

The Massachusetts

# BayStater

# UPMA

United  
Postmasters  
and Managers  
of America

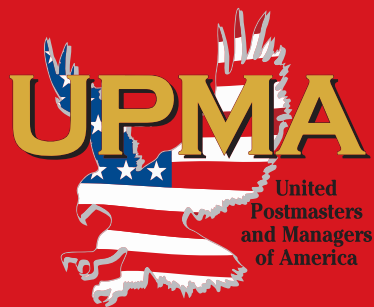
*2025 Massachusetts State Convention*

JUNE 2025





**Rob Leary**  
President  
Massachusetts Chapter



# Get Active, Get Involved!

By the time you read this, the results of the race for National VP, Atlantic Area will most likely already be decided. As many of you know, I declared my candidacy for this position back in September of 2024. I wanted to share my experience with all of you so far, as it has been a very interesting one. This year, we have three candidates, Tasha Clemons, UPMA State President of NC, Peter Urbani and me. Win, lose, or draw, UPMA will be well served by any of the three of us.

Earlier in the year, it was simply networking and speaking with fellow UPMA members at the Membership Kickoff in Dallas or at the Legislative Summit in Washington DC. I had printed out rail cards with my information and shared it with anyone that would take a card! Then convention season began, and the crazy travel schedule followed. As of this writing, I have already attended conventions in Vermont (NH included), Connecticut, Maryland, and our own here in MA. Next week I am off to Atlantic City, New Jersey, then Erie PA, and finally Saratoga Springs, New York. It's an aggressive travel schedule, but such a great experience gaining perspective on how our fellow Atlantic Area Chapters conduct their business. While it's been exhausting and stressful at times, it has also been an extremely rewarding experience to hear the concerns of our members in different areas. You would probably not be too surprised to learn that their concerns and issues are very similar to our own here in MA.

I say all of this to relay one all important thing. Each of us has the ability to decide what is important to our self. UPMA and its members

have been of great importance to me throughout my career. I have faithfully served the MA Chapter in one capacity or another for 20 years now. When I saw the opportunity to do more, I decided to embrace that. I hope more of our members see the value in what we do and make a similar decision. We need more people to be engaged in the UPMA mission of supporting our members and getting involved. If anyone is looking to be more active or help the State or Local Chapters more, reach out to me, one of the RVPs, or any Executive Board member listed on the back page of this issue. I can tell you it is an extremely rewarding thing to help your fellow members. If you simply want to attend a meeting here and there, gain information and network, I support that. If you decide to be a silent voice as a UPMA member, I can respect that, but would encourage you to get involved and be a little more active. But, if you have the ability to help others and a little bit of time to give, please consider where you would like your UPMA journey to go.

Respectfully  
**Rob Leary**  
UPMA MA State President







**John Sacco**  
Executive  
Vice President  
Legislative/PAC Chair

## Thank You, Massachusetts!

I just want to say thank you to the members of MA UPMA for electing me to another term as your state Executive Vice President. I'm humbled to be able to serve you for another 2 years. I'm going into this term with the same excitement and enthusiasm I have mentioned to many of you recently, with the State Board that we have right now. Under the leadership of your State President Rob Leary, we couldn't have had better results or a better State Board. Rob has invested heavily in Membership training and Member Representative training that has shown great results. We have signed up over 90 new members since January 1, and we have been nothing but successful in representing and defending the members of this state. We have seen an increase in involvement in both national and local events, as well as the addition of a new regional area in Boston. This past Sunday, June 1, we ran a successful booth at the MA-RI District Career Conference, signing up 32 new members, many of which are new Associate Members, which will bode well to help build a bench

for both our state and regional boards. I'm extremely proud to see such quick and meaningful results for our state membership, and I hope you all are too. I look forward to seeing continued increase in involvement by all of you. For those new members, please get involved, it only makes you and our organization stronger. If you're not sure how to get more involved, please don't hesitate to reach out to your Regional Vice President or any of your state board members listed on the back of this issue.

Again, thank you all.

**John Sacco**  
UPMA MA State Vice President

**Next  
Articles Due  
September 12, 2025  
and  
November 21, 2025**

I would like to thank everybody that afforded me this opportunity to be your Editor for the UPMA Massachusetts Baystater. I am excited to see what the next year will bring and hopefully beyond that. Over the last year, I was able to attend a good number of RVP meetings across the state. It has been great getting to know the other members. At these meetings, I told everyone that this is your magazine. I also asked everyone to please help me out and write an article. These articles can be about your office, your hobbies, your career goals, your family, or anything else you want to share. They do not have to be about postal issues. I am proud to be your Editor.

If you have attended meetings or conventions, you have seen me usually with the camera in my hand. I do take a lot of pictures, so I appreciate everyone's cooperation with that. I believe that the photos in the magazine make the difference. So if you don't want to write an article maybe you have a photo or something to contribute to the magazine with a small caption regarding what the photo is about. I would love to see photos from groups of members, actives and retirees that get together

at any local event. We still love to see all these different photos. For the retirees I would love for you to share photos of the adventures you are now taking, something for the active postmasters and managers to dream about as we get closer to retirement. I hope to see a lot of articles or photos coming up over the next couple months. You can send them to [mabaystatereditor@gmail.com](mailto:mabaystatereditor@gmail.com).

Thank You,  
**Keith Miller**  
Editor, The Massachusetts Baystater



**Keith Miller**  
MA Editor



**Donna Legro**  
**President Retired**  
**& Parliamentarian**

# Retiree Convention Meeting Summary

A MA Retiree meeting was held at the MA State Convention at the Margaritaville Resort in Hyannis. There were 15 MA retired members in attendance, 14 Postmasters and 1 Manager as well as National Retired President Charley Peters and his wife Anita. We were honored that Charley and Anita could join us.

Sec/Treasurer Lorna Edie read the minutes from the fall meeting and went over the Treasurer report.

