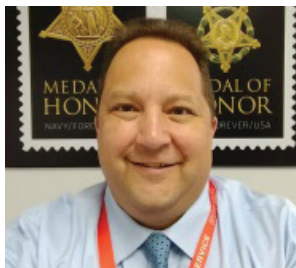


The Bay Stater



Oct/Nov/2021





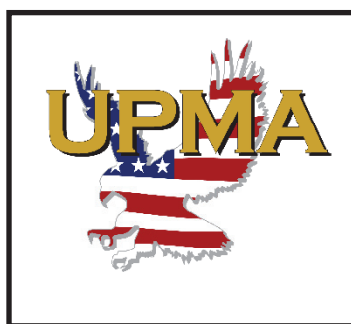
Dave Branga State President

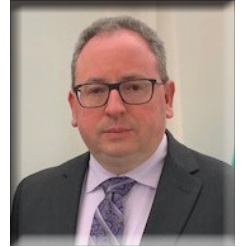
Thank you Again

I want to say thank you for your confidence in electing me to a second term. I am honored to serve you again. I want us to focus this term on membership! There are so many new Postmasters out there due to the restructuring and they all need the benefits of United Postmasters and Managers of America. Remember when you were first promoted, all the questions you had. Who was there to answer them for you? Fellow Postmasters and UPMA members! Reach out to nonmembers and let them know the benefits of joining.

Busy Busy Busy...that seems to be the current state of UPMA. We had our state convention, the National convention a week later, the Legislative Summit in September then the Northeast Council in October, which will be followed by PEAK then another Legislative in February! You can't say there's nothing to do in UPMA! Please plan on attending the Legislative Summit in February. There are always speakers that you want to hear from, training you may need and of course the most important reason to attend – networking! Nothing beats being in the room with fellow members, bouncing ideas and problems off each other, knowing that whatever you're facing, someone has faced it before you.

The new pay package finally came out, about 6 weeks before the end of the fiscal year. We will be graded nationally for FY 2020. Based on the last scorecard available which was June, raises for everybody would be 2.5%. Hardly a fair and equitable system is it? Sadly, it's what we are stuck with. Until UPMA and the Postal Service can come up with a new system, this is what we have. As an association, we really have very little recourse in the pay process. It's called consultations and not negotiations for a reason. There are 2 planned national telecons regarding the pay package that probably have already taken place by the time this gets to you. Hopefully, you got on and were able to get some questions answered. All I can say is that you are all worth far more than 2.5%. 2020 was a disastrous and exceptionally difficult year for all of us and not to be recognized by USPS is a travesty. I want to welcome new 014-017 Regional Vice Presidents Jamey Richards PM Sudbury and Bob Marrama PM Sterling, for getting involved. Welcome aboard!





Hello There

I recently attended my first MA Chapter Convention held in Sturbridge MA. This was our first convention, since starting to come out of COVID restrictions. As you may know this convention was a break from past conventions. To increase attendance, it was the first convention in many years held in a central location rather than the Cape. In addition, it was shortened by a day. Despite these efforts, COVID concerns still affected attendance. Please consider attending future events, either your local regional meetings or state events. I am pleased to inform you that I accepted a floor nomination and subsequently was elected as Executive Vice President of the MA Chapter. Tammy Powell, National East Area Vice President was in attendance and administered my oath of office. I thank you in advance for the confidence you have in my ability, and I will not let you down.

Thank you for your continued membership and support of MA Chapter UPMA. Currently the MA Chapter membership status shows that we have 617 combined active and retired members. When you add the recently enrolled 27 active members, Massachusetts will be rated sixth in the country for active members, and second in the country for percentage of member occupied Postmaster offices. As a reminder, UPMA is currently offering EAS employees one year of complimentary membership. I ask each member to discuss the benefits of membership with your co-workers. Provide my contact information or reach out to me yourself. I would be more than happy to speak with them. The current promotion of no dues for a year truly makes this the best time to join. Currently the MA Chapter is providing member appreciation to both the new enrolling member and the named person who most influenced them to join. Take advantage of this win-win-win opportunity.

I offer as an insight or reminder that as a Supervisor, Manager, or Postmaster you are in a leadership position tasked with providing guidance to others. During this current period of change our own level of abilities and patience will be strained and tested. I encourage you as difficult as it will be to remain positive while affecting change and look at this period as an opportunity for personal growth. I recently saw Neal Foard briefly describe the Pygmalion Effect and wanted to share his description:

“There is a lot of disagreement in the workplace lately about things. The level of disagreement has taken on a new weirdness, so may I offer this. When you are talking with someone you disagree with... try to remember you are talking to a good person.

