

SEPTEMBER 2025

The Granite State Postal Leader

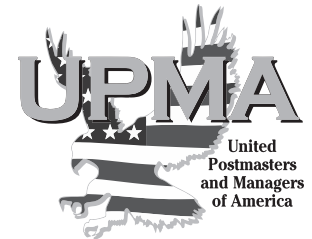


NH UNITED POSTMASTERS AND MANAGERS OF AMERICA



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Fall Luncheon – Save the Date
Thursday October 16th, 2025
National UPMA Convention-
Dallas, TX Wrap Up
Membership
Postal Fun Facts
And More!



**FALL
LUNCHEON**
**THURSDAY
OCTOBER 16TH, 2025**



Join Us for our Fall Luncheon! Like past years we have decided to have it again at the Puritan Back Room. If you have been to one of these meetings before, we sincerely hope you join us again. This year bring a new EAS! Bring a non-member and sign them up at the event, there's a special raffle for you!

Don't forget all NEW EAS members get 1 year Free!

We chose this location hoping it's central enough for most members to be able to get there. Carpool with a neighboring office.

WHEN – Thursday October 16th starting at 12 and ending at 3pm.

We will have a raffle or two, and bring your \$5 for the very fun heads or tails 50/50!

As always, we invite the POOMs to join us. Hopefully their schedules will allow them to make us this year.

Maybe our new Acting DM Wendy Goddard can join us this year too.

See the sign up in this newsletter. Any questions reach out to Diana Hildreth 603-731-7527

GOOD MORNING NH UPMA.

We are recently back from the National Convention in Dallas, Tx. I wanted to take a few minutes to talk about some of the unique things we got to experience in this year's session. We had the privilege of being the first Postal Association that David Steiner addressed in his tenure as Postmaster General. It is interesting to note we were also the first association Louis DeJoy addressed as well. I would like to think it is because we are the premier organization making the biggest impacts and improvements for the USPS. Mr. Steiner laid out his initial plans and intentions for the organization which includes tweaking it some but continuing with the "Delivering for America" plan implemented by Mr. DeJoy. After careful evaluation he feels it is the right direction for us to head and that investing in our infrastructure, our people, our pay and benefits are all worthwhile pursuits in this organization of ours. It is early days, but I was encouraged with what he had to say and the professional and respectful tone he took towards the questions he answered after his prepared remarks. He appears to be a class act and a solid choice at the helm as we continue to improve the Service.

We also heard from Deputy Postmaster General Doug Tulino. He went over some high-level metrics and performance indicators for our year-to-date achievements and areas of opportunity. The biggest takeaway I had from his session was in the Q & A session after his prepared remarks, he was asked about our members being treated with dignity and respect. A consultative log entry from Indiana state branch was sent up regarding the nightly certification of RMSS by EAS after they had left their units for the day being required to certify, off the clock, rings for which they did not have the 4240's in front of them for verification purposes. Obviously, we are aware of occasional requirements to fix something after we have left our units for the day and that is unfortunate but not unreasonable. This is not that- this is planned daily- six days a week for most, requirement to perform work functions off the clock. Also, there are concerns about the integrity of the data as no one has the controlling document (4240) in hand unless they are in the office at the time of certification. If integrity is important then this practice is very flawed. This was escalated to the central area vice president through the consultative process, and the answer was that this process was to return to a "next workday" am process, including pushing Fridays and weekend days to Monday mornings if you are not scheduled to work the weekend. Mr. Tulino said this was the right decision, made most sense, and he would take it back to his team. He



also encouraged us to address it at our local level as well. I have messaged Mr. Tuohy and Mrs. Goddard since our return, and we will be addressing this with Mrs. Goddard in our consultative meeting on 9/8. More to come on this.

