

The Baystater

Fall 2017



Postmaster General Megan Brennan with members of the Massachusetts delegation



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MA UPMA State Convention: April 25-26-27, 2018
Make Plans Now!

Rich Hui For President Campaign Is In Full Swing



Greetings Postmasters and Managers of Massachusetts,

What a great first ever UPMA National Convention. Kentucky Chapter members really did an outstanding job, especially considering they only had less than one year to plan. Louisville is truly a beautiful city and the sightseeing was tremendous.

Personally, this was by far the busiest convention that I have ever attended. My Presidential Campaign kicked off in full steam during this Convention. All of the positive feedback and encouragement that I received really warmed my heart and provided me with more fuel and energy for this campaign.

To the Massachusetts Chapters delegates, a big thanks. They really stepped up during this convention. Everyone, active and retired, gave up their precious free time to help by working the booth, selling 50/50 raffles, preparing the hospitality room for my "Meet and Greet", taking photos and talking to other States delegates, etc. I also appreciate the financial support of the Massachusetts Chapter. This encouragement keeps me energized.

As you may recall, I announced my candidacy for National President in July. Since then I have been able to convey my message to fellow Postmasters and Managers and also at our National Convention.

I believe that, I am the best candidate to bring UPMA into this most important phase of our organization. Not only do I have passion and integrity, I have the stamina to do the hard work that we are facing. I believe that the President has accountability to all Postmasters and Managers. After all, the UPMA membership is the employer and the President serves at their will.

I look forward to this coming year and the adventure that are sure to come my way as I travel this country. It is my intention to visit as many states as possible, not only to discuss my candidacy but also to share knowledge that I have gained as a member of the National Adverse Action group, my work on National Finance matters and my expertise in labor relations. To that goal, I would be happy to either give a workshop at your state convention or submit a PowerPoint presentation that you can use. Thank you in advance for your support.

Respectfully,

Rich

Richard Hui
Candidate for UPMA National President, 2018.



Rich and Susan Hui and Donna Legro, Campaign Manager

National Convention: Hard To Get To, But Worth The Trip

The 2017 National Convention, UPMA's first, was held in Louisville, Kentucky. Massachusetts attendees included 9 Postmasters, 2 Managers, 7 Retirees, and 5 Guests for a total of 23.

Unfortunately there were transportation issues trying to get to Kentucky. Some flights were delayed for several hours at layovers and other flights were completely cancelled. For Lorna, Bob, Josh, Denise, Chuck and me, the flight was cancelled before we even left our homes at 7:00 AM. We ended up driving the 14-15 hours to get to Kentucky by midnight Saturday night. Deanna's connector in Baltimore was cancelled so she shared a rental car from Baltimore to Kentucky, Jeremy's and Jerry's connector was delayed several hours in Baltimore, and Glenn and Ann's flights were cancelled so they took the next available flight on Monday.

There was much activity around the booth set up to support Rich Hui's candidacy for National President. All states will vote at their state convention and the number of votes will be converted to a percentage and the votes entered for final tabulation at the 2018 national convention in Reno, Nevada. Please plan on attending the MA state convention in 2018 to cast your vote and also the national convention in Reno. We had a daily 50/50 raffle on Sunday, Monday and Tuesday. No one claimed the \$243 prize for Sunday so Rich donated the money to the Kentucky Cancer Programs. The Monday 50/50 winner of \$163 was Kristen Luther from Washington State and the Tuesday 50/50 winner of \$175 was Sue Guersney, PM retired from Michigan. The winner of the iPad mini was Donise Leonard, a guest of an active member from Bath, NY. The Blaze Fit Bit was won by PM Retired Cynthia Herbert from Millburn, New Jersey and the final raffle, an Amazon Echo, was won by First Timer Laura Davis from Giddings, TX.

Sunday consisted of Chapter Officer break-out sessions, the First Timer's meeting, and a welcome dinner and dance. The first general business session was Monday morning. We heard from several speakers, including Co-Presidents Sean Acord and

Tony Leonardi. A presentation was made by the Kentucky Cancer Programs and Bob Levi updated us on the status of HR756. Rich Hui spoke on the new UPMA training website and the Connecticut Chapter (Mohegan Sun) and Baltimore, Maryland presented their proposals to host the 2019 national convention. The first UPMA Star Chapter Awards were presented and Massachusetts was one of the states selected (See the award and the application that was submitted on behalf of MA in this issue of the Baystater.) PMG Megan Brennan spoke on Tuesday along with David William, COO & ExVP. Brian Wagner, NAPS National President addressed the group and UPMA Retired Co-Presidents John Olson and Clara McCullar presented the Retiree Scholarship Awards. Ohio presented their proposal for the 2019 national convention along with National Harbor, Maryland. On Wednesday, we heard from Jeff Williamson, Chief HR Officer & ExVP and Joshua Colin, VP Eastern Area Operations. Mohegan Sun, CT won the vote for the 2019 convention site, so mark your calendars for July 2019. Throughout the convention there were training seminars available regarding UPMA membership and services, financial training and planning, retiree health care choices, adverse action representation, TSP withdrawals and updates. Please be sure to read the national magazine, *The Leader*, or view the national website for more details of the convention.

At the New England Council meeting, there was much discussion about the treasurer balance in the account and the use of the dues money, both past and present. A motion was made and carried to dissolve the financial aspect of the council which eliminates the need for a Sec/Treasurer. Motions were also made and carried to endorse Rich Hui for National President and to donate the balance of the account to the Rich Hui Campaign. Donna Legro will work with the Signature Credit Union during the convention to transfer the money to Rich's campaign account and close the New England Council account Mike Renkert will send Donna the current mission statement for revision and distribution to the State Chapter Presidents for sharing with their



The easiest Kentucky Flight you can get

members. Barbara Swiderski, PM Retired from ME was elected to serve as NE Council President.

