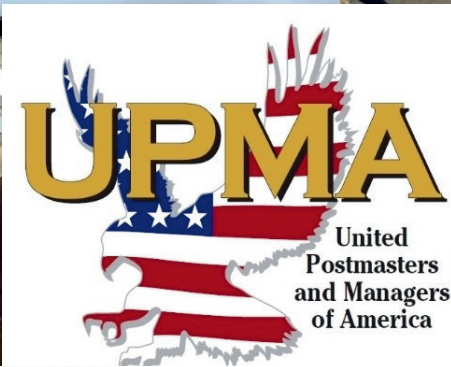
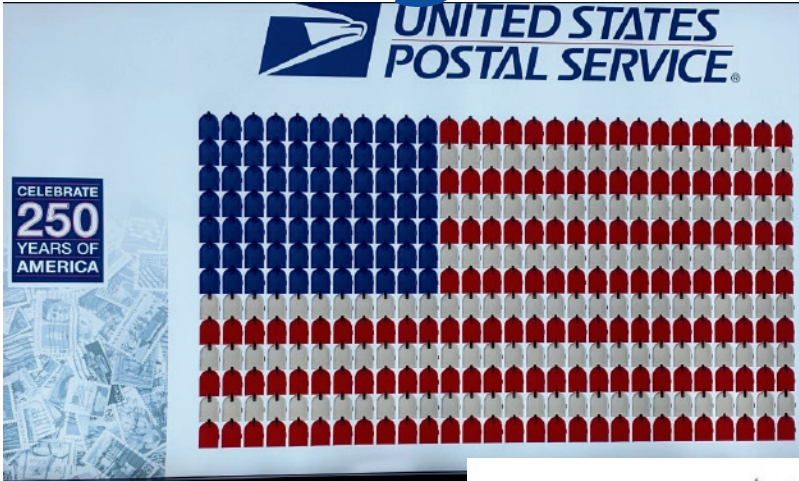


The Massachusetts

BayStater



BOSTON 2026 WORLD EXPO

June 2026



Greetings fellow Postmasters, Managers, and Supervisors

We are just about halfway through 2026, and as is the norm, it's been a hectic and interesting year so far. Earlier this year, we heard about Level 18 and Level 18B vacancies that were potentially going to be frozen and held for further evaluation. To date, only 12 offices were identified as part of this program, and none have been downgraded or had changes made to the position. I want everyone to understand this practice is a normal one for the USPS where vacant offices are evaluated to ensure they should maintain their current level or be upgraded or downgraded based on current statistics. Anyone receiving notice that an office will be downgraded or otherwise, please reach out to your RVP for further information and guidance.

We recently concluded our annual state convention, and if you missed it (a lot of you did!), you missed out on a great event. More information will be available in this issue, but I will say we were treated to a great day of training on Friday and enjoyed some quality time with our fellow UPMA members throughout the weekend. We are currently in the process of identifying a location for next year. I encourage everyone to start planning to attend. We will be announcing the location and dates for next year's convention over the next couple of months.

One thing I am sure is on everyone's mind is the current financial state of USPS. We all received a notice to limit spending and have seen the new financial controls being put in place. Continue to do the right thing around spending and controlling your own budgets. The pressure will be to save in all areas. Do not compromise your own integrity to get this done. Don't make the decision to just scan parcels attempted or manipulate numbers to meet a goal. This is what will lead to you being in hot water with your boss. We had a famous saying around this area for years with the New England Patriots which is "It is what it is." If you are understaffed, facing potential non deliveries, communicate to your immediate manager about what your challenges are and seek their guidance. Keep them apprised of what you can accomplish and do the right thing every step of the way. Our managers may not like the situation, but if you do everything right, it is what it is.

Coming up, we have the National Convention in Puerto Rico. We currently have almost 30 people attending this event from our Chapter. There is still time to register if you're thinking about attending. All information is on the national website at Unitedpma.org. It should be a great time for all, with a lot of great meetings, guest speakers, and good information for us all to learn. The Massachusetts Chapter is giving those that attend a stipend of \$1225.00 to offset some of the cost. If you're able to attend with a friend and split the cost, the stipend would most likely cover all expenses for you.

As we go through the year, I encourage all members to attend your local chapter meetings. There has never been a greater time to take advantage of all that UPMA has to offer. The national office is offering many programs to assist with your career development. KSA assistance, interview assistance, zooms that cover a variety of leadership topics, etc. With that, your local meetings offer a safe space to gather and discuss common problems, allow you to build your own personal network, and hopefully build relationships that can help you get where you want to be in the future.

Lastly, it is that wonderful time of year where the weather gets better, the beaches open, the golf courses are calling our names, and we can enjoy the outdoors. With all the stress and pressures we face daily, don't forget to make some time for you this summer. Take that vacation. Even if you just enjoy some time at home, get away from it all for a few days and take care of you! You'll be glad you did. Wishing everyone a great summer.

