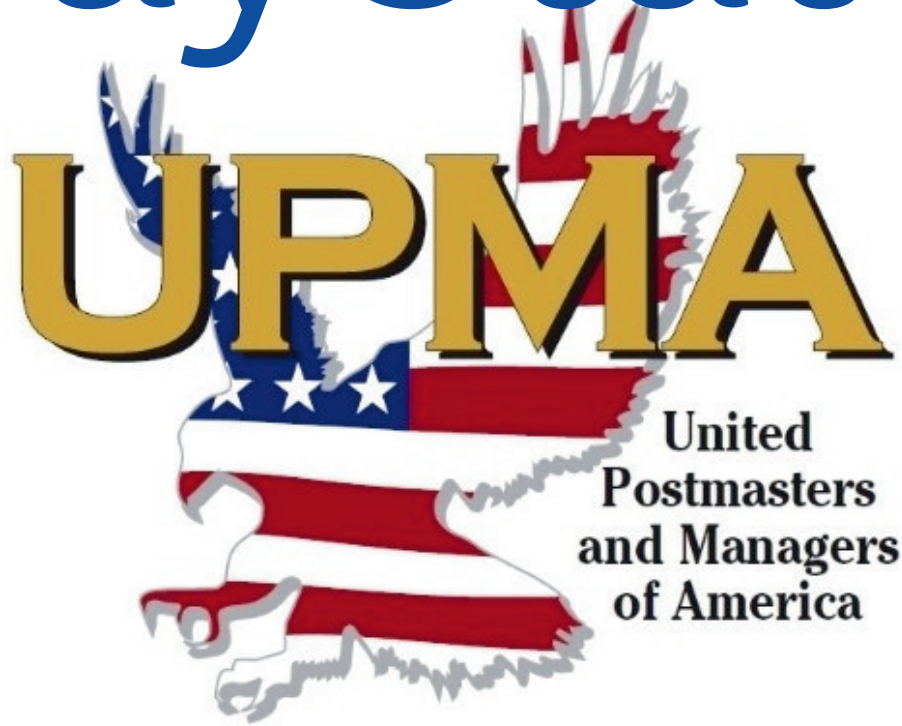


The Massachusetts

# BayStater



2025 National Convention Dallas TX



September 2025

## Greeting Fellow Postmasters and Managers

We just returned from the 9<sup>th</sup> Annual National UPMA Convention in Dallas. What a great time we had. Massachusetts was represented well with a total of 8 active members and 3 retirees. I say every year, if you've never been to a National Convention, you really need to get there. It is an experience you won't soon forget. There was training on everything from day-to-day operations, benefits training, and so much more. We also were able to hear from many guest speakers, including the new PMG David Steiner. I for one am encouraged as he seemed focused on the service as well as being very people oriented. His vision seems to be more about proper training and getting away from the micromanagement we've experienced for so long now. It was a glimpse of what I hope to be a more promising future.

We also heard from CRDO Elvin Mercado. He presented a lengthy PowerPoint that outlined our successes and failures. He took questions from the members in attendance. Questions related to unfair treatment were raised. As always, reach out to your RVP or another member of the E-Board if you feel you are being treated unfairly. This should never be tolerated. A question was raised about the new vehicles as well. Mr. Mercado said they are coming slowly but are in the process of being rolled out to the field. More to come on this. The topic of pay talks was raised. We were told that a decision will be forthcoming on our new Pay Package on 9/22/2025. That should line up right around the time you receive this publication. We will send out updated info as it is received to the field.

Next year's National Convention will be held in Puerto Rico from August 1-7, 2026. Registration is open and this looks like it will be a great event. Check out the updated Fiscal Policy for 2026 to see what will be eligible for reimbursement. This will be available after our annual Executive Committee meeting in October. The 2027 National Convention will be held in Salt Lake City, Utah.

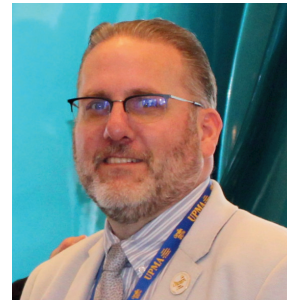
I am excited to announce that our next State Convention will be held from May 15-17, 2026. We are trying something new next year and going to the Great Wolf Lodge in Fitchburg, MA. Our goal is to try a more centrally located site, allowing more of our members to attend. This is an ideal family location as the hotel has its own indoor water park. This past year, we had around 75 attendees, including guests, and I would love to see us break 100 members next year! Please start planning now for this great annual event. This is a great opportunity to build your network, get some valuable training, and have some fun with your fellow managers. It's also a great chance to bring the family and get away for a weekend. Again, check out the 2026 Fiscal Policy when available for eligible reimbursements. Take advantage of it and join us!

On another note, we have been doing well this year in recruiting new members to be part of our Massachusetts Chapter of UPMA. To date, we have signed up 98 new members active and associate. This is a great achievement, and I am proud to see the growth we have accomplished. With that said, UPMA is looking to become the larger of the two Management Associations. We are over 22,000 members strong and closing in on taking over the number one spot. Speak with your peers and encourage them to join if they are not yet a member. There is still a national incentive of \$100.00 for signing up a new active EAS member and \$50.00 for signing up an associate member (craft employee).

The meeting will have already taken place by the time you receive this, but I, along with other E-Board members, will be attending a meeting with our new DM to discuss agenda items that affect us in our daily duties. These meetings are held a few times a year, so if there were something you would like to see addressed at a future meeting with the DM, please reach out to your RVP and let them know. Nothing changes without putting the work in, so don't be shy!