The 2018 Legislative Advocacy Days are Feb 26-27, 2018. Early registration is \$25 and the form is available on the national and state websites. The national office reserved 3 rooms for each state. We have requested more, but there is no guarantee. Like last year, I will work with the sales office of the hotel to obtain a room block for our members that register to attend. The room block will only be available up to 30 days prior to the event. So register early, let me know after you have registered and I'll do my best to get everyone rooms in the same hotel. As a reminder, we still have funds available in our legislative account to help offset some, if not all, of the expenses of any non-officer members that attend. As soon as the guidelines for financial assistance are worked out, they will be posted on the state website, maunitedpma.org.

The 2018 national convention will be held in Reno, Nevada July 21-27, 2018. Registration forms and hotel information is available on both the national and state website.

Your Executive Board voted last week to hold the 2018 State Convention at the Red Jacket Resort in South Yarmouth. The state convention will be held in April this year to facilitate the voting of the next National President for UPMA. With this earlier date, look for convention information in the next issue of *The Baystater*.

Donna
Donna Legro
Co-Sec/
Treasurer



Thank You

It is with mixed emotions that I write my last article as Co-President of the Massachusetts Chapter of UPMA. My term of office expires on October 31, 2017. Taking the reigns of this organization has been one of most challenging and most fulfilling obligations I have ever taken on. I want to thank every member. You have challenged me and made me a better person today than I was just a few short years ago. We have accomplished so much, but still have so much more to do. Although I am saddened to step down from this position I am excited for what lies ahead for our new organization. We have successfully merged two of the oldest management associations in the country to become one of the largest. The job is not complete though. It is only just beginning and with the leadership and energy of our new incoming Executive Board I see greater accomplishments and more success on the horizon. Glenn and I will continue to serve as Immediate Past State Co-Presidents for the next year to help guide and support the new Executive Board.

I cannot possibly, sufficiently, thank the members of the entire Executive Board, Committees, helpers, trainers, Past Presidents.... who were there to help and guide me and to lend a word of support when I really needed it.

It has been an honor to work with you and to represent you for the past few years.

John

John Fitzpatrick
Co-President
Massachusetts State Chapter
UPMA

How lucky I am to have something that makes saying goodbye so hard.”-

Carl Sobieski

Dear UPMA Members,

I'd like to thank all of you for your support and friendship over the years.

As of November 1st, the Association will be transitioning back to a single President and my term will be over.

I have been MA President of the League for the last 8 years and Co-President for UPMA for the last year. I've made many acquaintances and some lifelong friends that I will try and stay in touch with in the coming years.

I'd like to thank Co-President John for friendship through the years and assistance during the merger of our two associations. He is a truly capable leader and an indispensable asset to our organization.

We are in good hands in President- elect Jeremy Pilone. He has already rolled up his sleeves and is hard at work. He cares deeply about the association and its future and will be a fine steward for the MA UPMA.

I know we may still be Leaguers and NAPUS deep down but I'm hopeful that the new association fulfils its goal and we come out stronger in the end.

Keep an eye on National Vice President Rich Hui's campaign for National President and offer any support you can. It would be great to have one of 'ours' in the seat.

I wish you all the best of luck in the future and in your careers. I have a few more years till I head for the greener pastures of retirement so please feel free to contact me anytime if I can be of assistance.

Sincerely,

Glenn

Glenn Cook
Co-President
Massachusetts State Chapter
UPMA





ELECT
RICHARD HUI
 UPMA NATIONAL PRESIDENT

After strong encouragement and support from many postmasters and managers, I would like to announce my candidacy for National President, UPMA, 2019. I look forward to continuing the work to the successful implementation of our new organization, **United Postmasters and Managers of America**. I believe that my enthusiasm, experience, and demonstrated ability in representing postmasters and managers with dignity and confidence will be of great service to this great organization.

PROVEN LEADERSHIP FOR A NEW ORGANIZATION

- Transparency
- Dependability
- Honesty
- Collaboration

Career

Postal Carrier; Fitchburg, MA 1988
 Supervisor; Fitchburg, MA 1995
 Postmaster; Winchendon EAS 18 2000-2005
 OIC Gardner EAS 21- 2001
 OIC Maynard EAS 20-2002
 OIC Wayland EAS 20- 2004
 Postmaster Webster EAS 21 -2005
 Acting MDO Shrewsbury P&DC EAS 22- 2006
 Service Improvement Team-Massachusetts District 2007-2008
 Postmaster Leominster 2009-Present

Association

2002-2004 NAPUS local chapter president 014-017 area
 2004 – 2008 NAPUS Massachusetts Chapter President
 2009-2010 NAPUS Massachusetts Chapter Postmaster Representative, 014-017
 Rules Chairman, 2015 NAPUS National Convention; Mobile, Alabama
 Rules Chairman, 2016 NAPUS National Convention; New Orleans, Louisiana
 2012- 2013 National Vice President; Area 2 – CT/MA/RI
 2014 Diversity Chairman, NAPUS
 2014 - 2016 Postmaster Rep Committee Member, NAPUS
 2015-2016 NAPUS Area 2 Vice President – CT/RI/DE/DC/ME/MD/MA/MI/NH/NJ/NY/PA/VT
 2017 Adverse Action Member Representative – NJ/ME/MA/RI/NH/VT/CT
 2017 UPMA National Vice President, East Area
 2017 UPMA Learning and Development Committee Chair

Special Achievement

Manager of the year, Level 20-21 2006 Massachusetts District
 Postmaster of the year, 2008 NAPUS
 Employer of the year 2015 ESGR Department of Defense

Education

1980 Bachelor of Science (Economics) Northeastern University

Personal and Community

I have been married to my wife, Susan Valois, a retired school teacher, for 35 years. We have two sons, Christopher, a Licensed Banker, and Dustin, who is in the United States Navy.