Sincerely,
President Rob Leary



2026 World Stamp Expo Boston

This year the World Stamp Fair in Boston was held May 23-30. Unfortunately, this was not advertised at all. You may have heard about it on the news. I have provided feedback to Headquarters to make sure these events are advertised across the USPS and the area near the events.

This type of event happens every 10 years. From what I hear, the next one should be on the west coast, but I suggested the middle of the country since these events are normally east or west coast based.

There is also a yearly Great American Stamp Show. Next year, it will be in Albuquerque, New Mexico August 19-22. To get more information on major stamp events, visit the American Philatelic Society's website at www.stamps.org.

The following stamps were issued: Mr. Rogers (Reissue: Encore Stamp which was a result of the public votes), Bison, International Peace, Post Crossing, North American Soccer, and Figures of the Revolution

For those interested in the First Day of Issue (FDOI) events, you can get the information at www.stampsforever.com. Don't mistake those with stamp unveilings performed by local post offices.

The current FDOIs are:

American Icons: June 9 in New York City at 11:00 AM

Summer Sunset: June 25 in Edgartown, MA

Declaration of Independence: July 4 in Philadelphia, PA

Barbie: July 11 in Houston, TX



I admit, when I was asked to work at the show to help with RSS issues, I didn't think I would enjoy the show itself. After all these shows are for stamp collectors and enthusiasts. Well, this show was an eye opener. I met people from around the country and the world. Those people were passionate about their hobby. You had a stamp passport available for people to purchase stamps and have them cancelled by the participating countries. There were geographical pavilions showcasing a lot of old and current stamps. Queen Elizabeth II's car was displayed. There was a Lego area displaying some Lego designs built by hobbyists and an area for kids to play. The USPS booth was the largest of them all with a lot of visitors coming and going. The booth had a photo booth where you could have a postcard printed with your picture. Various designs and backgrounds were available.

While at the event, I had the pleasure of speaking and shaking hands with PMG David Steiner, CRDO Elvin Mercado, Atlantic Area Mike Rakes and PM Boston Jim Murphy.

Sylvain Lebelle
Interim EVP



INFORMATIONAL LINKS

UNITEDPMA.ORG is the national website for all members and where you would update your address and phone number

MAUNITEDPMA.ORG is the MA website for active and retiree members

MA CHAPTER UPMA is the Facebook page for all MA UPMA members

MA UPMA RETIRED is the Facebook page for MA retirees

UPMA RETIRED is the National Facebook page for Retirees



Donna Legro
Retiree President

UPMA GOLD is an electronic newsletter sponsored by UPMA Retired, but available to all UPMA members. It is delivered to your email inbox sporadically as news needs to be disseminated. Content is provided by National President Retired and Officers, UPMA National Office, and our subscribers. Frequency is “as needed”. To subscribe, send name, chapter, and email address to email coordinator Linda Carter at upmagold@gmail.com

IN THE MAILBOX is a printed newsletter sponsored by UPMA Retired and geared specifically for UPMA Retired Members. In The Mailbox, is delivered to your mailbox six times a year. It is also posted online at www.unitedpma.org, click on Retired, click on resources, scroll to the bottom and click on In The Mailbox. In The Mailbox is available to UPMA Retired members upon request by sending name and address to Editor Eva Finley, inthemailboxeditor@usa.net.

KEEPINGPOSTED.ORG is the official website for United States Postal Service (USPS) retirees, run by USPS HR staff. It serves as a resource hub for retired postal workers, providing information on USPS news, retirement benefits, health plans, and retiree-specific e-newsletters.

USPS RETIREE E-NEWSLETTER is a monthly or quarterly newsletter that provides updates to retired postal workers on topics such as health benefits (like the new Postal Service Health Benefits (PSHB) Program), wellness information, general postal news, and frequently asked questions. It is distributed electronically and is an official communication from the USPS to keep retirees informed about their benefits and other relevant information. To subscribe go to KeepingPosted.org. Top right - Sign up now.

MY FEDERAL RETIREMENT is an electronic newsletter and online resource that provides financial and retirement planning information specifically for U.S. federal and postal employees. The newsletter is published by MyFederalRetirement.com and covers topics like the TSP, FERS, CSRS, Medicare, retirement planning, health care, financial planning, and frequently covers current events that impact federal employees. It is not affiliated with the federal government.

If you need any help with any of these links, please contact a member of the MA E-Board listed on the back of this magazine.

Greetings UPMA Members,

I would like to take a minute to sincerely express my gratitude to all those that voted for me as your Secretary-Treasurer for the next two years. I will continue to work for you, the members, and continue to advocate for fiscal responsibility within the State. Please never hesitate to reach out to me for any reason! I would also like to take a minute and congratulate Sylvain Labelle who was voted in as Interim Executive Vice President and Keith Miller who was voted in as Editor. I know they will continue to do an excellent job.