Thank you to all that attended this year's National Convention. Coming up, we have the Atlantic Conference from 9/25-9/28 in Concord, NC. After that, our next big event will be the Legislative Conference in Washington DC in March. I encourage all members to attend this event as it is our one chance a year to meet with our elected officials in Washington DC to discuss legislative matters affecting the Postal Service.

In closing, it's hard to believe Peak Season is not too far away. While this is usually our toughest and most stressful time of the year, keep your mental health at the forefront. Take time for yourself and remember to control what you can control. Don't let the stress of the job take over. Reach out to your fellow UPMA members and E-Board for support. Keep your integrity in check and don't let the pressure of the job lead to poor decisions. Keep your manager informed of your challenges and know that we are always here for you!



Rob Leary  
President  
Massachusetts Chapter

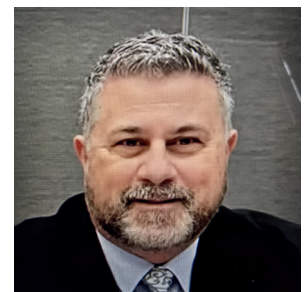
## Maximizing Your Career Potential with UPMA

I have discussed applying for jobs and successfully getting interviews previously in this forum. You will have greater success in obtaining interviews with the review boards if you utilize the tools available through UPMA. The tools consist of having mentors critique your KSA's or reaching out to Regional VP's or MA E-Board members, as well as the new National KSA Assistance Program online.

Still, I have spoken to several members that did not make any additional efforts to update and tweak their KSA's and they didn't get an interview for the job they wanted. I can't stress enough how important the KSA portion of your application matters. Like it or not, that is the process. Don't be caught thinking that your performance record will be known to the review board and will get you through to an interview. It won't. Only a leading score amongst the applicants will get you to the interview stage. If you have any questions about the national program or need assistance, don't hesitate to reach out to your Regional VP or an E-Board member.

Several of your state colleagues recently returned from the National Convention in Dallas. This is another great way to network and get assistance in your position. I urge you all to inquire with your Regional VP or an E-Board member if you have any interest in any of the UPMA yearly events. I suggest attending the Legislative Summit in March. It's a short trip and some of your expenses may be covered by the MA Chapter. Please review the 2026 Fiscal Policy when available to find out what the new reimbursement policy is. It's a great way to network and learn more about your organization. It just may open a door for you to get more involved with UPMA and have a great time doing it.

Now let's gear up for Peak Season.



John Sacco  
Executive  
Vice President  
Legislative/PAC Chair

## RETIREES' CORNER

Retiree registrations for the national convention consisted of 303 retirees, 15 associates, and 47 retiree guests. There were also 31 first timer retirees present.

### ELECTIONS:

Louise Nix, Retiree from Georgia was elected to serve as National President, UPMA Retired for 2026-2027. If you are interested in serving on a committee, please send her an email at [louisenix@yahoo.com](mailto:louisenix@yahoo.com) with your contact information and what committee you wish to serve on.

Rosa Gonzales from TX was elected to the position of National Vice President, UPMA Retired for 2026-2027.

Future Conventions: Puerto Rico, August 1-7, 2026, and Salt Lake City, Utah, July 24-30, 2027

There were three national bylaws proposals that affect retirees, and all passed:

**RETIREE DUES:** Yes 169; No 149

Effective:

January 1, 2026, \$7.00 per month (\$84 per year)

January 1, 2027, \$8.60 per month (\$103 per year)

January 1, 2028, \$10.00 per month (\$120 per year)

January 1, 2029, dues increase will revert to the past practice of aligning with the COLA increase.

Rationale: This change was made to more closely align the dues of the members of UPMA Retired with the cost of operations of the UPMA national organization.

**POSTMASTER RELIEF AND ASSOCIATE MEMBER DUES:** Yes 219; No 99

Effective immediately following the adjournment of the convention.

Dues will be set at \$3.00 per pay period and shall not be subject to any COLA adjustments.

**TIME AND PLACE FOR NATIONAL CONVENTION:** Yes 221; No 97

Determined by roll call vote that must be done not less than one (1) convention year nor more than three (3) convention years (replaces language of two (2) convention years) prior to the date of the future convention. Chapters wishing to host a national convention must submit recommendations to the National President prior to January 1 (replaces language of March 1) of the National Convention at which the vote will be held. If no recommendations are received by January 1 (replaces language of March 1), the National President and/or his or her designee shall research available sites, and present to the National Executive Board one or more sites to be voted on. Effective immediately upon adoption.

2027 National Convention Site Selection Retiree Votes:

Salt Lake City UT: 124 votes – (Salt Lake City was selected for 2027 by the members also.)

Providence RI: 100 votes

Traverse City MI: 43 votes

Indianapolis IN: 30 votes

Minneapolis MN: 21 votes



Donna Legro  
Retired President

This is my favorite time of year, the weather is perfect, prime time vacations are winding down, so we have more manageable staffing levels and fairs and festivals are coming up! I do hope each of you had a chance to take some time off this summer and spend it with your family and friends making many wonderful memories.



Kim Donahue  
Secretary Treasurer

I attended my second National Convention this year in Dallas Texas. One thing is certain and that is Texas is HOT in August!! In total 908 people attended this great event: 383 Active members, 323 Retiree's and 202 guests. We got to hear the new PMG David Steiner speak. Mr. Steiner is the 76<sup>th</sup> Postmaster General and the previous CEO of Waste Management and former board member of Federal Express. Listening to him talk, he said some things that really stuck with me. Nothing is more important than your family and treating people like you expect to be treated. Those are or should be core values in everyone's life and these two things are not said enough. We all know that if we couldn't work in our positions for whatever reason, we would all be replaced by the end of the week. On the other hand, how much time have we sacrificed away from our loved ones missing games, birthdays and countless other things due to the fact we had to be in the office? How many times have you been called out and made to feel small on a zoom because a scan wasn't made, or one of your 85 carriers had a sit event, and you didn't catch it? I certainly hope his talking was genuine and from the top down we will all be treated with dignity and respect and appreciated for what we do every day.