Greenwood Memorial Swim Club; Team President
 Greenwood Memorial Pool Trustee
 USA Swimming National Referee
 Coach Gardner Youth Soccer
 Coach Gardner Little League
 Eucharistic Minister; Holy Rosary Parish Gardner
 Member Gardner Lion's Club

What A Convention!

(I Know I Said That Last Time...)

I was honored to be able to attend my first (and THE first) UPMA national convention in Louisville, KY. For those of you who have yet to attend, I highly recommend it if you're interested in seeing how the process takes shape. I got to meet UPMA officials I have only heard of and get their take on the state of our organization and the USPS as a whole. Additionally, I had face time with our awesome PMG Megan Brennan, the COO David Williams, and the Chief Human Resources Officer (CHRO?) Jeffrey Williamson. They too seemed concerned for the current situation facing the USPS and genuinely wanted to hear our take on it along with answering any questions we threw their way. It was eye opening to say the least.

The days were filled with forums, meetings, lectures, training, and walking around the vast exhibition hall trying to gather information about my career and collect free stuff in the UPMA provided satchel. It was like an adult scavenger hunt with an educational twist. The nights were very interesting and usually contained a banquet, dance, or a combination thereof. I had a great time meeting new friends and networking with members and officers from other states. I have to say that the hospitality shown by people I just met or may have known for a few years was top notch and made me feel like part of the family. I always thought that is what this organization was about, and they all proved it big time.

As your incoming President, I want to encourage all of the fine members of the Massachusetts Chapter to attend as many events as possible. Whether it's local or national, try to get out there and let people know who you are. You have a voice and opinions, so let them be heard. It is truly amazing what one person with an idea can accomplish just by telling someone else who has the influence or authority to effect real change. This is a great segway into our next scheduled event, Legislative Days in Washington D.C. This is truly the time to let your voice be heard as we sit down and discuss the issues with our Senators and Representatives from the Bay State and make sure they are on our team and champion the UPMA cause. Our chapter now has a fund to assist members who wish to attend this event to lessen the financial burden. Feel free to contact your Regional Vice President (formerly local chapter Presidents) or any member of the Executive Board you can for additional information.

See you in D.C.!

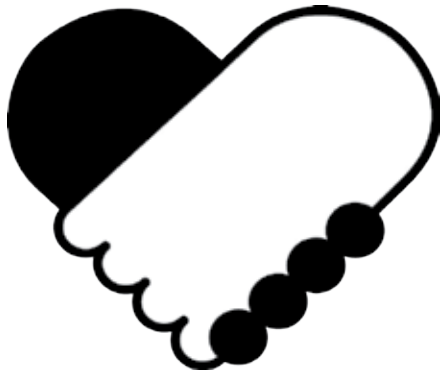
Respectfully submitted,



Honorable Jeremy M. Pilone, Postmaster
Provincetown, MA 02657
email: jeremypilone@gmail.com
cell: (561) 267-7779 / office: (508) 487-0368



Help Postal Employees hurt by Hurricanes Harvey and Maria and the California Wildfires



Postal Employees'
Relief Fund
CFC#10268



Make an immediate donation:

Go to **postalrelief.com** with your credit card
or send a check to:

Postal Employees' Relief Fund
P.O. Box 7630
Woodbridge, VA 22195

RECOGNITION

**UPMA
STAR CHAPTER
AWARD**

COMMUNICATIONS

MEMBERSHIP

Presented to

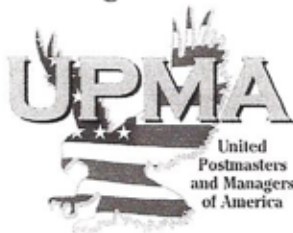
Massachusetts Chapter

*in recognition
of your accomplishment
of key activities through
focused leadership*

LEGISLATIVE/PAC

CHAPTER ADMINISTRATION

*Presented at the
UPMA National Convention, Louisville, KY
August 2017*



Massachusetts Earns Star Chapter Distinction

The Massachusetts Chapter of UPMA was awarded the Star Chapter Award at the National Convention in Louisville. This award is given to Chapters who excel in a multitude of functions. Massachusetts is one of the strongest voices in UPMA. This award is given based on submissions for the recognition. Donna Legro, Secretary/Treasurer, completed the application and submitted it for Mass. Members. The MA UPMA wishes to thank Donna for her hard work and taking the time to ensure that we stand with the best. Her submission is below and on the next page. Take a minute to read what makes your MA UPMA one of the best Chapters in the country.

UPMA STAR CHAPTER AWARD 2017

Like a true star, success is seldom one dimensional. Effective State Chapters excel because of their diversity in a range of activities. To qualify for UPMA STAR CHAPTER AWARD, your chapter must document activities in the following areas: Recognition, Membership, Communication/Training, Legislative/PAC and Chapter Administration. The five areas make up the five points of a star and are characteristics that all successful chapters have in common.

The application process requires a brief description of your 2017 Chapter activities in the following areas: Recognition, Membership, Communications/Training, Legislative/Pac and Chapter Administration. The following are examples of the types of behavior that a chapter could cite to validate their achievement. These are examples of activities; they are not intended to be an all-inclusive list.