## Hot Topics

- Elections for Retiree President and VP/Membership Chair were held. Kathy Callahan and I were both unopposed so Sec/Treas Lorna cast one ballot for each of us.
- Members are now receiving only four printed issues of The Leader vs ten to save publication costs. Other issues are available on the national website.
- The national UPMA scholarship application is open for until June 20.
- There was much confusion during the transition to the PSHB program last fall. Changes can be made during the 2025 open season if needed. Remember, never cancel your enrollment in the PSHB program, suspend it, or you will lose it forever.

## Appreciation

- I expressed appreciation for all those that worked so hard for so many years to get the Social Security Fairness Act passed which eliminated the WEP/GPO provisions. Hopefully everyone with entitlements has already applied and is their receiving benefits.
- Nat'l President Retired Charley Peters was thanked and recognized for his service to the UPMA Retired organization. Especially for his involvement during the transition to the PSHB program. His quick response to members' questions was very much appreciated.
- Rich Hui thanked the retirees for the \$200 donation to the Susan Hui Memorial Scholarship at the fall meeting.
- Laila Lawrence and Charlie Boyle each won \$30 from a raffle drawing.
- At a later gathering of MA Retirees it was voted that the MA Retirees would donate \$250 to the Tunnels to Tower Foundation to be made at the national convention in Dallas TX 2025.





## Voting

There will be national retiree elections in TX. There are two candidates for National Retired President, Kathy Frame, Retired PM from PA and Louise Nix, Retired PM from GA. Statements were read on behalf of each candidate and the MA Chapter voted to endorse Louise Nix. Rosa Gonzales is running unopposed for the position of National VP Retired. Her statement was read and the MA Chapter voted to endorse her. Final results will be announced in TX.

There was much discussion regarding the 2 national bylaw proposals out of 15 that retirees are allowed to vote on at the national convention in TX in August per the active bylaws.

Bylaw Proposal #5: Would allow the national office to temporarily eliminate the provision of Article 1, Section 3b, which states increases in retiree dues is based on the percentage of the annual COLA and replace the language allowing the national office to increase the retiree dues to \$7 per month effective Jan 1, 2026; then to \$8.60 per month effective Jan 1, 2027; and to \$10 per month effective Jan 1, 2028. The previous language regarding increases based on the annual COLA percentage will then be reinstated effective Jan 1, 2029. Currently retirees pay \$5.73 per month.

Bylaw Proposal #7: Pertains to Article 1, Section 3a and would set the dues of associate and PMR members at \$3 per pay period because they are active members and have different issues and as active are not subject to COLA adjustments. The UPMA bylaws include these employees as part of the retirees and they currently pay dues of \$2.65 per pay period.

Pres Charley reported that the national retiree board worked with National Pres Tony and the national board on proposed bylaw #5 to increase the retiree dues over the next three years and then return to the current formula utilizing the COLA. He stated that the national office is looking at all expenses and trying to reduce spending such the reduction in The Leader printed issues, the elimination of a meal one night at the national convention, the reduction of in person meetings required for the national executive board, etc.

There is a proposed bylaw change (#6) that only active members can vote on that require the national retiree organization to reimburse the national office the difference between the discounted rate of 25% that the retirees, associates and their guests pay for national convention registration. The rationale is that the retiree members receive all the same meals and other events as the active members and the loss on this reduced registration fee is significant for the national organization so they are looking for a way to recover these costs. Retirees cannot vote on this bylaw proposal.

The national office is also considering doing away with the free day at the national convention and/or ending the business session early afternoon.

## Stay Informed

**UPMA Gold:** Send an email to sign-up@upmagold@gmail.com to receive this important

**In The Mailbox:** Send an email to Editor Eva Finley at InthemailboxEditor@usa.net

**USPS Retiree E-Newsletter:** Go to keepingposted.org (upper right corner Sign up now in red)

**The Baystater:** Your MA UPMA newsletter arrives in your mailbox. If not, contact me.

**The Leader:** The national UPMA magazine. 4 issues mailed and 6 issues online at unitedpma.org under communications.

I look forward to serving as your MA Retiree President for another 2 years. If anyone needs anything, please reach out. I am here for you. My contact information is on the back page.

Respectfully (and happily) retired,

**Donna Legro**  
MA Retiree President

## Uncertain Times

For those of you who missed out on the recent legislative conference, you missed a great opportunity to network and be informed on today's ever changing times. Although the congressmen and women were not in session, we had the opportunity to sit down with one of their aids from each of their offices, which was very informative. It was a great opportunity to listen to our former Postmaster General Louis Dejoy. He did mention that he was going to stay on board until his successor was picked, but abruptly the following week he resigned.

We had a great state dinner at Ted Montana's in Arlington, Virginia. Great company and food. This was also a great opportunity to talk to postmasters and managers from across the country and compare issues that are the same throughout the country and maybe learn some solutions.

Just being in Washington, DC gave us the opportunity to visit some of the museums. Some of us from our state were able to fit in the Botanical Garden Museum, American History Museum, and the Black History Museum. All of which were amazing to see. If anyone needs information, or details on any of the conventions that are available to attend, please don't hesitate to reach out to me.



**Joe Torcia**  
RVP 010-012

**Joe Torcia**  
RVP 010-012



## HOW TO DONATE

There are a couple of ways to donate which will give credit to the MA retirees.

1) **By August 1, 2025**, you can mail your check payable to MA UPMA Retired to Retired Sec/Treasurer Lorna Edie, 47 Oak St, North Billerica 01862. Lorna will deposit all checks to the retirees' checking account and write one check payable to Tunnels to Towers from the MA retirees and send it to Anita Pfiefer, 20576 Kearney Path, Lakeville MN 55044. Anita is the National Retired Treasurer and is working

directly with T2T to insure the donations are properly designated from MA.

2) You can make your check payable to Tunnel to Towers Foundation with a note on the memo line stating MA Retiree donation and mail your check directly to Anita Pfiefer at the address above. This will insure proper tracking for MA.

3) You can donate online at <https://dogood.T2T.org/UPMAVeteransProject25> and in the comment section indicate you are a UPMA MA Retired Member. These donations go directly to Tunnel to Towers without tracking by the UPMA national office. You can view all UPMA donations on this same webpage. You can also donate using this QR code.



Although this challenge started as a retiree challenge from Peter, active members can also continue to donate using options 2 and 3 above. Be sure to indicate you are an active member, not a retiree.