If you haven't attended the National Convention yet I highly urge you to sign up and go next year. It is at the El Conquistador in Puerto Rico on August 1-7, 2026. The conventions are a great place to network and meet with your fellow peers. Training on a variety of subjects is offered on a few afternoons after the general business session and can really help in your career and personal life. Some examples from this year were Development and the New KSA Assistance Team, Investing in You- Maximizing Postal Benefits, Techniques for Dealing with Workplace Stressors and that is only a few! Don't worry, it is not all work either, there is time to relax and explore. I got to go out to dinner with the MA Chapter, go to the Aquarium, and sit by the pool. If you would like more information, please reach out to me.

In closing I just have a couple of more things to report. All the National proposed Bylaw changes and the one Article of Incorporation passed. Hopefully by 9/22 we will receive some information about the on-going pay talks President Leonardi is involved in.

## Thank you all for allowing me to be your Editor!

This year has been a fun and challenging year for me as the Editor of this great magazine. I had to learn the programs and gather all the articles, proof-read them all with a lot of help from Donna. Thank you for that! Getting people to submit articles on time was sometimes very challenging, but we did it and were able to publish some really great issues.

You might have noticed that there are some changes with this issue. In the past we used a printing company to which I would provide the layout, and they would produce the magazine. I have taken on the challenge of creating the magazine myself. There will be a different look. I encourage everyone to write articles for your magazine.

This year at the UPMA National Convention in Dallas TX, I received the Honor of being selected as Rookie of the Year. There were 6 other first-time editors across the country. I am honored to have been chosen for this award and will now set my ambition on being selected as Editor of the Year in the future.

At the 2026 Massachusetts State Convention, the position of Editor will be up for election. I will be running again for this great position and would love to continue making The Baystater magazine great for all the members. I plan on attending RVP meetings over next year to meet the great members across Massachusetts. Once again thank you for allowing me to serve as your Editor at the 2024 State Convention and I hope to continue for a while.



Keith Miller  
Editor  
The Massachusetts Baystater

Massachusetts was well represented this year in Dallas UPMA National Convention. The venue was spectacular, and the convention floor plan flowed effortlessly. The convention center was heavily air-conditioned, in fact, it was chilly at times, but it beat the outdoor heat, in which 97 degrees is the norm all through the seven days convention.

From the opening day, all the way to the closing banquet, speakers and training sessions worked harmoniously. Delegates were treated to numerous entertainments, dancing, music, food, etc. If you had never been to a National Convention before as a member of UPMA, you really should consider attending this great event. Next year, the 10th National convention will be hosted by the Puerto Rico Chapter, from August 1-7, 2026, at the El Conquistador Resort in Puerto Rico. So, mark the date and start planning.

I was most impressed by the new Postmaster General, Mr. David Steiner. He was very down to earth and spoke eloquently. There was no air of arrogance in his tone. He spoke about what really needed to be done with the current challenges the Postal Service faces. He reiterated that everything started with training. He maintained that it does not matter how good and how effective a new program could be, without proper training to the staff it will be very difficult to achieve results. I am looking forward to seeing where his leadership can take with the Postal Service.

This year's training sessions for the members of the UPMA were very diverse. Class topics ranged from Dealing with Workplace Stress, USPS Retirement Strategies, Rural Delivery Operation, and KSA Assistance from our very own UPMA KSA assistance group, and Effective Communication.

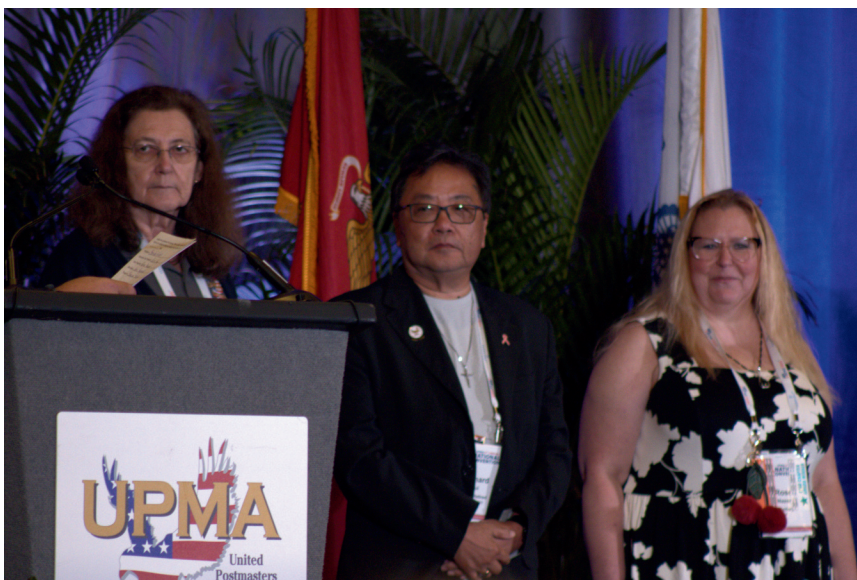
The National Member Representative team was treated to a 3-hour session with our lead Attorney Tamika Sykes and Attorney Tia Brown, from the law office of Sykes Law, LLC. We discussed topics ranging from appeal process, adverse action, our legal defense plan, MSPB (Merit System Protection Board), etc. For the members that are not familiar with MSPB, below is a quick reference.