All Chapters attaining the Star Chapter Awards will be recognized at our National Convention. Each successive year's recognition will include the number of consecutive years that the Chapter has received the award. Each year one chapter will be selected from submissions to receive the National Chapter of the Year Award. Selection will be made by the Executive Director and the UPMA national office staff.

1. Recognition: Retirees and First Timers were recognized with a lunch honoring them on the first day of the MA state convention. A member was selected as 2016 Postmaster of the Year and presented with a plaque at the banquet at the state convention. Five Scholarship recipients and their families were invited to attend the state convention banquet for recognition. Three were able to attend. Each year at the Legislative Event, the MA Chapter provides a formal dinner to all members in attendance.

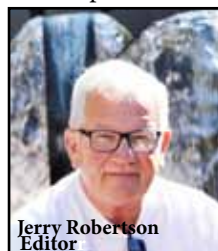


2. Membership: When a new member is recruited and signed, the membership chair sends an email to the entire E-Board welcoming the individual. MA Regional VPs call the member and welcome them and invite them to their next meeting. Free registration is offered to first timers to attend

the MA state convention regardless of when they became a member. The MA Chapter gave away \$5,000 in 41 door prize drawings throughout the state convention for amounts from \$50 - \$500. A member from the MA Chapter is always present during the new supervisor training and the Districts career conferences which has resulted in successful recruitment of new members.



3. Communication/Training: The Baystater is the MA Chapter publication which is published at least 4 times a year. A new MA website, maunitedpma.org, has been designed and is up and running. The website is formatted similar to the national website for consistency and ease of use for the members. There are links on the state website to the national website for training and event information. Quality training sessions are provided at the state convention. This year one session was conducted by a Northeast Area Purchasing Manager and Northeast Area Purchasing Specialist. They covered information regarding purchasing and eBuy. A second training session was conducted by two OIG Agents regarding stamp stock compliance. State Chapter meetings are held 10 times a year with a prepared agenda. Each officer and committee member is called upon to give a report and the meeting ends with a round table of all those present. Written minutes are prepared and disbursed by the Sec/Treasurer to all members of the E-Board. Local Chapter Regional Vice Presidents are encouraged to take notes and share the minutes with their local members on a monthly basis. All officers and committee chairs are also asked to submit an article to be published in The Baystater.



(cont.)

Star Chapter Award 2017

4. Legislative/PAC: Robin Driscoll has served as the MA Legislative Chair with Jeremy Pilone serving as the



Robin Driscoll
Legislative Chair

PAC Chair. A PAC table is set up in the registration area at the state convention. A 50/50 raffle was held this year which resulted in \$1200 for PAC and \$1200 for one

lucky member. MA had the largest contingency in attendance at the 2017 Legislative Advocacy Days

Event. MA is always represented on teleconferences with the national office by at least one officer, but more likely by several officers such as a President, a Sec/Treasurer, the Legislative Chair and the PAC Chair. A former assessment that was established to offset expenses of members attending the Legislative



Jeremy Pilone
PAC Chair

Event has ensured members did not

have any out of pocket expenses for the last several years for registration, airfare and hotel.

5. Chapter Administration: The MA Chapter is an organized and well run chapter. Meetings are held 10 times a year with a prepared agenda. The Sec/Treasurer position is bonded. Expense vouchers and receipts are provided to the President at each meeting for review and concurrence. Treasurer reports are presented to the Board at every meeting for review, questions and approval for filing until the next official audit. A complete financial audit of the Sec/Treasurer is completed annually and reported to the members at the state convention, posted on the website and published in The Baystater. Transitional steps were completed timely. Taxes are filed on time. An agenda of

the state convention is prepared, posted on the website, published in The Baystater, and presented to each person in attendance at the state convention. Proposed bylaws were posted on the website, published in The Baystater prior to the state convention vote, and also presented to every member at the state convention.

6. Other Activities: Each year the MA Chapter awards five \$1000 scholarships to children, grandchildren, nieces, nephews, or wards of an active member, retired member or associate member. Also, for the past 8 years, the MA Chapter members have participated in a PAC'n A Cure event which consists of either a 100 mile or 50 mile bike ride and a 5K run/walk event. The money raised through participant sponsorships and donations is divided equally between PAC and the Susan G. Komen for the Cure Breast Cancer Foundation.

Chapter Officer Certification: Massachusetts Chapter of UPMA

John Fitzpatrick

Donna Legro

MA Chapter Co-President

MA

Chapter Co- Secretary Treasurer



John Fitzpatrick



Donna Legro

-Now that you've read what the MA UPMA does for you, are you ready to become an active participant? A couple of the faces you see associated with this article will be ending their terms of office. Your knowledge and expertise will be needed to help MA UPMA continue to be among the best. Get involved with your local chapter. Go to the meetings. Run for a position. Some chapters struggle to have people involved while others thrive. Do you even know who your Chapter Vice President is? If you are in the early stages of your career as a Manager, Postmaster, or EAS Admin, UPMA is your absolute best ally to protect your careers and your futures. Being a member means being involved. Get in touch with your Chapter officers today to learn what opportunities exist.

Jerry Robertson
Editor

Welcome Aboard!

Now is the perfect time to help others sign up to become a member of UPMA. With such uncertain times UPMA welcomes all Postmasters, Managers/Supervisors and any other employee striving to be an EAS employee. As stated in our UPMA mission “In these uncertain times it is even more important that you belong to an organization that is working for the rights of all EAS employees and that will keep the needs of all UPMA members at the forefront of its mission.” I have never known that statement to be truer than in our current work environment.