The State Convention was May 15-17 at Great Wolf Lodge and it was attended by 52 people. 18 EAS (4 were First Timers), 18 Retirees and 16 guests. It was a great weekend filled with speakers and training. We raised a total of \$1865.00 for the scholarship fund, which is awesome! Jerry Robertson as the auctioneer is one of the highlights of the weekend!

The next big event is the National Convention in Puerto Rico. Massachusetts has 30 people registered as of the writing of this article, 14 Postmasters/Managers, 9 Retirees and 7 guests. Rooms were close to being sold out, so if you are thinking about attending and haven't booked your room yet, be sure to call ASAP to make sure they are available.

We are coming into prime-time vacation, and for some of us that are short staffed it could be a long couple of months. Please remember to take time for yourself and your family. Put in for that annual leave and go out and make memories. Life is short!

Kim Donahue
Secretary Treasurer



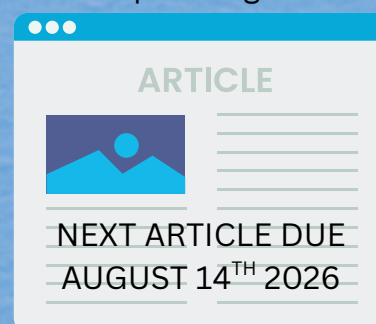
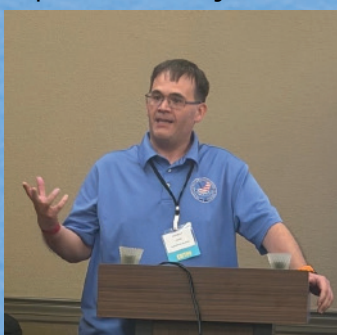
First, I would like to thank everybody for believing in me as your Editor for the Massachusetts Baystater. I look forward to another two years working on this great magazine and informing the members of what is going on in the organization. UPMA has really given me opportunities to meet new people and go to wonderful places. You really need to get involved and make this organization what you want it to be.

I would like to thank every member that sent me an article from the Legislative Summit in Washington DC and the state convention at the Great Wolf Lodge. I enjoyed reading everybody's articles. I am glad that so many members had an outstanding time at both events. Sometimes I get comparable articles with the same information so I have to make the hard decision on which articles to print. I would also like to thank everybody that sent me photos. I am going to print as many photos as I can.

As the Editor, I love to read articles from all our members about both postal and non-postal subjects. I know there are a lot of people with great ideas and I would love to hear from all of you. I cannot always get every article into each magazine, but I will try to print as many as I can. Please keep writing!



Keith Miller
Editor



2026 Legislative Summit Washington DC



The First of Many – Legislative Summit 2026

Caryn Raymond
Legislative/PAC Chair

Attending this year's Legislative Summit was a remarkable experience. It provided valuable insight into the importance of UPMA. The teams who congregate for this event consistently keep an active presence in Washington DC, lobbying for our rights as USPS employees.

The meetings we attended were informative. We were briefed on the legislative issues at hand, such as our opposition to the privatization of the USPS and the significance of the Federal Retirement Fairness Act. We were provided with instruction on how to navigate through the Capital. Most importantly, we were given suggestions on best practices about how to advocate to Congress on behalf of UPMA.

Walking through the halls of Congress, you are moved by its magnificence and beauty. The architecture is breathtaking. The artwork is stunning. But it's not only the physical structures that are moving. It's the historic legacy and the indelible memory of the distinguished statesmen who have walked the same halls before us and helped build the great nation we have been so fortunate to have been bestowed.

Having the opportunity for direct advocacy is advantageous for all of us as employees. Although it would have been great to meet with the congressmen personally, we were able to sit with their trusted staff who would relay all the important topics that were highlighted. I'm confident that the meetings were both constructive and favorable. The staff assured us that the congressmen were supportive of the legislation we were focused on and seemed optimistic that most will have a positive outcome.

All in all, I believe these legislative summits are extremely important to the future of all within the USPS. Special thanks to UPMA for creating these opportunities to defend our rights and to all who donate to PAC. Thank you to Gray Robinson and Imperium Global Advisors for their guidance and supportive efforts for our cause, and to Rob Leary who gave me this incredible opportunity to speak on behalf of my fellow colleagues.

UPMA 2026 Legislative Summit was held in Washington D.C. this past March. The First summit I attended was in 2001 and I have been attending them most every year since, with the delegation from Massachusetts. We have lobbied with our reps in Congress and the Senate for legislation that impacted the Postmasters, Managers, Supervisors and for the survival of the Postal Service. Some legislation was Postal Reform and most recently the Social Security Fairness Act that got rid of the Government Pension Offset and the Windfall Elimination Provision after 40 years.