**As a federal employee, you have an obligation to do your job efficiently, honestly and courteously. The federal government, as your employer, has an obligation to maintain a personnel system that balances the interests of its employees, the agencies that employ them, and the public they serve.**

**In order to meet its obligation, the government must sometimes take personnel actions that adversely affect employees. When it does so, it must ensure that those employees are protected from unfair or arbitrary treatment. Under the Civil Service Reform Act of 1978 (CSRA), most federal employees may appeal various personnel actions affecting them to the US Merit Systems Protection Board (MSPB or Board).**

To the Chapter Member Representatives, please refer all adverse action cases to your National Member Representatives so we can take over the cases and advocate for the appellants.

Understand your rights as a federal employee, keep your integrity, and don't forget to have a work/family balance.



Richard Hui  
National Member  
Representative

## Membership Report

We are nearing the end of 2025 fiscal year, with many of our active members retiring. What does this mean for us? It means we need to put boots on the ground and work to recruit newly converted EAS and 204Bs to join this prestigious organization. Retired employees can also stay involved by joining the retiree association. It is important to consider the benefits of recruitment for all parties.

New EAS members receive one free year membership, and the new member's sponsor will receive a \$100 from the national office for encouraging the member to join. Our greatest opportunity is with 204Bs, or anyone interested in upward mobility. A sponsor gets \$50 from the national office for encouraging the associate to join. New retiree members receive 6 months of free dues, and their sponsors are entered into a drawing for \$1000 to be drawn at the national convention each year. The sponsor does not have to be present at the convention to win.

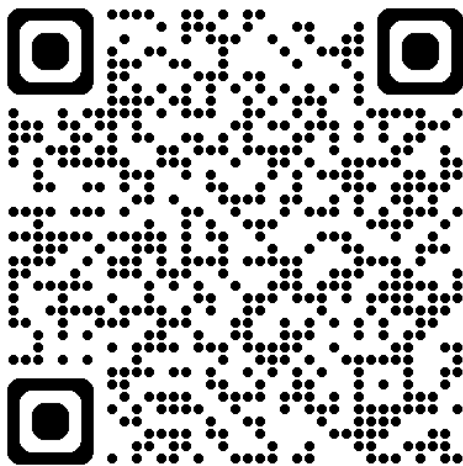
Benefits for all members include mentoring, support in knowledge, skills, and abilities (KSA), as well as guidance on managing a unit effectively. Retiree benefits include enjoying more time with long established friends and mentoring and encouraging members to continue to move forward and help them meet their long-term goals.

There are a lot of opportunities for new recruitment in our new RVP Area in Boston. Please join me and let us spread the word about the benefits of UPMA membership, including training, mentoring, and other valuable resources available as a UPMA member.

UPMA continues to advocate for us through legislative action and consultative sessions with USPS headquarters. There is strength in numbers. Expanding our membership brings additional advantages, as increased numbers strengthen our collective voice.

Please verify that your UPMA membership address is up to date to ensure your reward is sent to the correct location. I have received my reward and anticipate welcoming additional new members. Will you be the next to be rewarded?

Becky Lemerise  
Membership Chair



Use this QR code to sign up your fellow Postmasters and Managers. You can use this QR code for Associate Members also. Let get out there and recruit!

## Are You Looking for a Promotion? Help is Here!!

At the National Convention in Dallas, I had the pleasure of attending the new KSA writing session. I was curious to learn what the new program is going to be and what this benefit can do to our members. Once you log in to the UPMA national website ([www.unitedpma.org](http://www.unitedpma.org)), under the “Career Development” dropdown, select “Career Development Training Video”. This training video will give you an overview of the Career Development and KSA Assistance program and it is approximately 37 minutes.

It will show you how to locate open positions you are interested in, verify your eligibility, note the closing date of the position, confirm the location and salary, and see the qualifications/requirements. The qualifications/requirements are the specific items you address to demonstrate your Knowledge, Skills and Abilities (KSAs).

As part of the application process other than your KSAs, you will need to create your eCareer profile. The Guide on the preparation of your eCareer Profile is located on the UPMA website under the Career Development dropdown select Guidelines. There are currently four documents: USPS eCareer Guidelines, USPS Qualifications, USPS How to Apply Guide, and UPMA eCareer Advice.

Use a professional looking email address to use in your profile. Spelling, grammar and format will be important. Note that you will be limited to 6000 characters and spaces when writing your KSAs and it is suggested to follow the STAR (Situation, Task, Action, and Result) format. The Situation describes a problem/issue which needed attention, identify your role. The Task is a description of the goal, accomplishment you are trying to achieve. The Action lists the steps you took to solve this problem. This is where you are demonstrating your Knowledge, Skills and Ability to positively impact the situation. The Result describes the accomplishment in a quantitative result such as reduction in accidents, OT, unscheduled leave, C360 cases, grievances or increase in productivity, revenue, scanning performance, etc.

The Review Committee Checklist is reviewed. If there are more than 6 applicants, a review committee will be involved. A zero will be given to any incomplete KSAs, disqualifying you from getting interviews. If there are less than 6 applicants, you may get an interview, but it doesn't mean your KSAs received a high score. The goal is to get the highest score possible to be able to make the cut when a review committee is involved.

The KSAs is a self-evaluation. Have integrity when writing them. Do not exaggerate, make up information or copy an example from someone/somewhere else. The bottom line is you will need to stick out of the crowd by:

- 1-Having a good attendance record.
- 2-Having a clean and good safety record.
- 3-Having a clear disciplinary file.
- 4-Have the best profile and KSA possible.