It has been said that strength is in your numbers. Well, that is a good thing for Massachusetts because we are doing well with our membership potential. Currently we have 292 Postmasters, 96 Managers/Supervisors, 32 associate members, 183 retired members and 23 comp. members. Therefore we have 390 total active members and 628 total members.

This is the time of year when we really reap the benefits of NPA (or so I hope for all of us). As challenging as it may seem it is important to note that UPMA is the only management organization that can represent us at Postal headquarters regarding pay policies and benefits. We are not a union but an association so our UPMA works diligently to negotiate our pay structures and all Postmaster issues.

The national executive board continues to allow us to offer 6 months of free dues for NEW EAS promotions so it great time to invite nonmembers to join our strong united organization. UPMA currently has 25758 members and we are growing stronger every day. We are rapidly becoming a “One team, One Dream’ force.

UPMA offers two outstanding publications; one is the national magazine, The Leader and the other is our proud state magazine, The Baystater. These top notch publications keep us all connected and help us realize that our national officers are doing everything they can to help us succeed. They have our best interests in mind all day every day.

Please help UPMA stay strong and do your part in recruiting a new member.

As always, I appreciate all you do for MA UPMA and look forward to our continued success.

Regards

Pam

Pam Boudreau
MA UPMA Chairman



UPMA FIRST NATIONAL CONVENTION



1 AUGUST 2017 LOUISVILLE KENTUCKY





Elect
Kathleen Frame
UPMA
National Vice President East

After much thought and support from several members in my great state of Pennsylvania, I would like to announce my candidacy for

National Vice President East
 UPMA 2018.

I am so anxious to again be a part of the National Board working hard for the success of the mission to bring this organization stronger for the good of our members. I believe I will be a good fit due to my dedication, enthusiasm, experience, and most of all, my love and passion to serve all members of United Postmasters and Managers of America in any and all ways possible.

Association

- 2016-2017 Pennsylvania UPMA
Co-Vice President
- 2014-2015 Pennsylvania NAPUS
Vice President
- 2014-2015 NAPUS National Vice
President, Area 4
- 2013-2014 Pennsylvania NAPUS President
- 2011-2012 Pennsylvania NAPUS
Vice President
- 2010-2012 Pennsylvania NAPUS
Membership Chair
- 2009 Pennsylvania NAPUS
First Timers Chair
- 2007-2010 Pennsylvania NAPUS
Hospitality Chair
- 1997-2004 Pennsylvania NAPUS
Early Bird Chair
- 1994-1996 President, Lehigh Valley 3-Digit
Group 180-183

Career

- 2012-Present Level 18 Postmaster, Neffs, PA
- 2012-Present Central Pennsylvania District Trainer,
Welcome to USPS
- 2011-2012 Level 18 Postmaster, Germansville, PA
- 2010-2011 Level 20 Officer in Charge, Macungie, PA
- 2009-2010 Level 20 Finance Trainer, Wilkes-Barre, PA
- 2004-2011 Level 18 Postmaster, New Tripoli, PA
- 200-2004 Level 15 Postmaster, Germansville, PA
- 1999-2000 Level 20 204B, Palmerton, PA
- Feb.1999-Apr.1999 Level 18 Officer in Charge, Orefield, PA
- Jan.1998-Dec.1998 Level 18 Officer in Charge, Walnutport, PA
- 1994-2000 Level 13 Postmaster, Cherryville, PA
- 1992-1994 Level 15 Postmaster, Green Lane, PA
- 1990-1992 Full-Time Clerk, Lehigh Valley, PA
- 1987-1990 Part-Time Flexible Clerk, Allentown, PA
- 1986-1987 Full-Time Clerk, Canton, OH
- 1985-1986 Part-Time Flexible Clerk, Canton, OH

Special Achievements

**1991 - Most Dedicated Employee,
Finance Manager, Lehigh Valley, PA**

**1986 - Most Valuable Employee, Manager
Distribution Operations, Canton, OH**

Personal & Community

Presently, I am the lucky mother of two wonderful sons - Shawn, a licensed electrician, and Steve, who works for Allentown Pipe Fitters. These two along with my son, Sam (RIP), have given me so much joy, as well as my nine grandchildren, who light up my life daily: Matthew - 13, Nicholas and Sam Jr. - 11, Cassidy and Campbell - 10, Christopher - 8, Finnegan - 7, and the twins, Braxton Samuel and Grayden Thomas, who will soon be 5.

- 2012 Special Appreciation Days, Neffs, PA
- 1998 Memorial Day Float, Walnutport, PA
- 1994-2000 We Deliver Program, Lehigh Township School
Cherryville, PA
- 1994-2000 Quality Work Life (QWL), Team Member
- 1994-2000 Ask the Postmaster, Town & Country Gazette,
Walnutport, PA
- 1995 Special Community Cancellation, Cherryville, PA



As The Baystater Changes Hands...

I want to write a multi page article about my couple years as Editor of The Baystater, how hard it is to put together a quality magazine for MA UPMA, the time it takes and the frustration it causes me. But I can't.

You see, it all vanishes when I compare it to the friendships I've come to appreciate, the support given me by you, the members, and even though I'm retired, the value of our organization. Especially the current and upcoming E-Board-you've all become very important friends in my life. If not for your care and concern, The Baystater Editor position would have been a punishment. You and all my UPMA family have made the assignment a pleasure and a position I'll treasure and reflect upon with immense pride. I can't get over how you all trusted me with the job. Nevermind that at the time no one wanted to tackle it and Pam and Deanna strongarmed me into doing it! Thanks for giving me this great responsibility. Hopefully, I served you all well.