This year we went to the Hill to get support for eight pieces of current legislation that strengthen and protect rights and benefits for both active and retired members. Some of this legislation promotes fairness for employees who began their career in temporary or non-career positions: MSPB right for ALL EAS employees; equitable COLAs for all federal employees; restoration of Postal Police authority to protect postal employees, facilities and mail; and also legislation that protects retail access and customer service operations.

In my opinion the Legislative Summit is the most important event in UPMA and should be supported and attended by more members. If you have never attended, make it a priority to attend next year. During the year form professional relationships with your representative when they are here in Massachusetts. Support PAC and do what you can to help the Postal Service, UPMA and its members by staying informed and involved.

Lorna Edie
Postmaster Retired

2026 Legislative Summit

The first meeting at the Legislative Summit was a Town Hall meeting on Sunday afternoon. One of the things that President Tony Leonardi discussed during the Town Hall was the 7 proposed changes to the national bylaws that were being voted on by the states at their 2026 state conventions. Of the 7 proposed bylaw changes, #1, #2 and #7 raised some concerns by the members and I believe they made valid points.

Proposed Bylaw #1 added language that would require the National E-Board to adopt a balanced budget and if they are not able to do so they must have a town hall meeting to explain how they plan to achieve a balanced budget, as soon as possible.

A member asked if the town hall meeting would be at the Legislative Summit stating that the only other opportunity would be at the national convention, which may be too late.

Proposed Bylaw #2 was to specify the number of issues of the national magazine, The Leader that shall be published during a calendar year. This seemed ironic to me since the national office had already implemented this for 2025 and 2026 with no more than 4 of the 10 issues being printed and mailed each year. The members in attendance had the following concerns regarding this proposal: 1) many retirees do not have computer access, 2) the selection of the issues that were printed and mailed versus those that were only available online, such as the issue with the proposed bylaws in it, and 3) the cost of printing the proposed bylaws would fall to each state chapter to ensure they are available at every state convention for all voting members in attendance. It is my personal opinion that if this proposal passes, attention should be given to which issues members would receive in the mail. Maybe it should not be the same 4 issues each year depending on the importance of the information.

Proposed Bylaw #7 would change the number of votes that the retirees and associates are entitled to when casting roll call votes during the national convention's general session. Currently the bylaw language states they are entitled to one vote for each member registered and in attendance at the national convention. The new language would add "The number of votes they are entitled to shall be determined by the credentials committee report given during the opening business session of the convention." The position of the members present at Legislative was that for various reasons, the number reported on the first day of the general business session is usually the lowest of the week. The credentials report is given daily and therefore that is the number of votes the retirees and associates should be entitled to if a vote is to be taken as has been in the past.

The national office planned a congressional reception for Tuesday night where potentially 50 members of congress might be in attendance. To my knowledge, the states were not notified until well after hotel and flights were booked making it impossible for all of us to attend therefore many of us lost out on the opportunity to meet with their representatives. This was extremely disappointing.

Donna Legro
Retired President

UPDATE: After the legislative summit and prior to the voting at the state convention, Proposed Bylaw #7 was withdrawn by the proposing officials.



Five-Alarm Fire

I recently traveled to Washington DC for the annual UPMA Legislative Conference. This was a very interesting time to travel to DC because the time corresponded with our PMG, David Steiner, testifying before the U.S. House Committee on Oversight and Government Reform on March 17. He spoke to our contingency prior to that and delivered the state of our organization. The PMG described our current situation as, “the Postal Service was thrown overboard and instead of tossing us a life jacket, we were thrown an anchor.” He did let us know that a RIF and closing Post Offices is not off the table, but very far down on the list. Then we were lucky to hear from a member of the Postal Regulatory Commission (PRC), Commissioner Ashley Poling. She described our current situation as, “a five-alarm fire.” That got everyone’s attention for sure. There are obvious ways we can avoid a dire situation in a year or less, but that will necessitate Congress taking appropriate action to raise our borrowing cap and several modernization changes to US law that keep the “anchor” tied around our neck. That is exactly why our group met with our elected officials on Capitol Hill to make sure they have our best interests in mind. Overall, our meetings went well, and we were able to get our needs addressed by staffers of our elected representatives. Additionally, we gave them newly minted UPMA coins that thank them for their support (past and future) protecting Postal benefits, retirement, and the Service itself. They were a big hit.

Overall, it is always an eye-opening experience to see how our democracy functions in person and experience the rich history that Washington DC is steeped in. I highly recommend all members to make the pilgrimage at least once so they can see what we’re fighting for up close and personal. Until Puerto Rico!

Respectfully Submitted,
Postmaster Jeremy Pilone
South Wellfleet, MA 02663



It’s still quiet in our area, which is always a good thing. Our last meeting was a good one. We had a decent turnout and got to share some good stories. We have plans to do more of the same and hope even more members to join us.