## Charity Challenge

by Donna Legro  
for Peter Attridge

The national office of UPMA active and retired members has selected Tunnel to Towers (T2T) Foundation as the **Veterans Project** charity again this year. Last year UPMA members nationally donated almost \$40,000 to T2T to continue their work. You can view a short 4 minute video about why this foundation was started at: <https://youtu.be/kJJVB0Hn79s?si=TQZ6af64nY17rO31>

In 2024, the MA active members voted and donated \$1,000 and the MA retirees voted and donated \$250. During the 2025 state convention this May, the MA active members and retirees voted to donate the same amounts respectively.

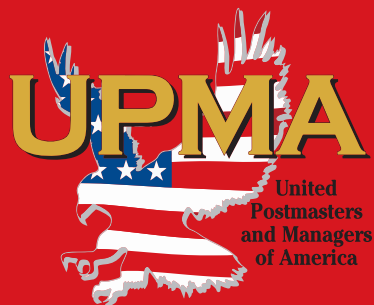
### THE CHALLENGE

Retired Postmaster Peter Attridge is challenging all MA retirees to match the active members' donation of \$1,000. Peter will personally match the donation of the MA retirees at \$250, bringing the retiree donation to \$500 year to date. The challenge is to all other MA retirees to make a donation towards a goal of another \$500.





**Kim Donahue**  
MA Secretary/  
Treasurer



## Greetings to everyone,

I hope you are all enjoying Memorial Day Weekend even though it is I believe the 11th straight weekend of rain! Our State Convention was last weekend at the Margaritaville in Hyannis, and it was a great one! We had 77 people registered, which included 37 actives, 16 retirees, and 24 guests. Included in that were 20 First Timers who signed up which is FANTASTIC! The Auction on Friday night for the scholarship fund was so much fun with Jerry Robinson again being the auctioneer. We raised a total of \$4,195.00 which is an amazing amount! \$2,685.00 was raised through the auction and we also had \$1510.00 in direct donations. The car races on Friday night brought in money for PAC in which \$540.00 was raised with President Leary winning \$150.00, retiree Charlie Boyle winning \$90.00 and a \$300.00 donation to PAC from National Retired President Charley Peters. The PAC 50/50 generated \$2,150.00 with Tom Driscoll being the big winner of \$1,080.00! In total a donation was made to PAC for \$1,370. 00. THANK YOU TO EVERYONE!!

\$2,000.00 in door prizes were given away during the convention with the only rule being you had to be in the room to win. We had multiple people win more than one drawing which is awesome. I hope you are all enjoying your winnings.

During the convention District personnel Laurel Lynch and Todd Rekrut spoke to our members and answered a variety of questions. We also heard from National UPMA President Tony Leonardi regarding many issues from membership to bylaws. He covered it all. Phil Russo, PM North Chelmsford, conducted training on how to navigate

through some of the complex programs we must use. Phil also won the Leader of the Year Award. Phil is a vital asset to POOM C and it is very well deserved! I know I call him almost weekly asking for some sort of help.

Rob Leary and John Sacco ran unopposed for their positions as President and Ex-Vice President, congratulations to you both. Here is to another 2 years of doing great things for our members and UPMA. Retiree President Donna Legro and VP/ Membership Chair Kathy Callahan also were both unopposed and therefore elected. Massachusetts also voted to start a Boston Regional Area which will include the 021, 022, 024 zip code areas. This is very exciting as it is what we need to do, GROW our membership! This also changes the zip code areas within the MA Chapter. Please review the published MA bylaws in this issue for more details.

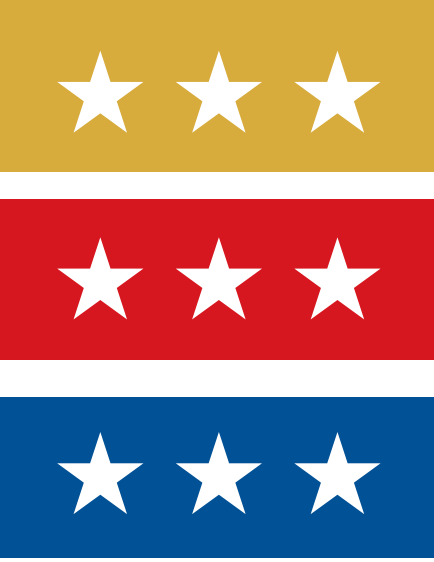
I am sure I am forgetting some things, but the takeaway is this. The Post Office is facing challenges and changes that are unprecedented. Most of us are short staffed all the way around in every area. Work can be very stressful, especially if you don't know or have never been trained to do something like most of us in one area or another. Attend an RVP meeting in your area if you haven't and bring a friend. Networking with people is something we all need as we can't and don't know everything. In closing always reach out to one of us if you need to, we are here to help!!

Respectfully,  
**Kim Donahue**  
MA Secretary/Treasurer

**National Convention Dallas TX**  
**August 9-15, 2025**

**Atlantic Conference North Carolina**  
**September 25-28th 2025**

**National Convention 2026 Puerto Rico**  
**August 1 to 6th 2026**



**Donna Legro**  
President Retired  
& Parliamentarian

# Updated Active MA UPMA Bylaws

Article XI, Section 2 was the only proposed MA active bylaw that required a vote at the 2025 state convention. This article and section states what officer positions are members of the Executive Board including the number of Regional Vice Presidents and their zip code areas of responsibilities.

This proposal was submitted by Pres Rob Leary and RVP 014-017 Sylvain Labelle due to the size of the Boston zip code areas. The rationale for the proposal was to enable the Boston members to have their own regional area with an elected

Regional Vice President to represent them. This proposal would also result in a realignment of the zip code regional areas to provide a more even geographical distribution of members to enhance greater participation.

The members voted unanimously for this change which became effective May 17, 2025. Below is a breakdown of the zip code regional areas, their current Regional Vice Presidents and information regarding future elections. Please note the changes to the Regional Vice Presidents areas of responsibility for your office zip code.