Thanks for everyone's articles, thanks Donna for doing an excellent job of proofreading every issue, and thanks, Josh Richards, for having the desire to take over the position. AS you know, Damon Nix and Josh ran for the editor position at the state convention. I don't know if there have ever been multiple candidates for the job before, but it was great to see the interest in becoming the Editor. Either candidate would have been a really good choice, and I'm sure Josh will elevate this publication to an even higher level. I look forward to helping Josh with his new role. I can't wait to see the changes he makes for the positive with The Baystater.

You'll still see me around (I can't leave NOW) as a retiree VP and as someone who cares about you and wants to make sure you get the credit and respect you all deserve.

I look forward to seeing you all in the future. Please keep in touch. Give me a call (774-200-9238) or email me (postmangerry@gmail.com). Like all of you, I was a proud Postal Representative and continue to feel that way. UPMA is your best avenue to keep the integrity and needs of Postmasters and Managers in front of the powers that be at Headquarters and in Congress. Stay involved, speak up for what is right, and most of all, enjoy what you do. I did!

Sincerely,

Jerry

Jerry Robertson
Editor (2015-2017)



With Sean Acord, UPMA Co-President

A Reason For A Season

For many September brings the sadness and sorrow that another summer has passed. Here on the Cape September is a chance to breathe some fresh air before the Christmas rush begins. To be able to drive down main street and it not be a parking lot. Looking for a parking spot and driving in circles for an open space. The thousands of people looking for their mail they forwarded to an address that doesn't get delivery. Phew, it's over, at least till next year.

As I breathe in this chilled autumn air it just reminds me, at the end of every crisis or busy time there will be a resolution or an end. No matter what you go through there is an end in sight. Sometimes it's just a blur, other times you can remember every detail. Sometimes it comes and goes quickly, other times it drags on with apparently no end in sight. The one constant in it all is you have someone to walk with you through it. Well it might be a family member, best friend, spouse or maybe someone from a far who is cheering for you to succeed.

THAT is what UPMA is! Your fellow Postmasters and Managers who are on your side. We may not all be best

friends, but we can still have each other's back. I've always said "I may not know the answer, but I know someone who does." Together we can do great things! UPMA is what you make it, be involved there is no telling where you may go and what may happen.

Sincerely
Damon Nix

UPMA 025-026 Cape
& Islands President

Next Chapter Meeting
Oct 19 2017 Hyannis
2:00 pm



UPMA
POSTMASTERS - EAS MEMBERS
WHAT YOU NEED TO DO FOR OIG VISIT OR
POOM INVESTIGATIVE INTERVIEW
ASK:
"Am I the subject of the investigation?"
"Can this interview lead to discipline?"
CALL YOUR REP
TEL#: _____
YOU HAVE THE RIGHT TO REPRESENTATION.

Bristol County Chapter Meeting Held In September



027 - Bristol County Chapter of UPMA

September 07, 2017

The Bristol County Chapter of UPMA met at the Taunton Post Office on September 07, 2017 at 2:00pm.

Jeremy Pilone discussed how the MA executive board is interested in fostering a stronger relationship with the 027 chapter and attracting new membership in the offices not represented. Additionally, there will be upcoming elections and/or appointments for the chapter leadership positions. Jeremy went on to discuss the merger of NAPUS and The League of Postmasters to form UPMA and the benefits of membership.

Rich Hui discussed the talking points and takeaways from the recent Management Association meeting held on August 24, 2017 with the Connecticut Valley leadership team. These included topics such as fair treatment of PMs, Amazon hours, redundancy of emails, the timing of critical emails, concern about the hiring of maintenance and custodians in offices that do not qualify for a contract cleaner, and extra vehicles for the holiday season.

Rich also discussed some recent adverse action happenings from across the area and how membership/representation with UPMA can assist in these efforts. Rich stressed the importance of new postmaster installations. These promotions are an honor and deserve to be recognized in the local town where the employee has been appointed a Postmaster position. It is a great way to introduce them to the community, have local representatives be present and share this wonderful experience with their friends, family and coworkers.

Jeremy ended the meeting discussing the importance of the PAC Fund and talking about some of the important events that UPMA is part of throughout the year. Legislation days was explained and encouraged to attend. This event allows us to bring our concerns to all of our local representatives in Washington D.C. State Convention and National Convention were also on the agenda. Jeremy put a strong emphasis on the importance of these conventions. Networking, training and social interaction amongst your coworkers really enforces the purpose of being part of UPMA and working for the USPS.

The meeting was adjourned @ 4:12pm. The next meeting is TBD.

Here's a link to our new state UPMA web page. Here you can view any upcoming events, important documents, and view the most recent edition of the Baystater.

<http://maunitedpma.org>

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Jeremy Pilone".

Jeremy M. Pilone
MA Chapter President-Elect
United Postmasters and Managers of America

Bullies Not Welcome

One definition of a BULLY is “A person who uses strength or influence to harm another person who is weaker.” When the kids go back to school they hear a lot about bullying. They have campaigns at the school that enforces a no tolerance policy against bullying behaviors. They also let the kids know that they don’t have to put up with anyone treating them badly. We would intervene if we found out that our kids were subject of a bully. The same goes for behaviors in the workplace.