Compliance is big right now. We have a lot of things we are working on such as 99’s and 1838c’s, surveys and inspections, spreadsheets and trackers. Sometimes it seems like we spend the whole day chasing something that seems impossible to catch. Try to remember on the days that seem too overwhelming to at least stop and catch your breath. We are always told about the tools we have available to help us do our jobs. Well, I have found that sometimes the best tool we have is each other. It sounds cliché’ but nobody understands what we are going through like someone doing the same exact job that is just in a different zip code. So, on the days that it seems like we may never catch up, call the Postmaster next door or call me. I know a lot of my conversations start with venting about the craziness... but usually end with either finding a better or faster way to do something or helping each other.

Kerri Beatrice
RVP 020,023,027

Greetings to Western Massachusetts members,

For those who attended our yearly conference at Great Wolf Lodge, thank you!

It was a pleasure to experience all the amazing events, training, and networking that were provided. To have the opportunity to hear from our DM Carissa Shea and to ask questions was inspiring and to have Friday's training session to be on the clock was a privilege for us all. All the time provided for members to network and share information is always helpful and valued by all participants. Free time to spend with family and try out the water slides was appreciated by all who were able to share in the weekend.

In this time of rapid change it's important to keep connected with your work family and this weekend was an opportunity to do just that.

See you soon at our own Area Meeting! Reach out with any questions.

Thank you,
Koren A Ahlen
RVP 010-012
Postmaster Richmond MA



Hello my fellow UPMA Members,

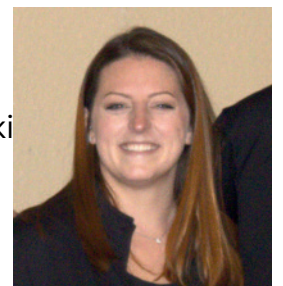
My name is Giana Stachulski, and I am currently the Postmaster of Boxford, MA, as well as your new RVP for the 017-019 area. For those of you who do not know me, I would like to use my first article to share a bit about myself!

I reside in Salem NH with my boyfriend, Jason, and my two children, Emma, who just turned 16 (HELP!), and Kevin, who is 11. I am a big fan of being outdoors, camping, fishing, and traveling although each year when we take vacations, we tend to end up in the same places—Washington DC, Gettysburg PA, and North Conway NH. Perhaps one day we will venture to new locations, but for now, these are our favorite places to visit!

I have been with the USPS for just about five years. I started my career as a PTF clerk in Sandown NH, and within six months, I was applying for supervisor positions. I was fortunate to receive an interview for a position in Andover MA. Although I was not selected, I was placed into an OIC position in Lynnfield MA following Maryanne Carroccino's retirement. From there, I went to Dunstable and now, Boxford. I have been able to learn so much in such a short period of time by involving myself in meetings, get-togethers, and by joining UPMA. We truly have an amazing group of Postmasters and Supervisors. Whenever I feel stumped, confused, or crazy, there is always another EAS employee who cannot only help and support but also relate.

I look forward to working with all of you, helping wherever I can, and building new friendships and professional relationships!

Giana Stachulski
RVP 017-019
Postmaster
Boxford, MA



I hope everyone is gearing up for a fun and relaxing summer on the Cape!

I recently had the distinct pleasure of presenting our Post Office Operations Manager, Janine Cox, with the UPMA Leader of the Year Award at the Massachusetts UPMA State Convention. This honor was especially meaningful because it was voted on by the members of Massachusetts UPMA. I have been fortunate to work with Janine both during my time as a postmaster and over the past three years as my supervisor. She consistently demonstrates outstanding leadership, professionalism, and dedication to all of us throughout the year, and the recognition is truly well deserved.

As summer approaches and many of us look for ways to recharge outside of work, I've found cycling to be a great outlet. My son Luke got me back into riding last summer, and it quickly became one of my favorite ways to enjoy the Cape and step away from the stress of the busy postal season.

This summer, along with a team of family and friends, I will be participating in the 2026 Ben to the Shore Bike Tour – a 65-mile ride from Philadelphia to Atlantic City – to raise funds for the Families Behind the Badge Children's Foundation. I actually rode in this event 38 years ago, with my late mother serving as my pit crew. Growing up in the Philadelphia area brings back many great memories, including my days as a college ice hockey player, which means the ride was a bit easier then.

One of my former college roommates went on to serve as a decorated Chicago police officer before retiring a few years ago. Reflecting on his career reminds me of the sacrifices first responders make every day to keep our communities safe.

The Families Behind the Badge Children's Foundation provides critical support to the families of fallen or critically injured first responders, while also offering wellness and community support programs for first responders and their families throughout the Greater Philadelphia and South Jersey region. Every donation, regardless of size, makes a meaningful difference and provides real support to families in need.

Thank you for your consideration, encouragement, and support. It means a great deal to our team and to the families this organization serves. If you have any questions, please feel free to email or call me anytime.

