

GREEN MOUNTAINEER

Vermont Chapter
United Postmasters & Managers of America (UnitedUPMA)

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JOIN NOW! PS 1187 / PS 1187R (Retirees)

Vermont Chapter Bylaws



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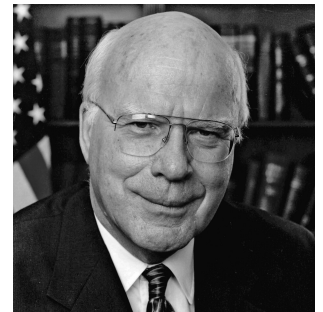
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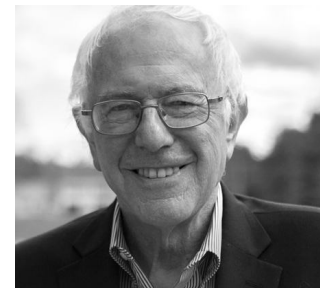
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Burlington VT 05401
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www.welch.house.gov



Check out our website!

Go to unitedupma.org....LOOK FOR LINKS for VT or NH.

Change of Address

Log on to unitedupms.org-membership service. Change the address using the code above your name on the UPMA Leader label. Just log-in and edit your information Any problems I will help - just contact me!

**PLEASE SUBMIT ARTICLES
AND PHOTOS FOR THE
NEXT ISSUE OF THE GREEN
MOUNTAINEER BY
*May 10,2019***

**NONE OF US
ARE AS
GOOD AS
ALL OF US**

National Convention

2019: Mohegan Sun
Connecticut
July 27- August 2



**President
Linda Kirkpatrick**



lkirky@gmail.com

Goodbye spring and welcome summer. For those of you that missed convention you missed a great opportunity to meet our new Area Vice-President, Eric Chavez. We found him very approachable as he went around the room to introduce himself to everyone before the meeting started. His main focus was on customer service and engagement. What a great role model as he has won 2 national awards in engagement.

Kevin Clark, NNE District Manager, addressed the membership on many different categories of service. The presentation focused on NPA categories, where we currently stand in the goals and what everyone throughout the district can do to improve on the cells we are in. I know the main goals we can control are scanning, revenue and total work hours or TOE, but we all play a part of the corporate goals. Think about it. The surveys that are scored for these goals comes from all of our customers, the mail that goes to the plants comes from our offices, the mail that is delivered to our customers comes from our employees. Kevin mentioned the delivery surveys show that the main objectives that our customers want is their mail timely and only their mail. I don't know about you but most of the phone calls and customer complaints that I handle every day are about misdelivered mail, delayed mail or change of address issues. I am focusing on trying to be more engaging and approaching these issues with the employee discussing what their needs are to resolve and what I can provide to them to become more successful. It makes sense that an engaged employee is happier, makes fewer mistakes and has excellent attendance.

Continued on page 5

**Legislative Chair
Jane Draper**



frekels@aol.com

Well our joint convention with New Hampshire has come and gone for 2019. We had a great turnout and lots of fun activities packed into a few days. We had a pretty good turnout but always looking for more to attend. Hope to see you in New Hampshire next year. Our new Area Vice President Eric Chavez attended and welcomed every single person with a handshake. He seems like a really nice guy and very motivational. Our District gave us some great training and answered a lot of questions. I feel a new sense of rebirth with them. Some staff that I have known for years seemed burnt out but now seem engaged again, excited where we are heading. I can only assume this is coming from Kevin Clark our District Manager.

This was Kevin's first convention with us as District Manager and I think he wants to educate, motivate and encourage us all to excel within our own offices, details and with our NPA. We are all in this together. The Holiday Inn took very good care of us. The meeting space was exactly what we needed. The meals were delicious and the location was excellent for our adventures we had planned. Our first adventure was at Spare Time, we had a pizza part and did a little bowling.....I was sore for a week. We were escorted to the bowling alley by Bill Kirkpatrick, Linda's husband who arranged for a bus so no one would have to drive. Thanks again, Bill. Our second adventure was to Switchback Brewing Company. I asked my cousin Sean Reen if he would give

continued on page 5

They want to be the best that they can be for both themselves and for the company.