I know it may seem like you're surrounded by asshats but statistically most people are okay. People can occasionally be jerks but most of the time they are all right. No you disagree? Well let me ask you: Have you ever said or done something for which you needed to apologize later?

Have you ever yelled at someone who maybe didn't deserve it?

Have you ever made fun of somebody behind their back?

I once was having a disagreement with a colleague and it had gone from discussion, to disagreement, to outright argument and I had run out of patience and I said something quite hurtful to him. From the instant the words left my mouth I regretted it. It was like a scene from a movie where I was watching myself and going nooooo, but then a minor miracle occurred and he said, “Do you really mean that?” and I said “no no no I'm so sorry, no I did not mean that” and thankfully we were able to just continue on in a much more civil way, but my opinion of him had leveled way up because he had assumed for the moment that I was a good person and he gave me the chance to be one. They call this the Pygmalion effect...it's real. It's setting a high expectation for someone whether it's a student, an athlete, a soldier, or a colleague, and then rising to the level of your expectation. It's very real and it works better if they care about your opinion. So when you are talking with someone you disagree with, even if you vehemently disagree, treat them like a good person and chances are you'll be right. Being likable brings out the best in others, which is smart even if you are an asshat.”

His delivery improved the message. My take away from his message is although we are tasked with driving performance, making or sharing decisions we ourselves may find unpleasant our employees look to us for leadership and we must do so in every aspect. My catch phrase is “A leader that no one follows is just a person taking a walk”. Don't be that person, instead be the Leader you know you are. As always should you have a concern, reach out. You are not alone.

You got this
Ray



Joshua Richard Secretary/Treasurer

From Small Things....

I am sure we were hoping that things were going to be back to normal by now. It is obvious that they are not. We managed to host a State Convention to the best of our ability. I am pleased with the turnout due to the situation. We were able to vote on State and National Bylaws, and we voted on the State officer positions that were up for election. Dave Branga was elected State President, Ray White was elected as Executive Vice President, Joshua Richard was elected as Secretary/Treasurer, Damon Nix was elected as Editor and Jerry Robertson was elected as the Retiree President. The State Convention raised \$1455 dollars from the Auction. We also raised \$700 dollars from the ad book for State Convention. The proceeds from the auction and the ad book will go towards our scholarship funds. We also had a PAC 50/50 raffle which allowed us to donate \$700 to PAC.

Three members from the chapter attended National Convention. There were two active members and one retiree that proudly represented our State. We made it to as many training sessions as well as the business sessions to get the most current information that National had to offer. Some of the major topics from across the country seemed to be focused around the restructuring of the USPS and the NPA for the current year. We all know that they are basing it on the National Scorecard and we are being told due to the restructuring of the districts that this was the best option. I know there are mixed feelings about this and I wish we had a better solution myself. Many members across the country are feeling the impact of staffing issues. The common theme was people working six to seven days a week. The fast track hiring process is definitely not fast. The USPS is running with low compliment and Postmasters and Mangers are worried about the upcoming Peak Season.

Looking into the future, the MA Chapter is feeling optimistic about the new year. We are looking to host our State Convention in early June. We will post it on our website and Facebook and we will also send emails to the RVP's so they can spread the word to all of our members. We decided that we are going to host our convention in the Western MA Area. Deanna White volunteered to work with me to research hotels so we can finalize a contract for the 2022 State Convention.

I know we still have obstacles to overcome with the pandemic, stressful work environments and trying to find a

work life balance. I want to thank everyone for all their hard work and dedication to what we do every day. I have many days that I ask myself why do I bother and why do I care. I then remind myself of other members of this organization in the past that were there for me when I needed a shoulder to lean on. I find myself in the same boat these days. I love when another member can call me or email me to talk about an issue or just to chat. I would be lying if I said everything is going to be wonderful, but I do know keeping a strong network can be the one thing that gets you through a tough week. I want to remind everyone that you are not alone in this wild ride we are embarking on. Please make an effort to reach out to a fellow member even if it is just to say hello. Sometimes the small things we do could be the biggest thing for someone else.

Stay safe and be well,

Joshua Richard

Secretary/Treasurer



Jerry Robertson President Retirees

Thanks, I hope!