If you would like to donate, please use the QR code below:



Jacques Tompkins
RVP 025-026



2026 Massachusetts State Convention





This year marks my third State Convention as your UPMA State President of Massachusetts. I take a lot of pride in hosting this event each year and look forward to seeing the many faces of our members, active and retired. While our next convention is almost a year away, it will be a bittersweet one for me, as it will be my final convention as State President. Due to term limits in our bylaws, I am unable to run for the position again. With that said, it makes me think about the future of our state eboard structure. We have solid people in place for the foreseeable future, but I want to encourage our newer and younger members to become more involved. UPMA is the premier management organization to belong to and offers many benefits beyond having representation during tough times. I have served in many roles on the executive board, and each one has been extremely rewarding.

Start thinking about your next step in your UPMA journey. How can your talents and knowledge benefit the organization? It brings a great amount of satisfaction to be able to help so many of our members and be a voice for our Chapter. Start by attending your local meetings and see what we really do. If you have that desire to step up and be more involved, speak to your local RVP, or reach out to me or another member of the eboard directly. All of our contact info is on the back page of this publication and we'd all be happy to speak about our own experiences and what we can do to help you become more involved.

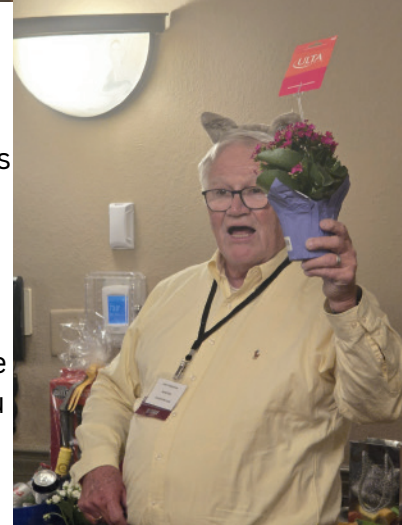
Rob Leary
President MA UPMA



Auction Legend

Thank you, Jerry!

At this year's state convention, Jerry announced that he will be stepping down as auctioneer for the scholarship fund auction. He is ready to pass the torch to someone who can continue leading this outstanding event in support of a great cause. Over the years I have attended the state convention, Jerry has done an exceptional job engaging the audience, encouraging bids, and making the event enjoyable for everyone. We will certainly miss his energy and enthusiasm, and we hope the next person who takes on this role will bring that same spirit. Thank you again for the time and dedication you gave as auctioneer. Next year, you can relax, join the bidding, and enjoy all the great items yourself.



2026 DOOR PRIZE WINNERS (\$1,000)



Friday \$50

- 1. Jacques Tompkins
- 2. Kim Donahue

Friday Meetings \$50

- 1. Martha Hodgerney
- 2. Trisha Dursa
- 3. Becky Lemerise

Friday Dinner 6PM- 10-PM \$50

- 1. Patricia Lachance

Saturday Breakfast 8-9AM \$50

- 1. Peter McDermott

Saturday Morning Meeting \$50

- 1. Joe Torcia
- 2. Kim Donahue
- 3. Trisha Dursa

Saturday Lunch Noon-1PM \$50

- 1. Carolyn McDermott

Saturday PM MTG 1:15-END \$50

- 1. Janet Atkinson
- 2. Amanda Kicza
- 3. Jacques Tompkins

Saturday Dinner 6- 10pm \$50

- 1. George Podmore
- 2. Amanda Kicza

Sunday Breakfast 8:30am \$50

- 1. Ryan Dieoreo

Sunday AM MTG 9:30-End

- 1. Wally Olihovik \$50
- 2. Devashree Shah \$100



PAC 50/50 winner \$680
1. Paul Raymond



From UPMA Gold June 6, 2026

SOCIAL SECURITY CHECKS – NOT IN THE MAIL: info from Social Security sources including <https://www.ssa.gov/blog/en/posts/2026-06-02.html>

The Social Security Administration has phased out paper checks for almost all federal benefit payments, requiring recipients to use direct deposit or a Direct Express prepaid card. If you are still receiving a check in the mail, you will need to switch to electronic payments as soon as possible. Paper checks are 16 times more likely to be lost, stolen, altered, or returned undeliverable than electronic payments. Switching now ensures you receive your Social Security or Supplemental Security Income quickly and securely.

Follow these simple steps to make the switch:

Create or sign in to your personal my Social Security account.

Add your bank account information to receive your payment as a direct deposit.

You can also ask your financial institution to send your direct deposit information to Social Security electronically.

No bank account? You can still receive electronic payments deposited on a prepaid debit card by enrolling in the Direct Express® program. Learn more at the link below, or call 1-800-967-6857.

For additional information: <https://www.ssa.gov/blog/en/posts/2026-06-02.html>



2026 Scholarship Winners



Ashley Anderson is the granddaughter of retired postmaster Lauren Anderson of Truro MA. Ashley is a compassionate and driven student leader from Cape Cod with a passion for helping others through education, social work, and American Sign Language. A senior at Nauset Regional High School, Ashley has dedicated herself to leadership in both academics and the arts while serving her community as a camp counselor and mentor to younger students. She plans to attend University of Connecticut to study Human Development and Family Sciences along with ASL interpreting, with the goal of supporting children, families, and individuals in need through counseling and social services.