You can request assistance with your profile and in writing your KSAs by selecting “KSA Assistance” under the Career Development dropdown in the UPMA website. The assistance team will review your profile, KSAs, and the qualifications for the job applied for. They will not write them for you. This alone can benefit in helping you to get your first promotion or any future ones.

Hope to see you at future meetings.



Sylvain Labelle  
RVP 013-016

# UPMA CAREER DEVELOPMENT KSA ASSISTANCE

Achieve  
your goals

Perfect your  
eCareer  
Application

Make your  
STARS shine!

Develop your  
KSAs



Scan the barcode for UPMA personal  
KSA Assistance

[unitedpma.org](http://unitedpma.org)



Thomas Patrick Costin Jr., 98, a devoted husband, father, and passionate civil servant, peacefully passed away on Monday, August 11, 2025, at Beverly Hospital, surrounded by his loving family.

Born in Lynn on August 23, 1926, Thomas was the son of the late Thomas P. and Margaret (Goff) Costin. A proud graduate of Lynn Classical High School (Class of 1944), he went on to serve his country with honor in the United States Marine Corps during World War II.

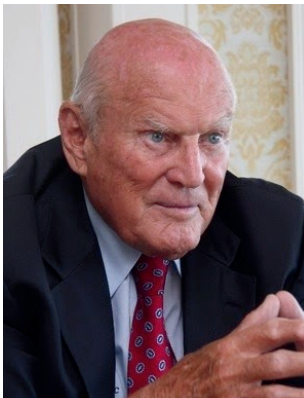
Following his military service, Thomas attended Boston College on the G.I. Bill and quickly immersed himself in public life. He ran for Ward 7 seat on the Lynn City Council, becoming the city's youngest elected city councilor ever, where he served for 8 years. Thomas was a scholar, he received his Doctorate from Salem State University, as well as an honorary Doctor of Law degree from UMASS, where he served as a trustee.

In 1955 at the age of 29, Thomas became Lynn's youngest elected Mayor, where he served for 6 years before becoming postmaster in 1961. Thomas worked as postmaster up until his retirement in 1992 and in 2019 the Post office building was dedicated in his name. His hard work and dedication led him to be a confidante of John F. Kennedy. While working as postmaster, he was twice elected President of the National Postmasters Association. He was tasked by JFK with helping to implement the desegregation of post offices in the South.

Even after retirement, Thomas remained deeply engaged in civic life. He lent his time and talents to organizations including the American Cancer Society, American Heart Association, Catholic Charities, March of Dimes, Salvation Army, and the Essex National Heritage Area. For over three decades, he chaired the Lynn Business Partnership's transportation committee.

Cards may be sent to his family to:

Noel Spinney Costin  
54 Maolis Rd  
Nahant MA 01908.



The UPMA convention, held in Dallas, Texas, recently brought together UPMA members and guests from across the country to discuss critical issues facing the U.S. Postal Service. The annual event was marked by helpful sessions, networking opportunities, and great speeches, one of the most notable being from Postmaster General David Steiner, the 76th Postmaster General of the United States. Steiner's address not only shed light on the future of USPS but also highlighted the challenges and opportunities in an ever-evolving postal landscape. UPMA is a great organization dedicated to representing postmasters and managers within the USPS. Established to support the men and women who manage post offices across the country, UPMA provides resources, advocacy, and training to help members navigate the complexities of their roles. The organization's annual conference serves as a platform for sharing the best practices, discussing legislative updates, and providing a unified voice to ensure that the needs of postal employees are met. The best part is networking with our peers. The event in Dallas was an opportunity for both new and seasoned postal professionals to engage in meaningful discussions about the future of the USPS. Members came from all corners of the nation, ranging from small rural postmasters to managers of larger facilities. The convention featured various workshops and keynote addresses focused on policy changes, operational improvements, and innovations in mail delivery.

David Steiner, the 76th Postmaster General of the United States, delivered a great speech and answered questions, that resonated deeply with the audience. His remarks were both visionary and pragmatic, focusing on the ongoing transformation of USPS and the challenges it faces in today's times. Steiner opened his speech by reflecting on the long history and foundational role of the postal service in American society. From the first post roads to the advent of a nationwide delivery system, Steiner emphasized that the USPS has always been a vital link between citizens and the government, a role that remains crucial to this day. He then turned his attention to the challenges facing the USPS in the 21st century, particularly in terms of finances and operations. With the rise of digital communication and the decline in traditional mail volumes, Steiner acknowledged the need for strategic reforms to ensure the long-term viability of the service. However, he was quick to remind the audience that while these challenges are significant, they also present opportunities for growth and innovation.

#### 1. Sustainability and Efficiency:

One of the major themes of Steiner's speech was the importance of sustainability and efficiency in USPS operations. He spoke at length about efforts to modernize the postal fleet, reduce operating costs, and improve service reliability. With increasing pressure on the USPS to deliver on time and reduce waste, Steiner outlined several initiatives that focus on innovation in logistics, technology integration, and sustainable energy use.

#### 2. Expanding Services Beyond Mail:

In his address, Steiner also discussed how the USPS could diversify its services to maintain relevance in the digital age. For example, he emphasized expanding services like financial products, postal banking, and expanded e-commerce solutions. By leveraging the extensive postal network, USPS can offer a broader range of services that meet the changing needs of American consumers.

#### 3. Employee Development and Support:

Another critical point in Steiner's address was the focus on employee development. Steiner praised the work of postmasters and managers across the country, stressing that the strength of the USPS lies in its people. He highlighted several initiatives aimed at improving training programs, supporting career advancement, and ensuring that employees have the tools they need to succeed in an ever-changing environment.