You're retired, I'm retired, what could be better? There are few among us who have any desire to go back into our offices and face what Postmasters and Managers face today. We didn't expect to be cast aside as harshly as UPMA has done. Rather than use our experiences to enhance the organization, they stripped our vote away. Well, yeah, that's old news now. But they want us to spend our time and money to bolster their National Convention. What happened this year? With the Delta resurgence of COVID, they carried on as if everyone was automatically safe. No need for COVID tests, no proof of vaccine, just come on down! I opted out for these reasons, although I am vaccinated. Of course, the inevitable unfortunately happened. Members were diagnosed with COVID after attending. I sincerely wish them a speedy recovery. The National EBoard actions were also very unfortunate. They (as a body) decided the rest of the attendees didn't need to know which state was infected. No need to get a routine test either, just make your own decision. In other words, not their problem. They didn't need to list individuals or violate any law. They just needed to do the right thing. Once again, they failed. They should be held accountable for their lack of action or concern for the members who attended. I hope that there was someone on this board that did not agree with most of them. Is there anyone with empathy or concern?

Now that I have that off my chest, I hope you all are well through these difficult days. We all thought that we had soldiered through this pandemic and there were better days ahead, only to be faced with new concerns and dilemmas. My prayers go out to all of you.

Thank you for voting for me to serve as your Retiree President for another term and thanks to Mr. Olihovik for your support and assistance with this in my absence. Thank you Janet Atkinson for running and thank you to the members for electing her to serve as VP for another term. Maybe this term can be more active with more contact than the last one.

Because of the Delta surge, I opted to have a virtual meeting for the health benefit portion of our Fall meeting.

As for a live, in person meeting, I am looking forward to seeing you again. Janet Atkinson and I have discussed several options for an annual meeting that would be more of a social gathering. We looked briefly into several venues, such as the Cape Cod train luncheon, a Boston Harbor

Cruise, and the Cape Cod Canal cruise with a luncheon or dinner at a restaurant. Other considerations were various wineries or breweries. We would like to move away from Central Mass. a little to make it accessible to our friends in the other parts of the state. If you have an idea of a venue in your area let us know. We are considering all options. We are also trying to determine if we can do this with little or no cost to members. The only hold up is making sure it will be safe for us all.

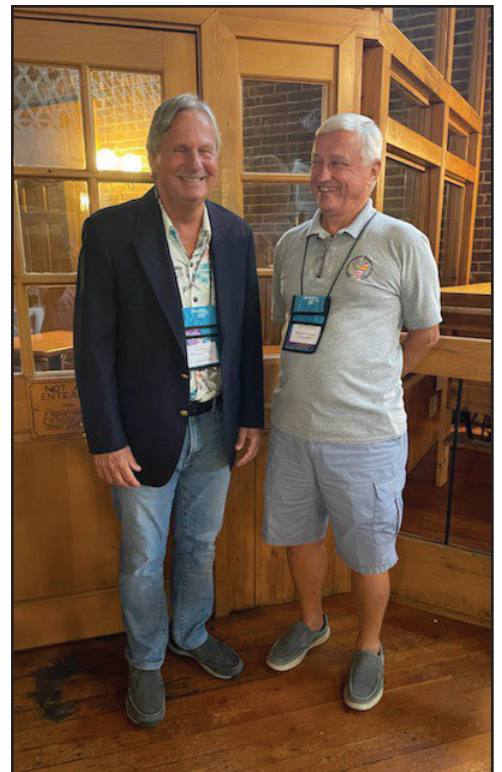
That's it for now,
Drop me a line,
let me know what's happening,
let's make some plans!
Jerry



State Convention July 2021 Sturbridge MA



Posing 101 with Deanna





Edmund Carley
UPMA National
President-elect
showing off his
colors



Dave Branga presents
Deanna White with
Leader of the Year
Award



George Podmore
outbid everyone
in the auction
Thank you
George



2021 Scholarship Winners



Rachel Morrisson "I have loved music and psychology for a very long time. As first chair alto in the BMR wind ensemble, I understood the meaning of skill and now that I am in college, I am more inspired to play with musicality. Psychology has been close to my heart."

Daughter of Norman Morrisson PM
Mendon



Melissa Drago I am attending Holyoke community college and majoring in mathematics.