Vedant Shah, Son of Postmaster of Brookfield MA Devashree Shah. Vedant is a hardworking and compassionate student with a strong passion for psychology, personal growth, and helping others. Throughout high school, he has challenged himself academically through Honors and AP courses while remaining actively involved in athletics, clubs, volunteer work, and community activities. Vedant's interest in understanding human behavior and supporting others has inspired his goal of pursuing psychology in college and building a future centered on making a positive impact. Known for his resilience, empathy, and determination, he strives to approach life with purpose, leadership, and kindness.



Anthony Parlante is the grandson of retired postmaster of Framingham Joseph Lavallo. Anthony is a motivated and disciplined finance student at Florida State University with a strong passion for financial markets, investing, and entrepreneurship. Through both his academic studies and independent market analysis projects, Anthony has developed strong analytical, critical-thinking, and leadership skills. A former varsity athlete and team captain, he has demonstrated dedication both in the classroom and through extracurricular involvement, volunteer work, and mentoring youth athletes. Anthony aspires to build a successful career in finance while continuing to make a positive impact through hard work, leadership, and community involvement.



Greetings Postmasters and Managers,

I had such a great time attending our State Convention in May. The weather was perfect and the location was convenient for me. Less than 15 minutes' travel is always a plus. Honestly, I wasn't even sure if I could attend the convention, being so close to after my double bypass heart surgery. Fortunately, my cardiologist cleared me to resume driving, and I was feeling good physically, so I was able to register at the last minute. Heartfelt thanks to Donna Legro, she was able to secure a room for me.

I was pleasantly surprised to find out that Great Wolf Lodge in Fitchburg has such a nice Conference facility. Everything is under one location, and the hallway is spacious and comfortable. The only blemishes were once you stepped out of the Conference Center; the foot traffic was very heavy. I love children but when there were close to 600 kids in one location, it could get very loud and hectic. I would be remiss not to mention that in our free time on Saturday, a bunch of us went out for a nice walk under the sun. Afterward, Jerry Robinson suggested that we could walk back to the lodge and have a cold beer at the Wachusett brewery. When we finally found the brewery, it was only a beer stand and only offered 4 kinds of beer. To top it off, there were only three stools, and the kicker was closed at 3.30 PM.

Now that I am back to representing Postmasters and Managers, I would like to share this new information with you. On April 29, 2026, USPS HQ Vice President, Labor Relations, sent out a memo. The topic was directing area and field Managers to be careful when issuing LWOP, to put managers and Postmasters out of work due to investigation. It further addressed the duration of LWOP, and what needs to be done and follow the procedure.

UPMA positions have always been cleared. We advocate if the Postmasters and Managers were being put out of work, so the investigation can be conducted, then they should be under Administrative Leave. We are grateful that the Postal Service agrees with our viewpoint and issued this memorandum. Below is the letter that was published on April 29, 2026.

Pay particular attention to the last paragraph. The language itself clearly describes that LWOP should be issued only temporarily, and employees should be placed back on administrative leave with pay. If you have any questions, feel free to contact me.

Richard Hui NMR/UPMA

April 29, 2026

**OFFICERS AND EXECUTIVES
MANAGERS, HUMAN RESOURCES
MANAGERS, LABOR RELATIONS**

SUBJECT: Emergency Placement

In recent discussions with the management associations, the issue of placing non-bargaining employees in an off-duty status without pay on an emergency basis has been discussed. The language relevant to this issue is outlined in Section 651.4 of the Employee and Labor Relations Manual (ELM). That section provides:

An employee may be placed in an off-duty nonpay status immediately, but remains on the rolls when he or she:

- (a) Exhibits characteristics or impairment due to alcohol, drugs or other intoxicant;
- (b) Fails to observe safety rules;
- (c) Fails to obey a direct order;
- (d) Provides reason to be deemed potentially injurious to self or others; or
- (e) Disrupts day-to-day postal operations in any other way.

Placement in an off-duty nonpay status is confirmed in writing, stating the reasons and advising the employee that the action is appealable. The employee should be returned to duty after the cause for nonpay status ceases unless individual circumstances warrant otherwise. Use of these emergency procedures does not preclude disciplinary action based on the same conduct.

As you know, emergency placement in an off-duty status without pay is to be used in those instances where it is necessary to remove the employee from the premises immediately. This provision should not be utilized when it is more appropriate to use only other corrective measures such as a letter of warning (ELM 651.5), a letter of warning in lieu of a time-off suspension (ELM 651.6), or adverse action (ELM 651.7).