We also received remarks from CRDO Chief Alvin Mercado. In his Q & A period he addressed hiring initiatives, vehicle roll outs, new facilities coming online, and some high level metrics as well. It was very informative to hear the top leaders in the organization speak about where we're, what we are doing, and where we are going. I always feel revitalized and recharged after attending one of these events. The shared vision and knowledge, the high-level training and breakout sessions help each of the attendees to be better trained and informed representatives for our membership.

Please take a minute to verify that your peers in your office and the EAS, and OICs from surrounding offices, and any high potential individuals who would make good associates members have joined our association. The first year is free for regular members to be able to take us for a "test drive" and it is super inexpensive for associate members to join as well. Any member who is in good standing will have access to our KSA improvement team. So, if you are looking for movement and growth in your career.

Please take advantage of this wonderful benefit of your membership. The group has been having wonderful results in getting members the interviews that are allowing them to secure the positions they are applying for.

Thanks for all you guys do and I hope to see you at the Fall Luncheon on October 16th at the Puritan Back Room for some training and fellowship.

Ed

Edward McCormack
NH State President UPMA
Postmaster Deerfield, NH



Postmaster General David Steiner and Tony Leonardi



Doug Tulino – Chief Human Resources Officer

FROM NEW HAMPSHIRE TO TEXAS – THE 9TH ANNUAL UPMA NATIONAL CONVENTION

A group of us made the trek from New Hampshire down to Dallas, Texas, to attend the 9th Annual UPMA National Convention. We started the journey excited—not just for the change of scenery, but for the chance to reconnect with colleagues. To catch up with people who truly understand what we do every day.

Let's be honest—our spouses, partners, children, and friends often have no real idea what our jobs demand. But here, surrounded by fellow postal leaders, there's a sense of instant connection. A shared experience. A theme that quietly threads itself through every conversation: **you're not alone.**

Even though—let's face it—most days, it feels like we are.

So much of our work week is spent mentoring, teaching, leading, managing, listening. Pouring ourselves into our teams. And often, there's not much left over for ourselves.

We lead by example. We ask hard questions. We ask important questions. And sometimes, it's the simple ones that mean the most.

"How was your weekend?"

"How are you holding up?"

"Is there anything I can do to help?"

To your RCA who's running on empty... To your regular carrier with an H route, working six days a week, hoping this count pushes them back to a J—just for the hope of two days off every other week and a little taste of normal again.

These moments, these conversations, these relationships, they're why we do what we do.

This week in Dallas reminds us of that. It reminds us that leadership can be lonely—but it doesn't have to be.

We see each other. We hear each other. We *are* each other.

And that reminder? It's powerful.

Diana Hildreth
UPMA Editor



I think Mike has made a new pal!



Jeana, Diana, Mike and Ed

9TH ANNUAL UPMA NATIONAL CONVENTION





Rich Hui always smiling!



Michelle, Emmett and Mike

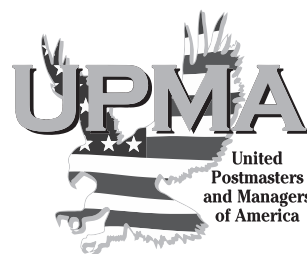
KEY CRDO LEADERSHIP THEMES

- Take personal responsibility of your operations – *Own your operations*
- Hold ourselves accountable above all else
- Communicate with staff with dignity and respect
- Be a student of leadership – cultivate self discipline and personal growth
- Explain to staff how they contribute to the organization's goals
- Take pride in this institution and our roles to keep the Postal Service relevant



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IN SUMMARY...NEW MINDSET, NEW RESULTS ENGAGEMENT | ACCOUNTABILITY | RESULTS

Here's where we are going:

- ✓ Our plan is to focus on engaging and motivating our 640,000 postal ambassadors
- ✓ Hold ourselves and others accountable, set clear expectations and reinforce the value of reliability
- ✓ Evaluate successes and challenges, celebrate the wins and recover from mistakes
- ✓ Get in the offices, work collaboratively and grow the success of the organization bottom-up and top-down
- ✓ Ensure everyone knows how their efforts contribute to the success of the organization

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Mike getting his cha cha cha on...