The USPS has a ZERO tolerance policy that gives a protection to all its employees from being treated badly. We as Managers and Supervisors have an obligation to treat our employees with dignity and respect. We also are covered by the same policy and should be treated with the same expectation from our bosses and from district personnel. We cannot let ourselves be intimidated into falsifying reports or worse, adjusting clock rings to achieve unrealistic goals. If you are told to do something verbally that you know is not right follow it up with an email reiterating the instruction to the person who instructed you asking for clarification. This way there is a paper trail and if things are challenged you have something to fall back on. The best defense to bullish behavior is to respectfully challenge it and to stand your ground. You are never alone when you are a member of UPMA and have the UPMA network behind you.

Remember to always do the right thing and treat those around you with dignity and respect. Take the high road when you are faced with difficult behavior and get help when you need advice or support. Don’t be intimidated to doing what you know is not the right thing to do. UPMA is here for you.

Respectfully

Lorna

Lorna Edie



Retirement Before And After

Before a member retires they should make sure their Form 50 is correct. Actually this should be done periodically during the course of your career. You also will need to be in the FEHB for at least five years including last day working in order to eligible to retain FEHB throughout retirement. This will make sure that the share of the premiums paid for by the Postal Service will continue to be paid throughout your retirement, which is a valuable benefit that you earned as a Postal Employee.

You will also need to review the coverage you selected in the FEGLI as the amount of coverage needed may change at different stages in our lives. It is wise to keep the Basic life insurance even in retirement but the multiplies can get very costly after age 50. You need to pay attention to the cost of multiplies times your pay because it can cost you much more than a policy form somewhere else after age 50.

Look at Long Term Care Insurance Program should be looked into since the premiums are less expensive compared to buying it in late 60’s or 70’s. Also contribute the maximum possible

amount into the TSP and review your Social Security printout and work history. These are just a few but important things to consider prior to joining the happy ever after club of retirement.

Maintaining your membership in UPMA is important to keeping all the benefits you worked so hard for during your career in the Postal Service. UPMA gives each of us a voice with clout in Washington when it comes to changes that would chip away at our livelihood such as Health Benefits, COLA increase, etc. UPMA and the networking after retirement will keep us informed about these changes and what can be done to prevent these changes from occurring.

Members need to be aware that your UPMA membership does not automatically continue when you retire. You will need to sign an 1187R after you get your CSA number from the Office of Personnel Management. Please contact me or another member of the executive board to help you make this transition. We need to stay focused and strong so we can enjoy many years of retirement.

See you at the Fall Meeting on Nov. 2nd.

Lorna

UPMA Retired President

Retirees Luncheon 11:30 AM Nov. 2 Chocksett Inn Sterling MA

Legislative News House to Consider Cuts to Retirement and Health Benefits This Week

Posted by Bob Levi on 10/01/17

During the latter part of this week, the House of Representatives will vote on a budget bill (H.Con.Res. 71) that would, in part, require the Oversight and Government Reform Committee to slash postal and federal benefits by at least \$32 billion over the next decade. In addition, the budget bill would move the Postal Service on-budget and recommends enactment of Postal reform like H.R. 756, the Postal Reform Act of 2017. Meanwhile, the Senate Budget Committee will be considering a yet-to-be numbered budget bill that does not include any of these provisions.

The House proposed cuts are in the form of “reconciliation instructions” to the House Oversight and Government Reform Committee, and targets federal and postal retirement and health benefits. Although H.Con.Res. 71 does not identify the specific cuts, the only programs within the jurisdiction of the Oversight and Government Reform Committee that would yield such cuts are retirement and health benefits. Consequently, increased retirement and FEHBP contributions, reduced retirement COLAs and

benefits are all real possibilities.

In addition, H.Con.Res. 71 calls for the reversal of a provision included in the Omnibus Reconciliation Act Of 1989 that took the Postal Service off-budget. The existing statute means that postal revenue and expenses have not been part of the federal budget, and ensures that postal appropriations are not subject to automatic budget sequestration. The Postal Service’s only appropriation the year was \$35 million, which reimbursed to the agency for overseas voting, nonprofit discounts and mail for the blind. Placing the USPS on-budget jeopardizes the nominal appropriation and could lead to greater congressional entanglement in postal policies.

Early this week, the FAIR Coalition – the association representing postal and federal employee and retiree groups – will be sending a letter asking members of the House to oppose any budget bill that contains “reconciliation instructions” to the House Committee on Oversight and Government Reform and to convey their opposition to the House leadership. It is also crucial that UPMA members communicate UPMA’s strong opposition of the “reconciliation instructions” to their members of Congress. The U.S. Capitol switchboard number is 202-224-3121.



Robin Driscoll, Postmaster
Deerfield

*Come to the 2nd MA UPMA Convention,
April 25-27, 2018 at The Red Jacket Inn in*

*So. Yarmouth. Hopefully you will NOT see
these “muffin icebergs” on the beach!*



Association

- 2017-Present President Elect CT UPMA
- 2016-Present Co-President CT UPMA
- 2015 NAPUS National Vice President Area 2
- 2013-2016 President CT/RI NAPUS
- 2012-2013 President RI NAPUS
- 2011 Scholarship Committee CT NAPUS
- 2008-2012 Convention Committee CT NAPUS

Education

- 1996 Bachelor of Science (Business Management)
University of Miami

Special Achievements

- Postmaster of the Year 2014 CT/RI NAPUS

Personal & Community

A lifetime resident of the state of Connecticut and happily married to my wife Tristen for ten years. She has supported me from the beginning, both in my USPS career and UPMA journey.