Daughter of Jennifer Drago
PM Sturbridge and Philip
Dickey PM Warren



Kathryn Silvia I am a graduate of Bishop Connolly High School. I've been a member of the National Honor Society and the Spanish Honor Society. As well as being a student of several AP courses. Besides academics I was a member of the drama club, Campus Ministry and book club. Now that I have left high school I've begun my path to my future goal, one day being a film director. I would like to thank UPMA for awarding me this scholarship which will be the start of helping me achieve that goal.

Granddaughter of Joseph Silva PM Retired



James Laford is currently going in to his senior year at Springfield College. He plans on completing a Health Science major along with a minor in Business Management and Healthcare Management.

Nephew of Pam Boudreau PM Retired



Sienna Ng I am a freshman at Franklin Pierce University. I am majoring in Health Sciences and in the DPT program. In my free time I like to spend time with my friends and family.

Granddaughter Of Brenda Senna and the late Don Clockadile PM's Retired

National Convention 2021

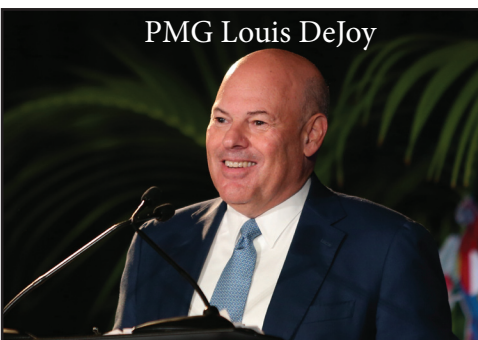
Sandusky Ohio



Passing of the torch
from Daniel Heins.....



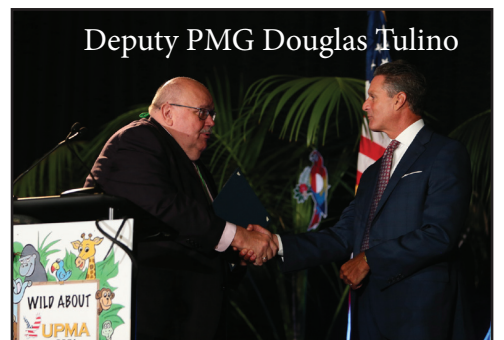
...to Edmund Carley



PMG Louis DeJoy



Star Chapter Awards



Deputy PMG Douglas Tulino



It was the Josh and Bob show at the National Convention





BYLAWS OF THE MASSACHUSETTS CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA (UPMA)

Preamble

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible; to improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name

This organization shall be known as the Massachusetts Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article IV – Meetings

The state convention of the organization shall be held annually. At the discretion of the president, the site will be decided by the president with approval of the majority of the Executive Board or by vote at an annual convention one year or more prior to that state convention. The president may, with the approval of the majority of the Executive Committee, and for good and sufficient reason, change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention.

Special meetings may be called by the president, and shall be called on the request in writing by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall notify members of the Executive Board at least ten (10) days prior to the date specified for such meetings.

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum and shall be entitled to vote on local matters pertaining to

the welfare and benefit of the Massachusetts Chapter of United Postmasters and Managers of America.

“Robert’s Rules of Order, newly revised,” shall govern the deliberations of the proceedings at any session of a state convention or other meeting of this Chapter, except that where any provisions of these Bylaws are inconsistent or in conflict with “Robert’s Rules of Order,” then these Bylaws shall prevail.

Article V – Election of Officers

The President and the Executive Vice President shall be elected at the annual convention in odd numbered years to serve a term of two years. These officers shall be limited to two consecutive terms of office. The Secretary/Treasurer and the Editor shall be elected at the annual convention in even numbered years to serve a term of two years. The Secretary-Treasurer and Editor may be elected to serve unlimited terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

The new Executive Board shall hold an organizational meeting within 60 days of the newly elected officers’ commencement date each year.

Any member of this chapter, in good standing, may nominate a candidate from the floor for any elective office provided the nominee is present during the nomination and election. The election of officers shall take place during the state convention of this chapter and it shall require a majority of the vote cast to be elected. In the event of a tie vote, the Executive Board shall decide the election; each member will cast one vote. All elections must be held by written ballot, with the exception of an unopposed candidate who may be elected by the casting of one vote by either the President or the Secretary/Treasurer.

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, Retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Article VI – President

The President shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The President must be an active member. The president shall receive such compensation for their services as provided for in the fiscal policy.