Jeana's boots are made for DANCING!



The Gang grabbing a quick bite to eat!

A LITTLE DITTY FROM OUR UPMA VP

I'm glad you are reading this issue of the NH UPMA Leader. If you missed National Convention in Dallas, you missed great fellowship, networking opportunities, some of the best barbeque I have ever tasted, but more importantly you missed some great information. One of the most important benefits of your membership is your right to representation. In the current climate in our district, we have seen an upward trend in our members receiving corrective actions. Unfortunately, we have also seen an upward trend in not reporting these actions! If you receive a Letter of Warning we need to know! Just like with craft employees, our discipline must be progressive. If you have a bad day and receive a LOW, and a month later something else goes very wrong you are facing a LOW in lieu of a 7-day suspension. If we appeal the initial LOW the 7 day may not exist.

SOME KEY POINTS TO REMEMBER ARE...

- 1) **Call the first time!** We have seen a few instances of EAS being issued Letters of Warning and they never reach out to us as Chapter Member Representatives (CMRs). The first call we get is when someone is issued a LOW in Lieu of a 7-day suspension. The sooner we know of issues, the better we can help you.
- 2) The same procedures we use with craft employees need to be followed with EAS. This includes an investigative interview, and you should have a CMR in the room with you.
- 3) Please let me or Ed know if you are having issues with your direct management.

What you also missed at National Convention was the chance to see our new Postmaster General David Steiner and Chief Retail and Delivery Officer Elvin Mercado speak. They both spoke at length about the culture they want to create in our company. They both repeatedly used the words "dignity" and "respect". I want to paraphrase what they said and give you my take on it. You are responsible to do your job, and you should be held responsible to do your job. Mistakes, oversights, and bad days happen. When something goes wrong your manager calling you out on it is expected and understandable.

However, yelling, belittling, and threatening language is neither professional nor, according to the two highest officers in our reporting structure, acceptable. We need to keep our cool and be professional, but if this is a recurring problem it needs to be escalated.

We need to zealously advocate for our rights, but we also need to do our part. Do you have vacancies and a route will not go out? Report it! Let your POOM know the situation and your plan for the coming few days to right the situation. Follow every phone conversation with an email summarizing the verbal communication. Create that written chain of



communication so you have documentation of the interaction. If you do not have a postal phone as a Postmaster, you should get one. You can update DCV or finalize RMSS times so there is no reason to be on performance calls for easy wins.

We need to hold ourselves responsible for what we can control so we aren't held accountable for what we can't. We have a hard job. We shouldn't tolerate unprofessional management above us, just as we wouldn't manage our subordinates in that manner. If there is to be change in the organization, it must start somewhere. Let that somewhere be with us.

Michael Minot
VP



STEPPING UP YOUR KSA GAME, TO BE COMPETITIVE AND GET YOU YOUR NEXT OPPORTUNITY!

At our recent National Convention, I attended a workshop about a new Career Development program that UPMA has rolled out. On April 1, 2025, UPMA launched a KSA Assistance program. This program is for any member or associate member that is looking to advance in the Postal Service. Have you been applying for jobs, and not getting interviews? The KSA assistance team will review your current career profile and KSAs, providing guidance to help you refine relevant requirements and qualifications. Many members of the team have served on review boards and can show you how to get a better score. Did you know that not all postings have the same requirements and qualifications that need to be addressed? If you last applied for a supervisor position and now you want to become a Postmaster, you will have to update those KSAs. As a former review board member, I have seen applicants submit their eCareer application without updating it for a different position. This will disqualify that application.

You can find more information in the Career Development section at the top of the National UPMA website. Here you will find documents and videos with a lot of helpful information. There is also a KSA Assistance drop-down where you enter your personal information and information about the posting that you are applying for. Once this form is submitted, it goes to the KSA Assistance Team Leader. The team leader will then hand the request off to a team member to contact you and help you with your application. The team members will ask for more information about the posting and will also ask you to send your KSAs to them. As I said earlier, this program is available to associate members too. If you know a craft employee that is looking for upward mobility and could use help with their eCareer profile or KSAs, encourage them to join UPMA as an associate member. Dues for associate members are only \$3.00 per pay period, and they can take advantage of all the educational benefits the UPMA has to offer.