- 2015 Speaker at the Waterford Rotary Club
- 2013 First Day of Issue Ceremony Pt. Judith Lighthouse Stamp Narragansett, RI
- 2013 Pictorial Postmark Narragansett, RI
- 2012 Pictorial Postmark Stonington, CT

Elect

Peter Urbani

UPMA

**National Vice President
for the East Area**

I am excited to announce my candidacy for National Vice President for the East Area. I possess many assets that would make me a great addition to the UPMA Executive board. I'm enthusiastic, caring and willing to put our greatest asset, the members, at the forefront no matter what I'm doing. I have the will, the drive, and the passion to be an effective leader in the organization.

Career

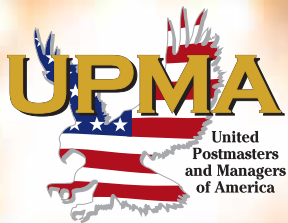
- 2017-Present Managing Partner, City Carrier Academy
- 2013-Present Postmaster Waterford, CT EAS 21
- 2012-2013 Postmaster Wakefield, RI EAS 21
- 2008-2012 Postmaster Stonington, CT EAS 20
- 2007-2008 OIC Mystic, CT EAS 20
- 2002-2007 Supervisor Shelton, CT EAS 17
- 2001-2002 Distribution Clerk Monroe, CT
- 2000-2001 City Carrier Bridgeport, CT



Email: purbani@aol.com



Phone: (203) 640-4909



2nd UPMA National Convention

July 21-27, 2018

Official Registration Form

Registration also available at www.unitedpma.org

Please complete one form per registrant. Photocopy the form for additional registrations.

First Name: _____ Last Name: _____

Title: First Name (for your badge): _____

Postmaster
 Supervisor Post Office You Represent City: _____ State: _____
 Manager Your Mailing Address: _____
 OIC
 Associate City: _____ State: _____ ZIP+4 _____
 UPMA Retired
 Spouse Cell Phone: _____
 Guest E-mail: _____

**First-Timer/
UPMA Retired
First-Timer?**
 Yes No

Convention Registration *(only one person per form):*

Please circle the appropriate fee:

	8/10/17- 12/31/17	1/1/18- 2/28/18	3/1/18- 6/15/18	After 6/15/18
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* <i>(UPMA Retired Luncheon included)</i>	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ UPMA member Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$142.50	\$161.25	\$180	198.75

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

*UPMA Retired member may have one guest (not an active UPMA member) register for the same price.

Grand Banquet: July 26, 2018

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA Retired

Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)

Signature: _____

**Mail with full payment to UPMA National Convention
Registration, 8 Herbert St., Alexandria, VA 22305-2600.**

Questions? Call 703-683-9027

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 1, 2017. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after May 1, 2018.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until June 1, 2018, or all rooms in the block are sold, whichever comes first.

Nugget Casino Resort

1-800-843-2427
 \$90—single/double/triple/quad

Be sure to request the UPMA convention rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by April 1, 2018, for 75 percent refund; and by May 1, 2018, for 50 percent refund. No refunds after June 1, 2018. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.

Reno, Nevada





Baystater Editor
37 Bay Path Rd.
Spencer MA 01562-1601

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CO-PRESIDENT
POOM John Fitzpatrick
025-026 MA
Office: 508-775-7344
Cell: 508-566-5507
pmjohn02655@gmail.com



CO-PRESIDENT
PM Glenn Cook
Harwich, MA
Office: 508-432-8473
Cell: 508-574-7089
gcook52@comcast.net

LEGISLATIVE REPRESENTATIVE

PM Robin Driscoll
Deerfield MA
Office: 413-773-3222
Cell: 508-308-8509
msfrypan@gmail.com

CO-PRESIDENT PM RETIRED

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

CO-SECRETARY TREASURER

Retired Postmaster
Donna M. Legro
Cell: 978-430-1303
dmlegro@gmail.com

CO-PRESIDENT PM RETIRED

Retired Postmaster
O'Bryan "O.B."Rock
774-203-8163
obrock@comcast.net

CO-SECRETARY TREASURER

PM Ann Custodie
Brewster, MA
Office: 508-896-8377
Cell: 508-241-2709
acusto196@comcast.net

EDITOR

Retired Postmaster
Jerry Robertson
Cell: 774-200-9238
Masspostmasters@gmail.com

State Adverse Action Representative

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

Membership Chair /Service Rep & Chaplain

PM Pamela Boudreau
Gardner, MA
Office: 978-632-5697
Cell: 978-894-6010
PMpam01432@gmail.com

PAC Chair/Training & Development

PM Jeremy Pilone
Provincetown, MA
Office: 508-487-3580
Cell: 561-267-7779
Jeremypilone@gmail.com

010 President

PM Albina Roy
Ware, MA
Office 413-967-9918
Cell: 413-478-9487

012 President

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

013 President

PM Greg Goodhile
Athol, MA
Office: 978-249-8535

National VP

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

014 President

PM Adam Lavertue
Groton MA
Office: 978-448-0628

015 President

PM Rob Leary
Whitinsville, MA
Office: 508-234-5917
Cell: 508-208-8171

017 President

PM Lynne Martineau
Spencer MA
Office: 508-885-5682

Sergeant at Arms

Chuck Nichols
Mgr., Customer Services
Lawrence
Cell: 781-325-6078

018 - 019 President

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

020 - 023 President

PM John Carroll
Stoughton, MA
Office: 781-344-1680

021, 022, 024 President

Matt Imbergamo
Mgr. Customer Services
Malden MA
781-322-4685

025 - 026 President

PM Damon Nix
Falmouth MA
508-548-3885

027 President

PM Darlene Travers
Dighton, MA
Office: 508-669-6308

* Opinions expressed in The Baystater
are those of the writers and not necessarily the views of the
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