#### 4. Collaboration with Congress:

A key takeaway from Steiner's speech was his call for increased collaboration with Congress to secure long-term funding and reform measures. He outlined several legislative priorities that would address the financial strain on the USPS, particularly pension liabilities and postal service funding. Steiner emphasized that continued support from lawmakers is essential for the USPS to adapt to a changing landscape while continuing to provide services to communities across the country.

While Steiner's speech was filled with optimism about the future of USPS, he was clear-eyed about the challenges that lie ahead. The rise of electronic communication and competition from private delivery companies have put unprecedented pressure on the USPS, and addressing these challenges requires careful balance. With proposals ranging from reducing post office hours to reimagining delivery networks, the future of USPS is still being shaped. However, Steiner remains confident that through a combination of innovation, efficiency, and strong leadership, USPS can not only survive but thrive in this changing environment. As Postmaster General, his role is to lead the organization through this transformation, ensuring that it continues to serve the American public while adapting to the needs of the digital age. The UPMA convention in Dallas served as a crucial moment for postmasters, managers, and other USPS employees to come together, share ideas, and gain insights from leaders like Postmaster General David Steiner. Steiner's address reinforced the importance of maintaining a strong and adaptable USPS, one that continues to meet the needs of the American public in an ever-evolving landscape. As the USPS navigates its future, the support and collaboration of organizations like UPMA, and the leadership of figures like Steiner, will be critical in ensuring the postal service remains an indispensable part of American life.



This time he was  
present to win!!



Joe Torcia  
RVP 010-012

**HAPPY**  
*Retirement!*

## Treating People with Respect

While attending the National Convention in Dallas and listening to Chief Retail and Delivery Officer (CRDO) Elvin Mercado and the new Postmaster General, David Steiner, discuss dignity and respect, I found myself reflecting on whether this message is consistently communicated to upper management throughout the organization. Fortunately, within our group, I believe that we receive respect from our POOM. However, conversations with colleagues from across the country indicate that this is not always the case elsewhere.

In light of recent developments within the Postal Service, the CRDO addressed the enhanced data capture methods now in place, emphasizing that leadership is aware of ongoing activities at all times. He also stressed the importance of transparency in addressing challenges: if you are unsure how to resolve an issue, seek assistance rather than conceal the problem, as doing so often results in greater complications. The CRDO reiterated that everyone should be treated with dignity and respect, and performance metrics should not be used as threats. Instead, employees are encouraged to thoroughly analyze their numbers and proactively address any local challenges by consulting with available resources, such as their POOM or district manager. The expectation is not that every individual has all the answers, but that those who excel in certain areas can focus on opportunities for improvement. Above all, staff should feel empowered to ask questions and seek support without hesitation.

I appreciated listening to the new Postmaster General, David Steiner. He appeared to be open-minded and demonstrated a strong commitment to the long-term success of the organization, emphasizing his intention to revitalize service within the Postal Service. Mr. Steiner referenced his extensive experience with waste management and FedEx yet acknowledged that the challenges facing the post office are unique and may not be resolved as quickly as desired. He stressed the importance of family, service, and treating others respectfully—principles that he aims to incorporate into his leadership approach. Having attended conventions with previous Postmaster Generals, I found Mr. Steiner's remarks credible and sincere. He expressed a clear intention to engage directly with employees, gather feedback and seek input on ways to improve the organization. Although he has only been in his position for about a month, Mr. Steiner is demonstrating a willingness to learn and question existing practices, asking why certain processes cannot be changed. I am hopeful that during his tenure, he will address persistent service issues and help restore effective service standards for the American public. While I recognize the necessity of adhering to budget constraints, I believe that ongoing job reductions have made it more difficult for the organization to succeed.

This year's Dallas convention was my favorite yet. I'm excited for the upcoming state convention at Great Wolf Lodge in Fitchburg and the National Convention in Puerto Rico next August is going to be an exciting year.



Keith Miller  
RVP 017-019

## Greetings and Salutations

Let's start here:

Congratulations to PM Cody Cluff who was awarded the Postmaster of Pembroke!  
Congratulations to PM Kayla Urio who was awarded the Postmaster of Dover!  
Congratulations to PM Bryan Casano who was awarded the Postmaster of Whitman!  
Congratulations to PM Jessica Collari who was awarded the Postmaster of Millis!  
Congratulation to PM Steve Baird who was awarded the Postmaster of Hingham!  
Congratulations to PM Norys Valle who was awarded the Postmaster of Scituate!  
Congratulation to Phil Jefferson who was awarded the Postmaster of Walpole!  
and a special farewell on retirees Thelma Simmons (Whitman) and Ernie Debeau (Pembroke).  
And to anyone I missed – congrats to you too!!!

Moving on ....

13 days and counting until I ET for the last time on USPS clock. 37 USPS years and 4 Navy.  
Time to set sail. It's a tad weird but kinda like a kid with 12 days to Christmas – Oh Santa Baby!  
My 41 years on the government farm has been an amazing ride and what made it so rewarding was that I met so many dedicated and awesome coworkers. Alas, you can't write me off into the sunset just yet. I will be filling out my 1187 R in early October and will be joining you at conventions and such.

The Mayflower chapter is always looking for help and support. RVP 020, 023, 027 will be open and there is always an invitation to our local chapter meetings. I will be facilitating Secretary/Treasurer Kerrie Watson in the transition, and I will "likely" have a little extra time on my hands to assist with anything needed to continue smooth operations. The continuous support I have received has been so helpful and appreciated. Please continue with all your generosity and knowledge.