Other topics presented were Customer Intercept by Amanda Sadler; e4003, AMS data comparison and digitization measurement by Dixie Morin; AMS and DSMART by Kim Killer; Timekeeping by Heather Adams; eCC and Revenue by Ann Cordero.

Dan Heins, National President UPMA, spent Friday and Saturday with us. In his presentation he focused on the different areas of representation that is given to its membership by the national office. 1) Chapter member Representative – representation of members who need assistance when confronted with discipline or possible discipline. 2) Dealing with the Postal Service and Postal Service Headquarters, and 3) Legislative arena – UPMA represents its members through our Government Affairs efforts.

Dates to remember: 2020 National Convention changed to St. Louis, MO from Omaha because the Hyatt faltered on their contract; “Meet me in St. Louis”; the 2 sites being considered for 2021 National convention are Orlando, FL or Sandusky, OH. Legislative Summit to be held February 23-26, 2020 at Renaissance Capital View, Arlington VA and February 21-24, 2021 at Hyatt Regency, Crystal City VA.

If you haven’t heard yet the “NAPS Fact Finding” report was published as of April 29. Even though the report is agreeable to many of the items brought forward by NAPS the response of USPS Headquarters was as UPMA had contemplated. The findings do not mandate Headquarters to change their position on any of the issues. UPMA felt like we could accept the changes that were agreed to by the parties and continue negotiations to make future changes and not spend the money chasing (in my words) the silver platter. I am in hopes that these findings did get Headquarters talking about a change in the NPA system more seriously than in the last couple of pay talks. It is not like managers are looking for a handout but only for what is fair.

There is currently a membership contest going on. I am asking you to speak to that new OIC or Postmaster that is in the neighboring office and ask them to join. Visit the national website at unitedpma.org and see the many benefits of being a member. Many of the items in my article cover key benefits of being a member, representation, networking and training. If you would like further information or if you feel uncomfortable making the contact yourself, please contact Michele Lingley, Executive V-P or any other chapter officer listed in the front of the newsletter and we can make that contact.

Hope everyone has a great summer. Please feel free to contact me if you have any questions or concerns. Until after National Convention when our next issue comes out, bye bye

our group a personal tour of the brewery and he said, of course. Sean is a brewer for the company. Little did I know almost everyone in the group loves Switchback, so it was a great success! We were escorted to the brewery by Bill Kirkpatrick, Linda’s husband who arranged for a bus so no one would have to drive. Thanks again, Bill everyone appreciated it.

We had a very busy UPMA day and it is so exciting that we have a full executive board eager to serve you. We had a PAC raffle for a two night stay at the Holiday Inn which was won by Annie Provanzano from New Hampshire. We raised \$220.00 for PAC.

The retirees showed up in full force as usual and we honestly couldn’t do it without you all. They had a table to raise money for the scholarship fund and did an outstanding job. Ellie would be so proud. We had lots of goodies to bid on and a bunch of happy winners. THANKS AGAIN for all you do!

Don’t forget National Convention is at the Mohegan Sun Casino in CT. Very close for all of us. If you have never attended, I encourage all of you to attend. It is incredible to hear our Headquarters leaders address us first hand. Keep the Faith,
Jane

The views expressed within the pages of the Green Mountaineer are solely those of the writer and do not reflect any official endorsement or policies of the United Postmasters and Managers of America or VT Chapter United UPMA

Executive Vice President Michelle Lingley



postedonna@icloud.com

As most of us are experiencing, Mother Nature is taking her sweet time transitioning our landscape from winter to summer. The never-ending

spring and mud season is on its way out, however, and soon the summer doldrums of mail volumes will be on us. Well, that's an ideal thought, but has anyone noticed something a bit atypical regarding mail volumes? They've already dropped substantially in comparison to historical numbers for this time of year. What does this all mean? It's time to pay attention and capture those hours.