Article VII – Executive Vice President

The Executive Vice President shall serve in the absence or disability of the President and work with the President as needed. This position will be a separately elected position and must be an active member. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. The remaining term of the vacant position of the Executive Vice President shall be assigned by the Executive Committee. The Executive Vice

President will have additional duties assigned by the Executive Committee. The Executive Vice President shall receive such compensation for their services as provided for in the fiscal policy.

Article VIII – Assignment of Committee Chairs

The Executive Committee will be responsible for the assignment of committee chairs for the following duties. Duties may be combined as deemed necessary by the Executive Committee.

Membership Chair: It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership.

Legislative Chair: It shall be their duty to handle legislative activity within the chapter.

Education Chair: It shall be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership.

Political Action Committee (PAC) Chair: It shall be their duty to handle any PAC activities within the chapter.

Adverse Action Committee Chair: It shall be their duty to provide representation to active UPMA members in all areas, including adverse actions.

Article IX – Secretary/Treasurer

The Secretary/Treasurer shall combine the office of Secretary and Treasurer, and may perform all duties commonly incident to both offices. The Secretary/Treasurer shall be bonded as provided in Article XIV hereof. The Secretary/Treasurer shall keep all records, record the proceedings of all conventions and meetings of the Executive Committee and Board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of Secretary/Treasurer, the vacancy shall be assigned by the Executive Committee. The Secretary/Treasurer shall receive such compensation for their services as provided for in the fiscal policy.

The President shall appoint an Audit Committee consisting of three (3) members not on the Executive Committee. It shall be the duty of this committee to examine the financial affairs of the Chapter to compare its assets and liabilities with the accounts and records kept by the Secretary/Treasurer. The audit report is to be presented at the annual State Convention and published in The Baystater.

Article X – Editor

It shall be the Editor's duty to publish the official newspaper of the Massachusetts Chapter of UPMA. The Editor shall receive such compensation for their services as provided for in the fiscal policy.

Article XI – Executive Committee/Executive Board

The officers of the Executive Committee of the chapter shall be President, Executive Vice President, Secretary/Treasurer, President Retired Members, Editor, and immediate Past President who will be a non-voting member and shall serve a term of one year beginning on the commencement date of the newly elected President.

The Executive Committee shall be responsible for developing a fiscal policy. It shall be the duty of the Executive Committee to carry out the orders of the Chapter as expressed at the

convention. It shall have direct control of all business of the Chapter and its affairs; to audit all accounts; and in general perform all the functions ordinarily attached to such Committee.

The officers of the Executive Board of the Chapter shall be the members of the Executive Committee, 10 Regional Vice Presidents, and any MA member serving in a national position, all with voting privileges at all Executive Board meetings. The Executive Board shall review and approve the fiscal policy. The Executive Board shall be the governing body of the Chapter and shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board when in session.

The 10 regional areas by 3 digit zip code are as follows:

Area Zip Codes

- 010-011
- 012
- 013
- 014
- 015-016
- 017
- 018-019
- 020-024
- 025-026
- 027

Article XII – Sergeant-At-Arms

At the opening of each convention the President may appoint a Master Sergeant-At-Arms and the necessary Assistant Sergeants-At-Arms, and it shall be their duty to maintain order and perform such other duties as designated by the President.

Article XIII – National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast on elections, amendments, etc. at the National Convention, the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President or his/her designee. The results of the votes shall be recorded by the National Officer present at the State Convention, as well as in the official minutes of the Chapter Convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter Convention in the year that the election will take place at the National Convention.

In the event there are issues presented at the National Convention that were not considered or available at the Chapter State Convention that require a roll call vote, the MA Chapter reserves the right to vote or change a vote at the national convention. Each MA active member present for the vote at the national convention shall have one vote that will determine how the votes are cast by percentage. Issues presented may be, but are not limited to, additional national bylaws and/or articles of incorporation proposals that were not available at state convention; amendments to national bylaws and/or articles of incorporation proposed changes that were not available at state convention; when after hearing the "for" and "against" arguments at national convention, the active MA Chapter attendees determine it is in the best interest of the Chapter to change a vote because all information was not available at state convention; and additional national candidates come forward after the state convention.

Article XIV – Bonds

The Secretary/Treasurer shall be required to be bonded in the amount deemed sufficient by the Executive Committee, said bond to be executed by a surety company approved the Executive Committee and the premium on such bond shall be paid by the Chapter.