In closing, I want to encourage all members to attend the NH Chapter Fall Luncheon at 11:00 a.m. on October 16th at the Puritan Backroom in Manchester. You will find the registration form in this newsletter.

Jeana Woodbury
Secretary/Treasurer



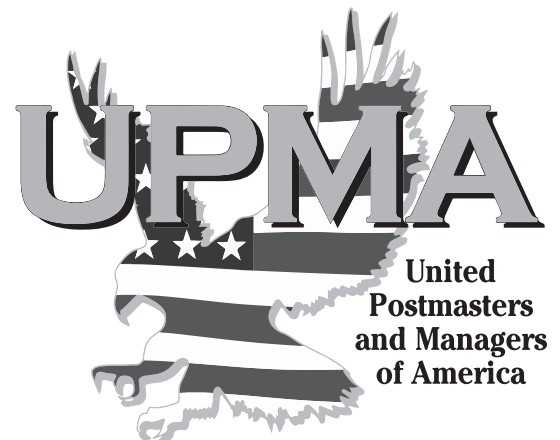
FUN AND SERVICE FOR FAMILIES ATTENDING NATIONAL CONVENTION

UPMA Auxiliary and B.R.A.T.S. in Dallas, TEXAS!

During this month's UPMA National Convention in Dallas the UPMA Auxiliary met to nominate and elect new officer. However, it was not all business in Dallas!

Part of the purpose of the UPMA Auxiliary is to provide additional programs and activities at meetings and conventions. On Monday, members of the Auxiliary along with the B.R.A.T.S. (Bringing Real Attributes to Society) children spent a fun morning at the Dallas World Aquarium. Everyone had a great time looking at fish, birds, and reptiles from different regions of the world. The manatee was a big hit! On Wednesday, the B.R.A.T.S met for a service project for painting rocks with positive messages. The rocks were then brought to a local park dedicated to cancer survivors. Emmet and I really enjoyed our first convention and being welcomed and included in the UPMA family and events!

Michelle Minot
NH Auxiliary Member





NH CHAPTER OF UPMA SCHOLARSHIP APPLICATION

ELIGIBILITY: Sons, daughters & grandchildren of NH UPMA Chapter member (Active, retired or deceased) Postmasters and Mangers.

Postmaster/Manager Name: _____ Active/retired/deceased (circle one)

Relationship: _____

Application information

NAME: _____ BIRTH DATE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

TELEPHONE: _____ EMAIL: _____

HIGH SCHOOL: _____ GRADUATION DATE: _____

CITY: _____ STATE: _____ ZIP CODE: _____

COLLEGE OR VOCATIONAL SCHOOL (Attending/Accepted): _____

CITY: _____ STATE: _____ ZIP CODE: _____

MAJOR FIELD OF STUDY: _____

Application Requirements:

Please attach a list of all activities stating the year of participation in each. Include all community organizations, all honors, awards, and achievements.

Attach a personal statement on why you feel you should be considered for an UPMA Scholarship. Enclose one (1) letter of recommendation.

Enclose transcripts from High School (four years) and SAT scores. Current college students MUST include college transcripts as well as High School transcripts.

SPECIAL NOTE: If you are applying for a second time, please be sure that your information and recommendation are up to date (no older than two years).