New Area Zip Codes	RVP	Next Election
010-012	Joe Torcia	Next election in 2026
013-016	Sylvain Labelle	Next election in 2027
017-019	Keith Miller	Next election in 2026
020, 023, 027	Tom Driscoll	Next election in 2026
021-022, 024	NEW	Election to be held soon
025-026	Jack Tompkins	Next election in 2027

Another change to the bylaws was the naming of some MA UPMA scholarships effective this past scholarship application. Per the bylaws, these changes only required a vote of the Executive Board which was made in 2024.

A full copy of the latest bylaws are on the Massachusetts UPMA website at [WWW.MAunitedpma.org](http://WWW.MAunitedpma.org).

Any questions, please contact me.

**Donna Legro**  
Parliamentarian

I would like to first and foremost welcome the 017 postmasters and managers to our group. This group has been a great group with involved leaders who show up to meetings, conventions, and legislative summits. Now with the 017 leadership team joining the 018-019 group we will get even stronger. I have had 2 meetings already this year and have had great turnouts. I am looking forward to meeting with some of the members of the 017 and getting them involved with the organization. The next meeting is scheduled for September so that we can all get through the summer months. I would love to have a new location for a meeting that is centrally located for everyone to attend. If you have any ideas of a great meeting place, please let me know.

Involvement is the key to keeping this organization going. We just had the state convention in May and we had one of the better turnouts than we have had in years. As usual a lot of members of the 018-019 came out to make this weekend a lot of fun. We need everyone

to get involved with the group. Help find new managers, supervisors, acting supervisors and postmasters to sign up and get involved. Remember you can help sign up new members online at [unitedpma.org](http://unitedpma.org) or reach out to me and I can help you. We need to get a lot of new EAS and soon to be EAS on board with UPMA.

Thank you,  
**Keith Miller**  
RVP 017-019



**Keith Miller**  
RVP 017-019



# Greetings Postmasters and Managers,

Another convention season has come and gone. This year is by far the busiest convention season for me. In less than a two month span, I attended four conventions, NH/VT at Stowflake Mountain Resort, Stowe VT, Bar Harbor Ocean Side Resort in Bar Harbor ME, Rocky Hill Sheraton in Rocky Hill, Connecticut, and then of course, my own chapter convention at The Margaritaville Resort in Hyannis Massachusetts.

I had a great time attending these events. I was able to visit many friends from across New England, share information from UPMA-R messages, and most importantly, network and enjoy all the entertainment.

On top of all this traveling, I also conducted a Chapter Member Representative training session in Shenandoah Valley, Virginia, and then capped it all off with a week vacation on a Norwegian Cruise to Bermuda. Upon my return from all this travelling, I think my cat Bella was a little perturbed with me.

But in all seriousness, everywhere I turned, Postmasters and Managers all share the same concern and that is the new law being proposed to Congress, one of which mainly targeted federal employees' benefits.

When I was writing this article, the Bill had passed the House of Representatives and was on its way to the Senate floor for debates. Fortunately, some of the negative portions of it were scrapped, partly thanks to UPMA, our lobby group and our members calling congressional leaders.

While part of the bill concerning Federal employees' benefits continues to make its way to the Senate side of Congress, one concern in the bill is the elimination of the early retirement social security supplement. Another concern is classifying new federal employees as "At Will" employees which would mean they will not have any protections in terms of due process, appeal rights, etc.

I would use one word to describe the current Postal Service situation as "turbulence".

So, friends, control what you can control, stay close to the UPMA daily information, keep your chin up, protect your image and continue to provide quality service to the public and your community. Most of all, when it comes to work and family, make the correct choice, your family and your health is most important.

Respectfully,  
**Richard Hui**  
National Member  
Representative UPMA  
Area 1 Representative,  
UPMAR



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



## What does membership mean to me?

As the Membership Chair, membership means being present for our members any time I am needed, supporting members through mentorships, helping grow our membership and anything else I can help with. This year has been amazing. Starting with the national membership kickoff meeting in January where we had a great show and focus on recruitment. Then came the state convention. The amazing support from all who attended made it worthwhile to be in this position. This was culminated with huge support at the career awareness conference in early June. There was a lot of interest in the development of KSA's to get ready for future positions. Thank you to everyone that has shown support to me.

To our new members, you have a wealth of knowledge available to you, please use it. Reach out and we will help. You are part of a great organization focused on your development.

Let us all support our members, no matter what we are going through. We are as strong as our weakest link.

Let's go, my people.  
**Becky Lemerise**  
Membership Chair



# 2025 Legislative Summit Washington, D.C.









# Scholarship Winners



## Elizabeth Mahlert

Elizabeth is the granddaughter of John Hester, Retired PM of Oxford. She graduated from Shepherd Hill Regional High School and will be attending Nichols College with a major in Digital Marketing. Elizabeth enjoys convincing people to do things and is very interested in convincing people to gain an interest in products, brands or visiting places through digital marketing and advertising with the use of social media platforms. She is excited to study product evolution from the concept through final product and then the study of how the community accepts products and ideas. Elizabeth received an Excellence in Arts, Honors Award from Shepherd High School and a Nichols College internal Presidential Merit Scholarship. Outside of high school, she works at Marshalls and Pool and Cue and Spas Too during the summer months.



## Grace Orr

Grace is the granddaughter of Dorothy Sullivan, Retired PM of Princeton. Grace graduated from Kents Hill School from Reading ME and will be attending New England College to study biology. Grace will be major in criminal justice with the goal of becoming a forensic pathologist to help ensure the integrity of evidence, including autopsies, to help support the truth in both criminal and civil cases in order for justice to be served. Grace was on the Honor Roll and High Honor Roll during high school. She served as the Captain of the Girls Varsity Ice Hockey Teams and played on the Girls Varsity Lacrosse Team. Grace was also the Co-Founder of the Board Games Club and volunteers at the Veterans Cemetery and for the U/A Girls Ice Hockey Team.