So, to all of you who I know and love and to those I am just getting to know and love –Remember – in all the madness/craziness – while active, the check clears every two weeks. I'm told, once retired – it clears once a month. The beauty of that is that it's been constant. Don't forget that. And yes, you too will get there. It sure takes a while but now I'm looking in the rear-view mirror, it sure goes by fast.

I'm not sure who's taking my Postmaster job here in Randolph, but I can say I tried to leave it in good shape for the next PM. Stay healthy and eat well! Stick together and make the USPS a better place. I need all your help. My goal is to get years and years and years of retirement checks – like 42 years' worth. I think that would put me at 103. I just might make it. Thanks in advance for your support.

God bless you all! God bless the USPS! God bless America! Fond Regards ...

PS Happy upcoming Holidays!

THIS GUY'S  
RETIRED



Tom Driscoll  
PM Randolph  
RVP Mayflower  
020, 023, 027

## Chapter Meeting Recap – July 24

Our chapter met on July 24 at Dino's Sports Bar in Mashpee, with 27 members in attendance. UPMA President Rob Leary was our featured speaker. He shared that the Wareham Service Delivery Unit is scheduled to open in March 2026, with staff from Rochester, Fairhaven, Carver, East Wareham, and West Wareham expected to relocate there. As of the meeting date, no further office changes have been confirmed.

Please join us in welcoming the following Postmasters:

- Mike Manfredi – newly appointed Postmaster of West Tisbury
- Patricia Andrade – newly appointed Postmaster of Truro
- Robin Kelley – current Postmaster, now assigned to Yarmouth Port
- Claudia Taveras – current Postmaster, now assigned to West Chatham

As always, UPMA remains committed to keeping members informed and supported through every transition.



Patricia Andrade  
Postmaster of Truro



Mike Manfredi  
Postmaster of West Tisbury



Jack Tompkins  
RVP 025-026



The deadline for the next issue of the Massachusetts Baystater is November 21<sup>st</sup>, 2025. Everyone is encouraged to send me an article to [MABaystatereditor@gmail.com](mailto:MABaystatereditor@gmail.com)

## NEW REGIONAL AREAS

Donna Legro  
Parliamentarian

I reported in the June issue of The Baystater that a bylaw change was passed that added a 6th RVP area and changed the zip code areas of responsibility for the Regional Vice Presidents (RVPs).

The RVPs have begun the transition for their newly designated areas. They are in need of all their members' personal emails in order to keep them informed of local meetings that are being scheduled and to share information and updates that they learn at the monthly E-Board meetings.

Below is a list of the zip code areas, the Regional Vice Presidents, and their cell phone numbers. Please contact your RVP based on your office 3-digit zip code and share your email so you can be included in their next scheduled meeting.

Area Zip Codes	Regional Vice President	Cell Phone
010-012	Joe Torcia Palmer PO	413-262-0556
013-016	Sylvain Labelle Gardner PO	603-759-5954
017-019	Keith Miller Gloucester PO	508-633-4008
020, 023, 027	Tom Driscoll Randolph PO	508-944-0068
021-022, 024	Billy Collins A/Station Mgr. Medford	857-888-9085
025-026	Jack Tompkins Mashpee PO	774-392-5602

### UPMA AUXILIARY MEMBERSHIP



UPMA Auxiliary members consist of UPMA members as well as spouses, children, grandparents, parents, brothers, sisters, other family members and family members of deceased. The Auxiliary supports, promotes and protects Postmasters' and Managers' concerns while providing an organization of friendship and fellowship. BRATS (Bringing Real Attributes to Society) are auxiliary members ages 6-21. Membership dues are \$10 a year for the primary (UPMA) member and \$5 a year for each additional family/friend member. You can sign up as many family and friend members as you wish. The auxiliary plans activities and outings for the young members to participate in during the national convention while their sponsor is attending meetings or training sessions.

Each year, with a deadline of June, the Auxiliary awards a BRATS scholarship to a member age 17-21 who is attending or planning to attend a college or technical/trade school in the fall. To be eligible, sign yourself and your members up now so you don't forget and get the 2026 scholarship information on the national website under the membership tab and select UPMA National Auxiliary.

The scholarship is in honor of our very own Susan Hui who served as the Secretary on the national auxiliary committee. For more information, please contact Rich Hui, myself or the national office.

Donna Legro  
Retired President



I'd like to take some time to express my sincere gratitude to three of our loyal state E-Board members that will be leaving the Postal Service on Sept 30. There isn't enough room in this entire publication to explain how much these individuals have done for our membership over the years.

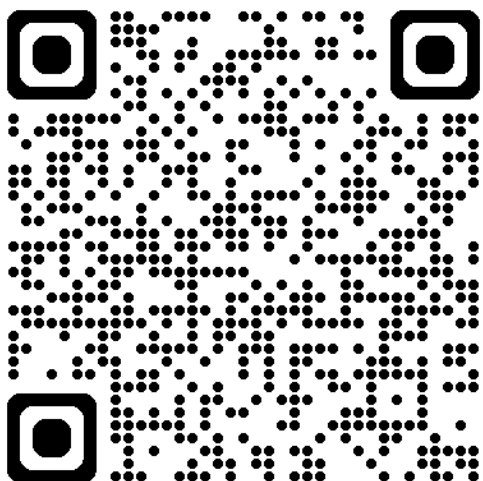
Mike Fairbank: Mike has served as a Chapter Member Representative and State CMR for the past several years. During his time, Mike has assisted more of our members than I can remember with difficult situations. His experience and expertise have been vital to ensuring our members are represented well and get through the tough times. Brutal honesty is the best policy when it comes to Mike, and he will be missed. Best of luck to you and Pattie as you move onto the next exciting chapter of your life.