Absent unusual circumstances, emergency placement in an off-duty status without pay is a temporary measure that allows management time to investigate and consider whether other disciplinary measures are warranted. Where it is necessary to ensure that an employee remains off duty for a period in excess of a few days, the employee may be placed on administrative leave with pay.

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Which Postmaster are you?

We start off hoping we will be able to do the job we are hired for. We go through orientation and hear words and concepts that we have no idea what they mean. We pledge to uphold the constitution. Wow. It's a bigger deal than we thought it would be.

We are assigned a post office to work in. Meet the postmaster and notice the others working like they had all the confidence in the world. Someone gives us a task to do, not so bad so far. Next day you learn something new and so on.

You don't understand something, so you ask a question. After a few weeks more information is coming to you steadily. You like the work, and other people try to help you adjust.

1 of 2 things will happen.

First option: the postmaster starts to get on your case because you ask too many questions, "can't you just do your job?" "Boston should have trained you better." "No, I won't let you work anywhere else for extra hours." After being yelled at too many times you state that you need to call HR. You are told you don't have permission to call HR. You quit after 5 months. You have never been treated so badly at any job before this.

Second option: you ask questions, the postmaster is glad you care to ask instead of doing something wrong. Others are supportive of the new person. The postmaster calls you in to discuss your progress and ask if you have any questions. You move on to bigger opportunities and realize that this is your place to grow and make a difference. All because you were treated with dignity and respect.

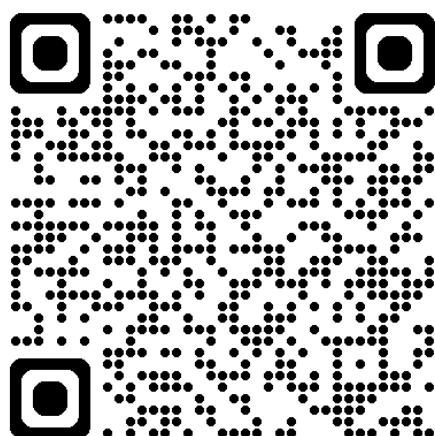
Which Postmaster are you?

Lisa Panaccione
Postmaster
North Eastham MA

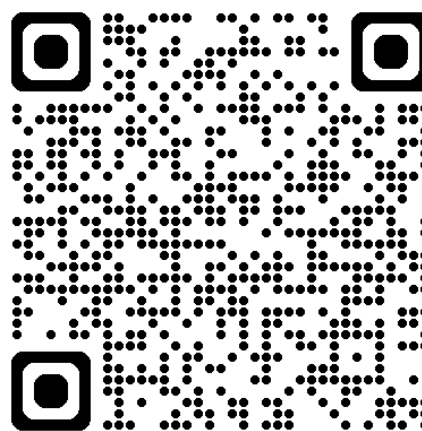
Wow, what a winter we had. This put a little stop to our recruitment. This great weather is a great opportunity to get in more people. Our gold mine is the associate group. Sharing benefits, mentoring them and supporting them as much as we can helps to recruit.

We had great success at the career conference. Can you support our efforts. Reach out and join us if you can. Let's check on one another as we get in with more people. We make our organization what we want it to be. Let's GO.

Becky Lemerise
Membership Chair



1187 New Active Members



1187R New Retired Member

As your State Chapter Member Representative Chair, I would advise being cautious when approached by your Manager, USPI, OIG, etc. Many times a simple conversation over an issue could become a corrective action. Corrective action should have an investigative interview conducted first as a due process. An investigation needs to be done prior to issuing corrective action. The following lines should be used if you believe this could lead to corrective action.

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

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

If corrective action is issued, you need to read the letter entirely and pay attention to the deadline dates provided. You will have 2 options, Mediation or Appeal as part of ELM 650.

Mediation and/or Appeal will need to have a response submitted via email no later than the date provided in the letter which is usually 10 calendar days. This is up to you to make sure it is done timely. I will cover the mediation and appeal in the next article.

Sylvain Labelle
CMR

UPMA 10TH ANNUAL NATIONAL CONVENTION AUGUST 1-7, 2026 · PUERTO RICO



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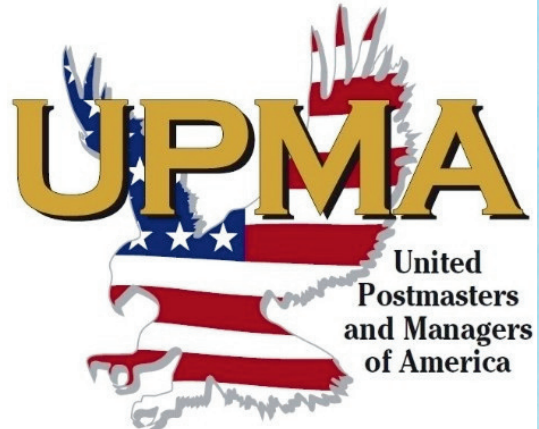
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*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmaster and Managers of America.