## Hailey Roach

Hailey is the daughter of Jeff Roach, Postmaster of Lynn. She graduated from Essex North Shore Agricultural and Technical High School in 2023 and is currently attending Coastal Carolina University in North Carolina where her major is finance. For four years, Hailey was on the High School Principal's List every year and is on the Dean's List at Coastal Carolina. Hailey played Basketball and Softball at the Junior Varsity and Varsity levels throughout HS while also coaching softball pitching clinics for the younger girls. While attending a technical high school, Hailey studied Dental Assisting which enabled her to work as a Dental Assistant. After HS she received her Dental Assistant License and has been working as such ever since. When not participating in school activities, Hailey works at dental offices and plays on an AAU softball team all year round. She also volunteers in her hometown helping with softball pitching clinics for the younger girls in town.



## Julianna Salinovici

Julianna is the daughter of Richmond Postmaster Koren Ahlen. She graduated from Darrow School and is currently attending Savannah College of Art and Design in GA majoring in acting and filmmaking. She received High Honors, Excellence in Theater and Excellence in Spanish. As a freshman at Savannah College, she was named to the Dean's List and had the opportunity to write and direct her 1st short film and act in two plays through the student run Shakespeare Club. Julianna has been active in sports playing HS Varsity Soccer and HS Varsity Basketball where she served as Captain for both teams and also played Varsity Softball. Outside of sports, she was part of the Debate Club, Jazz Band, School Theater, the Women's Empowerment Club, and the Newspaper Club where she served as the Editor in Chief. Activities outside of school include the Berkshire Youth Leadership Program, the Play Write Mentoring Project, the Internship and Adams Theatre, the Women in Film Club and the Film Production Club. Julianna's primary goal as both an actor and filmmaker is to harness the truth and vulnerability in my acting and storytelling as well as uplifting women voices in film.



### Ashley Stickney

Ashley is the niece of Donna Legro, Retired Postmaster of Haverhill. She graduated from Bishop Fenwick High School and will be attending the College of Holy Cross with a major in biology and an interest in a career where she

can impact someone's life such as a Physician Assistant, Physical Therapist or Occupational Therapist. Ashley received many awards during HS such as Academic Honor roll, National First Generation Recognition Program, College Board, Kristen Amarco Sesselmann Leadership Award, National Honor Society serving as Secretary, Brown University Book Award. Her extracurricular school activities consisted of Fenwick Pep & Concert Bands serving as the Librarian, Admissions Tour Guide, Best Buddies Club, Kindness Club, and Freshman Orientation Program Group Leader. Ashley's sports consisted of JV and Varsity Field Hockey serving as Captain, Massachusetts Field Hockey, and JV Basketball. She was named to the Joanne Paquette Academic All Star Team, the All Star of the Catholic Central League, and Student Athlete of the Month. She volunteers at My Brother's Table Soup Kitchen in Lynn and works as a cashier in Danvers.



## Congratulations to our 2025 Scholarship Awardees

For more information on future applications please visit:  
<https://www.unitedpma.org/upma-scholarship-foundation/>



# 025 & 026 Chapter Update: Spring Highlights and Leadership News

Our most recent chapter meeting, held on March 20, featured two outstanding guest speakers, Rob Leary, UPMA MA President and Rich Hui our National Adverse Action Rep, who provided an insightful overview of pending legislation in Congress, along with updates on key issues emerging across the country. Their presentation sparked thoughtful discussion, and I remain cautiously optimistic about the road ahead.

We were pleased to have 38 chapter members in attendance. Following the speakers' remarks, we held our election for Regional Vice President. I am deeply grateful for your continued support and honored to serve another term. Thank you for your confidence in me.

Our State Convention held at the Margaritaville Resort in Hyannis was a tremendous success and was well attended by our chapter. Among the highlights was the reelection of Rob Leary as State President, and John Sacco as Exec Vice President. The UPMA National President was also present and addressed our concerns regarding last year's NPA confusion. He shared that negotiations on this matter are scheduled to begin early this month which is a promising step forward.

A significant bylaw change was approved during the convention, which realigned chapter boundaries and officially established a new chapter for Boston. Under this new structure, our chapter will now include zip codes 025 and 026 exclusively.

We also extend our congratulations to numerous Postmasters on their new assignments:

- Brent Taft in Osterville
- Lisa Thomas in North Chatham
- Matt Williams in West Hyannisport
- Wes Palmeira in Provincetown



Jacques Tompkins  
RVP 025 & 026

And a special welcome back to Raquel Oneill, who has returned as the new supervisor in Harwich.

Thank you all for your continued commitment to our chapter and community,  
**Jacques Tompkins**  
RVP 025 & 026



# Greetings, Salutations, and Happy Spring!

Not sure how all the “politics” and ongoings will affect the USPS going forward but I am sure we will all continue to serve with pride and honor and as always, do the best job we can for:

Our employees  
Our customers  
The USPS organization

With the “changes” coming, we need to:

Stick together  
Continue to filter out the “static”  
Stay the steady course

We’ve been on rocky and uncertain roads before and made it through. It will be the same thing this time around. As well:

It is spring  
The gardens are getting ready again  
It’s a great time of year!!!

With that out of the way I wish to commend the following Postmasters who were promoted over the last few years with this list provided by Nancy Devine (POOM secretary).

OFFICE	POSTMASTER	APPROX DATE
Dover	Jessica Collari	Oct-24
Duxbury	Heidi Carpenter	Nov-23
East Bridgewater	Rick Laliberte	Sep-23
Hanson	Suzanne Lanord	Mar-24
Hingham	Marie Bois-Higgins	Sep-23
Holbrook	Laurie McCartin	Oct-24
Hull	Tim Gallagher	Oct-24
Manomet	Heather Carvalho	Jan-24
Marshfield	Hillary Gaffney	Mar-24
Medway	Matt Afonso	Mar-24
Rockland	Steve Fama	Oct-24
Scituate	Steve Baird	May-24
Stoughton	Lisa Shaw	Oct-24
Walpole	Phil Jefferson	Oct-24

Congratulations to all of you for your hard work and proper recognition. As well, congratulations to John Connolly on his promotion to POOM G and his dedication and involvement with our local Mayflower 020 – 024 UPMA Chapter. I know there are more promotions and many I’ve missed. I figured I’d start here with this list and please keep updating me with further promotions and reminders about those that I’ve overlooked. I missed DC this year unfortunately but I will see you all at Margaritaville in Hyannis at the MA state convention in May. Until then, keep doing what you do best, as for help, if you need it and I can be of any assistance, reach out to me.