Tom Driscoll: Tom has served as the Regional Vice President of the 020-023 and 027 areas for many years now. He has always had his members' best interests at heart and was never afraid to speak up on their behalf. Tom has shown true dedication to his UPMA family attending several national and state conventions. We will miss his quick wit and unique sense of humor. His will be some big shoes to fill for the 020-023/027 area. Wishing you and Cathie all the best, Tom, as you move onto retirement.

Joe Torcia: Joe has served as the RVP for the 010-012 (and 013) area for several years now, as well as serving the Chapter as a Chapter Member Rep representing our members during challenging times. Joe has been a mainstay at our State, National, and Legislative events for over 20 years, always there when he is needed, and always loyal to UPMA. Joe will be missed by many. Although he is leaving, we hope he'll be "present to win" (if you know, you know), at future events as a retiree. Best wishes to you Joe, along with your boys and family.

Saying goodbye is never easy, but especially hard after spending so many years working together. I know you will all do well in your future endeavors, and I hope they include being an active retiree and coming back to laugh at the craziness from a different perspective. Good luck to all of you and don't be a stranger.

Sincerely,  
President Rob Leary



1187-R QR code

Remember when you retire you need to fill out the 1178-R. If you know anyone that has retired and not a member, please have them sign up.

UPMA 10<sup>TH</sup> ANNUAL  
**NATIONAL  
 CONVENTION**  
 AUGUST 1-7, 2026 • PUERTO RICO



## 2026 UPMA National Convention | Puerto Rico

The 10th UPMA National Convention will take place at the El Conquistador from August 1 to 7, 2026. Every member wishing to attend the National Convention **must** register.

2026 National Convention Registration Rates	August 9, 2025 - August 15, 2025	August 16, 2025 - March 31, 2026	April 1, 2026 - June 30, 2026	After June 30, 2026
Postmaster, Manager, Supervisor or EAS Professional	\$200	\$220	\$252	\$300
UPMA Retired, Auxiliary, Associate or Guest	\$150	\$155	\$189	\$225
Children 17 and under <i>This rate includes child's meal at the Banquet.</i>	\$100	\$110	\$126	\$150

**Note:** Active first-timers must pay their registration fee in advance. After attending the convention, they must submit a form to the National Office to be reimbursed.



# Start Planning for these 2026 Events



2026 Massachusetts State Convention  
May 15-17, 2026  
Great Wolf Lodge Water Park  
New England  
150 Great Wolf Dr. Fitchburg MA 01420



2026 Legislative Summit in Washington DC  
March 15-18<sup>th</sup> 2026

More Information to come on both of these events!

## 2025 National Convention Dallas TX



See you next year in Puerto Rico!!

## SUICIDE AWARENESS & PREVENTION

# Suicide *Prevention* and

## Support through the EAP

The Employee Assistance Program (EAP) is a private, voluntary, and free resource available to all USPS employees and their families. It offers 24/7 access to licensed professionals who can help with personal, emotional, or work-related challenges—including crisis situations and suicide prevention.

### Suicide Prevention: What You Need to Know

Suicide can be prevented. Early intervention and connection can save lives. You are not alone—and you don't have to handle things on your own. If you or someone you know is experiencing signs, it's time to reach out.

#### Common Warning Signs:

- Talking about feeling hopeless or like a burden
- Withdrawing from friends or activities
- Expressing severe emotional pain
- Feeling trapped
- Changes in mood, behavior, or sleep patterns
- Increased substance use

#### We Are All In This Together

Even a small act of care can make a big difference. If you notice someone struggling:

- Talk to them.
- Let them know you care.
- Encourage them to use the EAP.
- Notify a supervisor if safety is a concern.

### How the EAP Can Help

The EAP is a powerful tool for promoting mental wellness and preventing crises—including suicide. Whether you're feeling overwhelmed, concerned about a coworker, or simply need someone to talk to, the EAP is here.

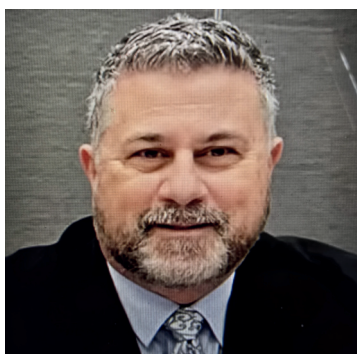
- **Immediate crisis support—anytime, day or night.** Trained counselors are available around the clock.
- **Short-term counseling for emotional and mental health concerns.** Free counseling sessions are available.
- **Referral to Long-Term or Specialized Care.** We work with you to ensure you find the right kind of care.
- **Guidance for managers and coworkers.** The EAP can help anyone concerned about a colleague.
- **Wellness tools and resources for ongoing support.** EAP4YOU.com website and mobile app offer self-assessments, articles, toolkits, and videos on suicide prevention, coping skills, and stress management.

Help is always available. Reach out—for yourself or someone you care about.

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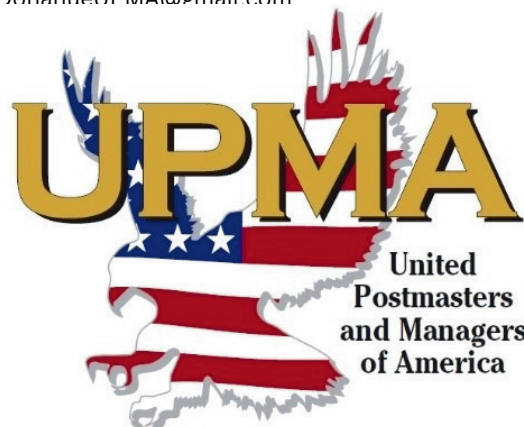
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\*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmaster and Managers of America.