Article XV – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XVI – Official Publication

There may be established an official publication of this Chapter, to be published 4 times per year. The publication will be distributed to the membership and others. The official publication will be named The Baystater. In addition, the Chapter may maintain a website for the dissemination of information. The Executive Committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

Article XVII – Scholarship

The President will appoint seven (7) members to the scholarship committee, one from each of the following areas: 010-013, 014-017, 018-019, 020-024, 025-027, along with the Secretary/Treasurer, and the President Retired Members.

The President will appoint a chairman to the scholarship committee. The chairman of the scholarship committee is responsible for calling the meetings to select the applicant(s) for the scholarship(s).

The scholarship committee will receive and review all applications and provide reasonable assurance that the individual is capable of further education. It shall also determine that the applicant meets the requirements of eligibility.

Moneys raised by various activities of the Chapter will contribute to the scholarship fund. The scholarship fund has the right to be named as recipients of wills, bequests and trust funds.

Scholarships awarded each year shall be given the following names:

The Kenneth E. Cox Memorial Scholarship
The Gladys Powling Memorial Scholarship
The Stanley Skamarycz Scholarship
The Winnie McLaughlin Memorial Scholarship
The Donna Legro Scholarship

The naming of a scholarship should have a maximum longevity of ten (10) years to allow the Executive Board to recognize additional members. The Executive Board will determine when a named scholarship should be deleted.

Scholarship recipients must be a son, daughter, grandson, granddaughter, nephew, niece or ward of an active member, retired member, or associate member. Selection(s) shall be based on academics, leadership and character. Payment of the scholarship award is dependent upon successful completion of one full semester.

Article XVIII – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter President at least sixty (60) days prior to the opening of the annual Chapter Convention. The proposed

amendment(s) shall be published or posted prior to the Convention. These bylaws may be amended at any Convention of the Chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the Convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the Convention unless otherwise specified in the amendment.



BYLAWS OF THE MASSACHUSETTS CHAPTER OF THE UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED



Preamble

The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA) Retired, shall be to promote, assist and instruct retired Postmasters and Managers in all areas of personal and related items of interest or concern and to work cooperatively in the advancement of national UPMA Retired aims and goals.

Article I – Name

This organization shall be known as the Massachusetts Chapter of United Postmasters and Managers of America (UPMA) Retired.

Article II – Membership

Any person as designated by the UPMA Retired Bylaws to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article III - Meetings

The Annual Convention of this Chapter shall be held in conjunction with the UPMA Massachusetts Chapter Annual Convention. Special meetings may be called by the President, and shall be called on the request by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid-up membership of this Chapter. The Chapter Secretary shall give notice of meetings to members of the Executive Board at least ten (10) days prior to the date specified for such meetings. In any convention or meeting of this Chapter, all members who are present and registered for the convention shall constitute a quorum.

Article IV – Election of Officers

Section 1: The elected Chapter officers shall be a President, a Vice President, and a Secretary/Treasurer.

Section 2: The President and Vice President shall be elected at the annual Chapter Convention in odd numbered years to serve a term of 2 years. The officers shall be limited to 4 terms of office. The Secretary-Treasurer shall be elected at the annual Chapter Convention in even numbered years to serve a term of 2 years. The Secretary-Treasurer may be elected to serve 4 terms of office. The term of office for all newly elected officers shall commence on the first day of the month following the state convention.

Section 3: The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their name is placed in nomination. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

Section 4: Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of candidates presented by the nominating committee.

Article V – President

The President shall preside at all meetings of the Chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this Chapter and in general perform such duties as may pertain to the office. The President shall receive such compensation for their services as the Executive Board may provide.

Article VI –Vice President

Section 1: The Vice President shall serve in the absence or disability of the President and work with the President as needed. This position may be a separately elected position. Should the office of the President be vacated, the Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as President. The remaining term of the vacant position of the Vice President shall be filled by the Executive Board. In addition, the Vice President may serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization, and insure that the Chapter always has a strong membership.

Section 2: In the event of a vacancy in the Vice President position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice-President.

Article VII – Secretary/Treasurer

Section 1: The Secretary/Treasurer shall take the minutes of meetings, handle correspondence, and make reports as required. The Secretary/Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide.

Section 2: The Secretary/Treasurer will provide all documentation necessary to the auditors on a yearly basis or more frequently if necessary.

Section 3: In the event of a vacancy in the Secretary/Treasurer position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Secretary/Treasurer.

Article VIII – Executive Board

Section 1: The officers of this Chapter shall be a President, Vice President, a Secretary/Treasurer. These officers shall constitute the Executive Board and the governing body of the Chapter.