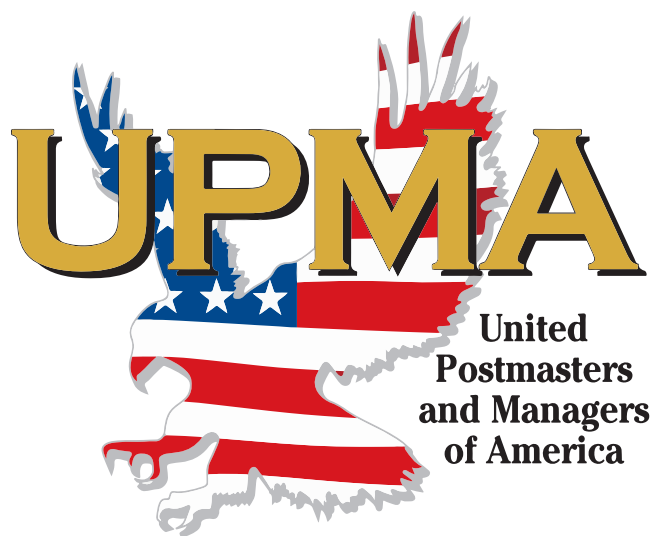
Get in the dirt and get dirty – just be careful with your backs, knees, and hips!

Be Well and Fond Regards,

**Tom Driscoll**  
RVP 020, 022, 027  
Mayflower Chapter



**Tom Driscoll**  
RVP 020, 022, 027



**NEW RVP**  
**021-022, 024 *coming soon***



# Greetings fellow Postmasters, Supervisors, and Managers,

**I**t was another successful State Convention for our Chapter this year. This year's convention was held at the Margaritaville Resort in Hyannis MA, attended by roughly 75 people, made up of active and retired members, speakers, trainers, as well as guests. Thank you to A/POOM H Laurel Lynch for coming and spending some time with our members, answering questions and giving us a presentation on leadership. I would like to extend a special thank you to Todd Rekrut, Acting Manager of HR for the MA-RI District. Todd covered a variety of topics related to HR and answered all our questions, exchanging a lot of good information. We then heard from UPMA National President Tony Leonardi, who presented a slideshow on UPMA National information and answered questions from the members present. Thank you as well to UPMA National Retiree President Charley Peters, who spoke briefly on issues and information from the retiree front and attended the MA retiree meeting.

On Saturday, we voted on the 15 proposed National Bylaws that will be ultimately decided at the National Convention in Dallas later this year. We also voted on one state bylaw change. This change will incorporate the Boston area as its own local area chapter of MA UPMA. Boston members will now have the chance to elect their own Regional VP and hold their own meetings within their geographical area. We are excited to provide this opportunity to our Boston membership. I look forward to attending their first official meeting in the near future! The bylaw change also changed the structure of a few of our other regional chapters. Our chapters will now be as follows according to your three-digit zip:

010-012  
013-016  
017-019  
020/023/027  
021/022/024  
025-026

Saturday afternoon, we held voting for both National VP Atlantic Area, State President for MA, and Executive VP for the state of MA. For the National VP race candidates were Tasha Clemons of NC, Peter Urbani of CT, and yours truly, Rob Leary running for this position. I want to thank the members of Massachusetts for casting 100% of the votes to me for this opportunity. For the VP race, we saw John Sacco run unopposed and will be your Executive VP for another two-year term. Congratulations John! For your State President, I am honored to start a second term in this position. In the past two years we have grown so much, and it is my goal to continue that growth and assist our members to the best of my abilities. We've accomplished a lot these past couple of years, and I look forward to seeing what we can do going forward.

We closed out the day with our banquet, which included live music from the Fox and the Dragon. I would be remiss if I did not thank all in attendance for the impromptu birthday celebration, as I celebrated my 50<sup>th</sup> birthday with my UPMA family, as well as my own family that was in attendance. I couldn't have asked for a more memorable way to enjoy this milestone birthday!

With all of the above said I want to thank all that attended and encourage all of you to start making plans for next year. We are working hard on securing a location and should have that done in the very near future. Those that have attended can tell you the good times we shared, and I am sure next year will be even better. You will receive valuable training and information sharing, but just as importantly, you will have one of the best networking opportunities available by simply attending this event. UPMA members from all around the state come together, giving you the chance to develop new relationships and foster old ones. You will have the opportunity to meet fellow managers, District Leadership, as well as UPMA National Office representatives, helping to gain different perspectives on a wide range of topics that affect your Postal career.

In closing, in my opinion, this was one of the best conventions I have attended in years. I don't say this because I helped put this together and assisted with running the event. It was due to what I saw with my own eyes over the weekend. The camaraderie and interaction I witnessed was exactly what I have hoped to see our membership achieve during my tenure as State President. Seeing our members working hard during the business sessions, taking notes, asking questions, being involved, and caring about what we do. Then to see the good time had by all filled my heart with the knowledge that the Massachusetts members also care so much about one another. Please consider being a part of this awesome event next year!!

Respectfully  
**Rob Leary**  
UPMA MA State President



**Rob Leary**  
President  
Massachusetts Chapter

# Time to Step Back, Pause and Reflect on the Future

I have always been an overachiever throughout my life. I have always strived to be the best at what I do. I always loved helping people for the greater good of any organization that I was part of. Not sure if this is the best course moving forward. This is why, after a nice 2-week vacation where I had no responsibilities, no laptops, and no emails I was able to look back at the past.