APPLICATIONS MUST BE POSTMARKED BY APRIL 1, 2026 AND SENT TO:

Jeana Woodbury, NH UPMA Scholarship Committee, P.O. BOX 1, HINSDALE, NH 03451



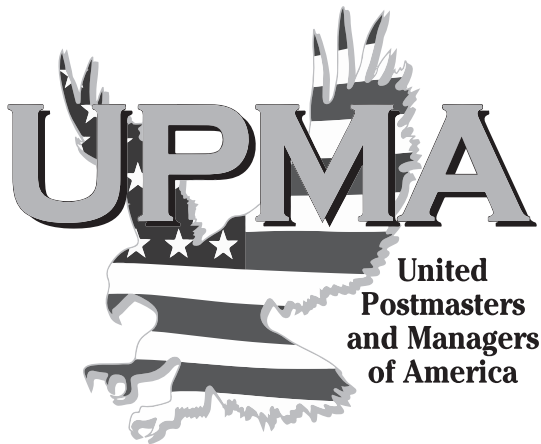


COMING UP IN 2026

UPMA Kickoff Meeting
San Diego, CA, January 17th

UPMA Legislative Summit
Arlington, VA, March 15th – March 18th

UPMA National Convention
San Juan, Puerto Rico, August 1st – 7th



NH CHAPTER UPMA

Account Balances as of September 3, 2025

LIQUID ASSETS

Checking Account \$ 2,768.53

Scholarship Savings Account \$ 5,659.69

INVESTMENTS

3 Year CD \$ 6,124.69

TOTAL ASSETS

Liquid \$ 8,428.22

Investments \$ 6,124.69

\$14,552.91

MEMBER BENEFITS

BENEFITS OF JOINING UPMA AS A POSTMASTER, MANAGER, SUPERVISOR OR EAS PROFESSIONAL

- UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- Annual national and chapter conventions that offer training to help you be successful.
- National officers serve one term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- The national website unitedpma.org offers the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publications that contain important information to you in your current position and will help you in your future endeavors.
- As a UPMA member you have access to the network of Adverse Action Member Reps, should the need arise. As an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action you are eligible for the Legal Defense Plan.

BENEFITS OF JOINING UPMA AS AN ASSOCIATE

- UPMA wants to help you meet your goals and is the premier management organization that allows you to become a member before being promoted to an EAS position.
- A network of active postal employees who will help prepare you to take advantage of opportunities for upward mobility.
- All national UPMA leaders and chapter presidents are current USPS employees.
- A national website—unitedpma.org—offering the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- A national magazine and chapter publications that contain important information to you and in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.

2025 New Hampshire
UPMA Members Fall Luncheon

Thursday October 16th 11-3pm
Puritan Backroom Restaurant

245 Hooksett Rd. Manchester, NH - Suite A

Deadline to sign up **Wednesday October 1st**, 2025

\$25 Active Members and Guest

\$15 Retired Members

Name: _____ Title: _____

Email: _____ Phone: _____

Please email or Call Jeana Woodbury to let her know your payment.

Please Send Checks to:

NH UPMA C/O Jeana Woodbury

PO BOX 1

Hinsdale, NH 03451

Email: PMjeana13@gmail.com

Cell: 603.762.0658

THE GRANITE STATE POSTMASTER

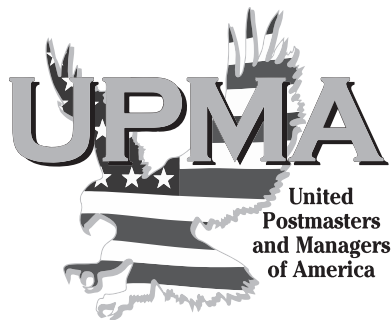
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HINSDALE NH 03451

WWW.NHUPMA.ORG



The opinions expressed in this publication are of the participants and not necessarily the views of the United Postmasters and Managers of America!



CURRENT MEMBERSHIP OFFER – ONE YEAR FREE!

The UPMA National Executive Board is excited to still be offering **new EAS members a full year of free membership!** That's right—no dues for your first year. Dues withholding will begin only after your 1-year anniversary with UPMA.

This is the perfect time to join a community that advocates for your career, your benefits, and your future. Don't miss out—join now and take advantage of this limited-time offer!



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