Section 2: It shall be the duty of the Executive Board to carry out the orders of the Chapter as expressed in the convention, it shall have direct control of all business of the Chapter and its affairs, it shall be the power of the Executive Board to authorize necessary expenditures; to audit all accounts; approve the expenses of the officers and in general perform all the functions ordinarily attached to such committee. The Executive Board shall have full control of the affairs of the Organization between conventions.

Section 3: The Executive Board shall have the power to remove any of its members for good and sufficient reason by two-thirds (2/3) vote of the board when in session.

Article IX – Sergeant-At-Arms

At the opening of each convention the President shall appoint a Sergeant-at-Arms Chairperson and the necessary assistant Sergeants-at-Arms. It shall be their duty to maintain order and perform such other duties as designated by the President.

Article X – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XI – Parliamentary Procedure

Robert's Rules of Order Newly Revised shall govern the deliberations of the proceedings at any session of a UPMA Retired Chapter Convention or other meeting of this Organization, except that where any provisions of these Bylaws are inconsistent or in conflict with Robert's Rules of Order Newly Revised, then these Bylaws shall prevail.

Article XII – Amendments

All proposed amendment(s) must be submitted in writing to the UPMA Retired Chapter President at least thirty (30) days prior to the opening of the annual Chapter convention. These Bylaws may be amended at any convention of the UPMA Retired Chapter by a two-thirds (2/3) vote of the delegates present and voting. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.



United Postmasters and Managers of America

8 Herbert Street

Alexandria, Virginia 22305

September 1st, 2021

I am glad to announce that, per UPMA National bylaws, I have recommended that the UPMA National Executive Board appoint the honorable Daniel Heins, Postmaster Stewartville MN, as the new UPMA National Executive Director effective November 1st, 2021. The National Executive Board met on August 31st, 2021 to approve the duties and salary/benefit package for the position and unanimously confirmed Mr. Heins in his new role. It was not an easy decision as several worthy candidates applied for the job; I thank them all for their interest. I also wish to thank the committee that helped make the selection.

Also, please join me in thanking outgoing Executive Director David Ravenelle for his many years of service to Postmasters, Managers and Supervisors as he enters a much-deserved retirement. His commitment, dedication and hard work has been an inspiration to a generation of UPMA leaders. We will all strive to honor his service by continuing the work of UPMA members into the future.

Please join with me in wishing Dan all possible success as he continues to serve UPMA members; I look forward to a bright and successful future for all UPMA members going forward.

Together We Can

Edmund Carley

UPMA National President-Elect

Welcome New Members

Robert Rossetti, Supervisor in Woburn 01801

Matthew Tiner, OIC of North Dighton 02715

Noreen Forfa, Postmaster of Lee 01238

Jennifer Hall, Postmaster Assonet 02702

Tina Levasseur, Postmaster Becket 01223

Valerie Ruggles, Postmaster Bondsville 01009

Wayne Freeman, Supervisor Russell 01050

Miguel Gomez Postmaster Williamstown 01267

Michael DaSilva, Postmaster of Lawrence 01840

Carole Deyesso, Postmaster West Bridgewater 02767

Colleen LaCroix, Postmaster East Freetown 02717

Mary Owens, OIC Sherborn 01702

Theresa Thatcher, Postmaster Charlemont 01339

James Tisdell, Postmaster Belchertown 01007

James Dries, Postmaster Marion 02738

Dawn Ruta, Postmaster Southwick 01077

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Dr Mike's Retirement and Emily's Wedding

Alas, I procrastinate no more and write these notes to share with you all on Hurricane Henri day in New England. To all, be safe and I hope there's sunnier and drier days ahead.

Dr Mikey's Retirement

Mikey likely slept in and choose not to golf in the rain.

I did not make Dr Mike's retirement party as I had committed to a round of celebration for Emily.
More on that in a moment...

.....Ah retirement! End game! We all want it at some point. Very certainly well deserved and earned. To Dr Mikey, I hope you enjoy many, many years and at some point decide to become a golf instructor and teach me how to "swing"! Your postal expertise has been most inspirational and your charisma....well – all who know you, love you!

Emily's Wedding

Missing the boat....as I had made a commitment to my daughter and Emily, her bestie from high school.

WB Wildcats at the ACK Gazebo on the girls rock the island day.

I had 4 parcels left on Straight Wharf....cheers and timelines....Ferry clock clicking

I needed to get the dog spray to Emily in case her husband-to-be, Mr Emdog, needed a "shot"!