From the get go, in school, I've always been in the top 5 students in my class. I started studying computers where I learned Cobol and Fortran. Yes, the Graphical user interface we know today did not exist yet. I graduated with high honor in 1984, and I was accepted at the prestigious Royal Military College of Canada as an officer cadet. I wasn't even 16 and required my parent's signature to be able to join the military. My MOS was infantry, and I was enrolled in a computer science program. I was a member of the intramural soccer and football team as well as the varsity hockey team. This was a major adjustment in my life and the schedule was structured and very busy from the moment we woke up in the morning at 5:00 AM until bedtime at 11:00 PM. Believe it or not, my weakest grade was in the French class, my native language. Politics got involved and budget cuts forced the leaders of the school to cut a major part of a class. Great leaders I was looking up to. This affected my performance overall since the best were not necessarily graduating anymore. Why be the best if politics can get you out of the program. In 1986, I became a civilian after turning down an offer from the military to become an air traffic controller in Germany and enrolled in a computer technician class which was supposed to last 9 months. After 6, I was done and started their programming class which they dragged their feet on to not allow me to get too

much done. Yes, I paid for 9 months, and I was guaranteed to get 9 months' worth of schooling. Once I graduated, and failing some entry job interviews as being too qualified, I finally found a job at a field service company fixing terminals, centralized computers, teletypes, printers, etc.... This was great traveling across the province of Quebec daily to service our customers. This went well and eventually Apple computer acquired the company to help with servicing their computer base but eventually I got laid off before Christmas when Apple computers decided to change their strategy and started working through licensed dealers. I got hired at one of them and that worked very well for years. I even helped open a satellite store on the south shore of Montreal. Eventually, this also came to an end but I found a job with Computerland. They specialized in networked hardware maintenance like servers, computers, laptops, printers. This was getting interesting. I got certified on equipment like Compaq, HP, and NEC. The company was acquired by WorldCom to become their field service branch. When they won a contract with one of the largest law firms in Canada, I was assigned to be their field service technician. The Law firm needed more than that and I expanded into the networking and help desk areas. I became a Novell and Microsoft Certified network engineer. One day I was approached by NEC since the firm I worked with had a large inventory of NEC Computers and laptops. I guess I had a good reputation, and they offered me a job as a sales engineer with a territory ranging from Ottawa to the Maritimes region. This went very well. The Canadian government added a new requirement that every product sold to them had to be available in both French and English languages. I started working with the project management team in Boxborough MA and helped develop a full line of products for the Canadian market. In 1999, NEC offered me a job in the US as a project manager for their notebook division. Working with cutting edge technology was awesome. Packard Bell merged with NEC and there goes the next chapter of my career. The company wasn't doing well, the quality of the

product was not as good as it was under NEC Computers and eventually, the company closed in the US. Out of 3,000 employees, I was one of the 50 employees remaining in a spinoff called Vibren Technology. I was now writing contracts to support the sales and engineering groups. Our core business evolved in programming for smaller devices like smartphones. I was assigned to work for one of their subsidiaries and developed a help desk application using Microsoft Access. The application had the ability to page and email people when the cases were closed or escalated. But that ended in 2005 when Vibren Technology was closed.

I started working for a general contractor. We were doing everything from renovations to additions. Name what could be done like windows, doors, roofing, floorings, plumbing, electrical, etc.... A friend of mine worked for the Department of Corrections as a Correctional Officer and I started the process to apply for that job. I passed all the requirements and tests needed to be accepted but for some strange reason, I was removed from the initial list to report to their academy due to not having my citizenship and preventing me from being able to get a license to carry for work. In parallel, his wife worked for the Postal Service as a clerk and convinced me to apply there as well. The rest is history even though a year after I started at the Post Office; I received a letter in the mail to report to the Department of Corrections Academy in Shirley.

My postal career started in 2006 in Ayer as a clerk. I was able to do a mutual exchange 9 months later with a carrier who wanted to become a clerk. I carried mail and was a shop steward for 6 years in Ayer and was introduced to management. I had details in Natick, Maynard, and Leominster. I eventually became a Supervisor in Leominster where I started the first Amazon Hub for the 014 Zip code. After the second year, it grew so much that I was asked to help start a second hub in Fitchburg which are still active today. I became the Postmaster of Shirley where Postmaster Pam Boudreau saw my potential and asked me to do some work to help POOM E and



the district. I started doing office transfers, 552 (IMIP) investigations, and supported my peers with all sorts of questions and issues. I even helped with upgrading many offices to the ACE4 computers. Time



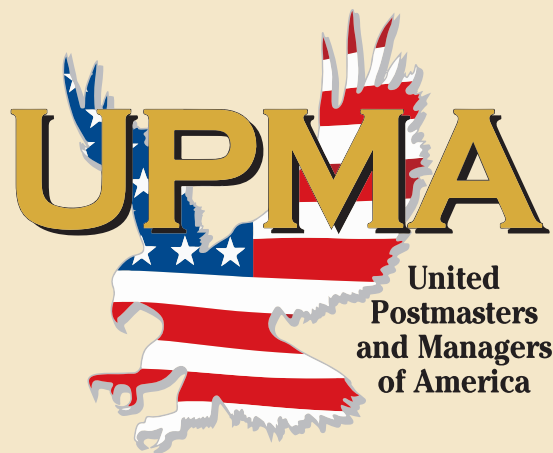
**Sylvain Labelle**  
RVP 013-016

changed and evolved with new technologies and management styles. Reports, dashboards, certifications, etc.... were popping up very quickly. I'm the type of guy who embraces changes but those were coming in fast and furious along with real time reporting and validations requirements. The best tool I had at my disposal "time" vanished. This had a side effect of cutting into my personal time to offset some of those losses.

Last year at the state convention, I decided to meet with retirement consultants who helped validate the numbers I had compiled and maintained over the years, and I started to investigate the possibility for retirement. It's never too early to look at it. There's more to the numbers when looking at retiring. What to do if you retire too young or want to stay active. I started to look at what I am good at and what I could do after retiring from the USPS. Like my wife always said, I'm a pretender for those who have seen the TV show. I can be a mechanic, an electrician, a plumber, a carpenter, etc.... or maybe I wasn't looking close enough.

I always loved the work I did as a Postmaster. Maybe this could be a full circle in my career. I love the people I work with. The demands of the job are frustrating at times, but they are fulfilling. I've always been interested in details to learn about the various departments to see what I could eventually do before retiring. In February 2025, I received a call to see if I was interested in a detail in IT. This seemed to be the perfect opportunity to see if this could be a fit for me and of course, if I am a fit for the company. Maybe this is a crossroad I need to consider. I'm still a long way from it but I need to make a 5-year plan which we should all be doing regularly to focus on our goals. My IT detail started on March 22<sup>nd</sup> and I will always do my best to support you when you have questions or issues.