Captain Steve

RIP Captain Steve – "Santa from Fall River" –

Yes, you missed Emily's WB graduation and College and so, so much more....

But smile on – today is Emily's wedding day and there's so much more in store!

Thanks for your spirit and kindness. Your Inspiration guides us forward.

Smile upstairs buddy – she' so, so happy today!

Final Thoughts On This Day

Mikey – live long, long, long into retirement!

Emily and Eric – all the best into the great beyond!

Captain Steve – we miss you!

Tom Driscoll, 020-024 RVP

Kitchen Sink Page

I need your help!!!

Send me pictures!!

My home town, where are they now, and
guess who photos.

Be in the next Baystater

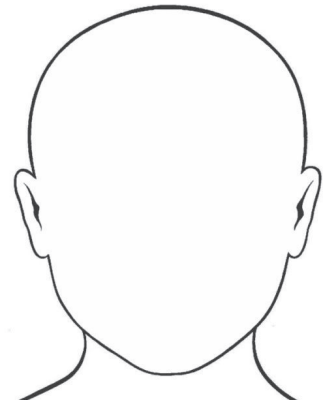
WEBSITE- maunitedpma.org

FACEBOOK- MA Chapter UPMA

Look forward til next we meet!

Damon Nix

Chapter Editor



**Didn't see
your picture
in the
Baystater?
Don't be
upset , get
involved!**

Retirees

Where are you now? We want to know.
Please send a recent picture and a little
blurb about what you have been up to so I
can put it in your Baystater.

Deadline for articles for the next Baystater

November 20, 2021



Thank you for I ran out of room again! Wow another
packed to the rim Baystater. Hope this finds you well.
There will be another one coming shortly to wrap up
the year.

Upcoming Events

UPMA 2022 Legislative Summit
February 13-16 2022

Hyatt Regency Crystal City
2799 Richmond Highway, Arlington,
VA 22202

6th UPMA National Convention
St. Louis, Missouri

August 20th - August 26th, 2022

Baystater Editor
11 Arthur St
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President

Postmaster
Dave Branga
Tewksbury MA
Cell: 781-439-1465
davidbranga@gmail.com



Executive VP

Postmaster
Raymond White
Concord MA
Cell: 978-987-9809
raywhiteupma@aol.com



Secretary Treasurer

Postmaster
Joshua Richard
Carlisle MA
Cell: 978-360-3721
Joshuarichard45@yahoo.com



President Retired

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



Editor

Postmaster
Damon Nix
Falmouth MA
Cell: 508-525-9341
Dnixupma@gmail.com

Chapter Member Rep

PM Raymond White
Concord MA
Cell: 978-987-9809
raywhiteupma@aol.com

Membership Chair

PM Deanna White
North Chelmsford MA
Cell: 617-224-5053
deadea01@icloud.com

010 Regional VP

PM Phil Fortin
Amherst MA
Office: 413-549-0523
pfortin1958@gmail.com

017 Regional VP

Vacant

Legislative/PAC Chair

PM John Sacco
Wakefield MA
Office: 781-245-3831

Sergeant at Arms

PM Michael Fairbank
Rockport MA
Office: 978-546-2667

012 Regional VP

Vacant

018-019 Regional VP

PM Keith Miller
Gloucester MA
Cell: 508-633-4008

Parliamentarian

PM Rob Leary
Whitinsville MA
Cell: 508-208-8171
pmlleary@yahoo.com

National VP East

PM Mike Quinn
Tilton NH
Cell: 978-866-5011
miketamiquinn@msn.com

013 Regional VP

PM Tarna Genovese
Orange MA
Office: 978-544-6595
tarna2020@gmail.com

020-024 Regional VP

PM Tom Driscoll
Randolph MA
Office: 508-944-0068

National Adverse Action

Member Rep

Rich Hui
PM Retired
Cell: 978-549-3360
richmeista67@gmail.com

014 Regional VP

PM Jamey Richards
Sudbury MA
Office: 978-443-8188
jrichards2941@msn.com

025-026 Regional VP

SCS Adrian Joia
Falmouth MA
Office: 508-548-3885

015-016 Regional VP

PM Robert Marrama
Sterling MA
Office: 978-422-5139
postmaster01468@gmail.com

027 Regional VP

PM Jean Burchhill
Norton MA
Cell: 508-577-4067
jburchill101@comcast.net