**Sylvain Labelle**  
013-016 RVP



## **2025 MA State Convention**



## **Leader of the Year Winner**

**Philip Russo**  
**Postmaster**  
**North Chelmsford**

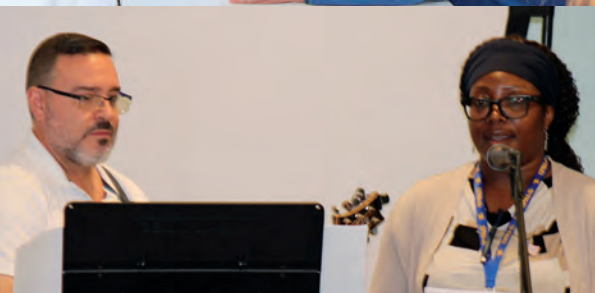




# 2025 MA State Convention







## Raffle Winners

### FRI LUNCH

\$100 LISA PANACCIONE

### FRI PM MEETING

\$100 SUSAN DOW

\$100 HEIDI SALMON

### FRI DINNER

\$100 JACQUES TOMPKINS

\$100 CAROLYN MCDERMOTT

\$100 TOM DRISCOLL

### SAT AM MEETING

\$100 TOM DRISCOLL

\$100 HEIDI SALMON

\$100 MIKE FAIRBANK

### SAT LUNCH

\$100 BRENDA MARTIN

### SAT PM MEETING

\$100 TOM DRISCOLL

\$100 DONNA LEGRO

### SAT DINNER

\$100 KIM DONAHUE

\$100 KOREN AHLEN

\$100 GIANA STACHULSKI

### SUN BREAKFAST

\$100 DONNA LEGRO

\$200 ROBIN DRISCOLL

\$200 ROB LEARY

## PAC 50/50 RAFFLE

**\$1080.00**

**TOM DRISCOLL**





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

Name \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_ State/Zip \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

**TODAY ONLY!**  
**Registration**  
**\$149!**

After today – December 31, 2024 - \$165

January 1 – May 31, 2025 - \$180

June 1 – On Site - \$200

Six meals including

**Saturday night Banquet and Awards**

Refund Policy:

50% after June 1

No refund after July 1

**Team Building Competition**  
**Saturday Afternoon Breakout!**  
*Off-Site Transportation Provided*

## **GREAT WOLF LODGE**

**10175 Weddington Road, Concord North Carolina 28027**

Make reservations today by calling 1-866-751-9653. Be sure to mention 2509UPMA, reference code to receive the special discounted rate.

Room Rates \$179, includes Free Waterpark Passes, Free Parking

Available until 8/25/25 or sold out.

(One registration per page)

Checks to NC UPMA AC - Mail to:

**Peter Roina**

**309 Cape Lookout Dr**

**Harkers Island NC 28531**

(Vendors must register to participate in  
hospitality room, meals and events)

\$ \_\_\_\_\_ AC Registration

Watch for updates soon on our  
Facebook Page:

**UPMA Atlantic Conference 2025**

More information contact

**Dominick Spadaro - 252-342-0614**

**Dominick28512@gmail.com**

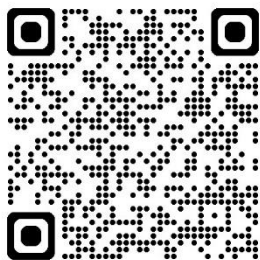


# UPMA 9th National Convention

August 9 – 15, 2025

Sheraton Dallas, Dallas, TX

The UPMA 9th National Convention will be held at Sheraton Dallas, August 9 -15, 2025.

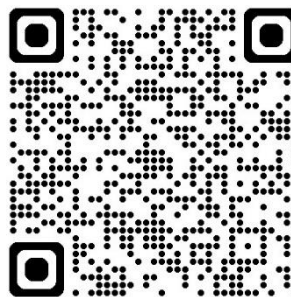


QR code to Register for the convention in Dallas TX

2025 National Convention Registration Rates	August 24, 2024 - August 30, 2024	September 1, 2024 - March 31, 2025	April 1, 2025 - June 30, 2025	After June 30, 2025
Postmaster, Manager, Supervisor or EAS Professional	\$200	\$220	\$252	\$300
UPMA Retired, Associate or Guest <i>This rate includes the UPMA Retired Luncheon.</i>	\$200	\$215	\$239	\$275
Auxillary or Guest <i>This rate does not include the UPMA Retired Luncheon.</i>	\$150	\$165	\$189	\$225
Children 17 and under <i>This rate includes child's meal at the Thursday Grand Banquet.</i>	\$100	\$110	\$126	\$150

## Hotel Reservations:

Contact the Sheraton Dallas to book your hotel room. Mention that you are attending UPMA National Convention. UPMA rates are available until July 18, 2025 or until the room block is sold out, whichever comes first. **Sheraton Dallas Phone Number:** 888-627-8191



**Group Code:** UPMA National Convention 2025

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Haverhill, MA 01832

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New Group  
Info  
To Come

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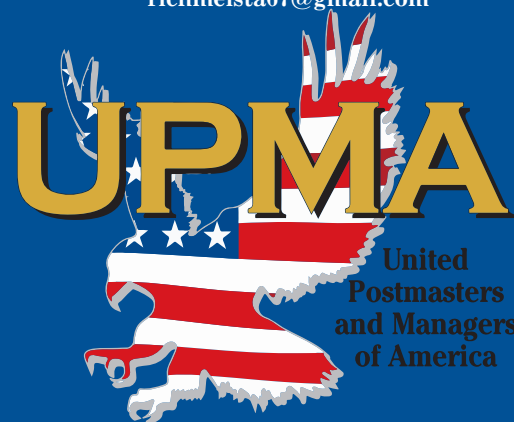
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\*Opinions expressed in this issue of the BayStater are those of the writers and not necessarily the views of the United Postmasters and Managers of America.