This situation is a prime example for the message that came from the training day that the District held on the Friday of the convention. I've never seen a District panel more focused on informing and educating managers in efforts to assure that we are all successful in our offices and all attain an NPA score that yields us a much deserved annual pay increase. District personnel gave a valuable presentation on the indicators of the NPA that we drive as a unit and that we drive collectively. There were presentations on Employee Availability and proper coding in TACS, RWHT and ERMS, TOE and TWH, Retail and Revenue Building, and responding to ECC cases. Reporting in these areas receives constant scrutiny by department managers. And with good reason—these are areas we must manage in our offices with a high degree of attention if we are going to be successful. And the fact is that with our attention we can be successful.

I have the great fortune of being in the field and having the opportunity to network with colleagues a bit more than the average

Postmaster. My interactions with colleagues is about as variable as it comes. I witness everything from the excited new Postmaster who is petrified that they will not provide a performance satisfactory enough to impress their manager, to the frustrated individual who stopped believing years ago that they could make a difference. While these parties have dissimilar dispositions, my message to them is identical... 'if you try you can and will succeed'. This was the refrain that echoed throughout the training day on Friday right to the closing statements from several of our managers. This training panel relayed a strong and positive message regarding being involved and paying attention to what is going on in our offices. If we desire to be successful we need to be on board with the messaging that the district supplies for us every day, and not just dismiss it in our moments of stress. What we do as managers in our offices every day affects not only our office scores, but our POOM group and corporate. If you don't pay attention in your office the result is that you hurt your neighbor—the neighbor who is likely working diligently to manage their office because they wouldn't want to let you down. I'm encouraging every manager out there to pay attention to the guidance from the district and be involved in the improvements they ask us to identify with. They truly have our best interest in mind from office to district to corporate.

I encourage each and every one of you to reach out if you are struggling with any one of the indicators on NPA...phone a neighbor, a mentor or me. And I encourage you all to make a commitment to not just be members, but be more involved members with our organization. Your input is valuable and necessary. I look forward to hearing from you and may we enjoy a traditional summer for a change!

Secretary/Treasurer Linda Brinkerhoff



Linda E Brinkerhoff,
Secretary/Treasurer

VT Chapter, UPMA

Upon the completion of the 3rd Annual VT/NH UPMA Convention in Burlington, I first want to thank all of the members who were able

to attend. This year we were fortunate to provide a training day on Friday so we did not have to use Annual Leave. The wealth of information presented by NNE District personnel covered numerous topics. The presenters were able to not only educate us on a specific topic but also explain how it affected our NPA score.

Eric Chavez, Vice President NE Area Operations emphasized SERVICE and focusing on the customer by shortening wait time in line and ensuring accurate and timely package delivery. Kevin Clark, NNE District Manager said "SCANNING will make us or break us". He also pointed out that we don't want to just be good, we want to be GREAT. The day ended with a panel consisting of: Lloyd Keast, Senior Manager Post Office Operations; Dave LeBlanc, Manager Post Office Operations; Jerry Reen, Manager Post Office Operations; Kevin Clark, District Manager; and Bob Sanderson, Plant Manager. When asked to name the ONE thing besides customer service that was most important the responses were: bring everyone home safely; pay attention; work together collectively; manage your time

effectively and prioritize; and keep employees safe.

Saturday was UPMA day and President Dan Heins covered the three points of the UPMA Mission Statement: Communication, Education and Representation. The opportunities everyone had to discuss openly issues, concerns and successes made this a truly remarkable convention.

As the weekend wrapped up, the key point that was impressed upon me was that every day we make numerous choices – some by instinct, some by habit and others carefully thought out. These choices are reflected in our customer service, our scanning scores, the safety of our employees and customers, and how we prioritize our day.

CHOOSE to provide excellent customer service.

CHOOSE to be accurate in timekeeping and financial reports.

CHOOSE to provide a safe work environment.

CHOOSE to be great. And, choose to attend the UPMA National Convention in Uncasville, CT in July/Aug. You will be amazed.

Retiree Executive President Donald Rayta



50dodge@pshift.com

We had another successful state convention; it was well attended by both states. Dan Hines, the National president, gave a very good presentation and took many questions.

One topic was how to get more Postmasters to attend. No one had the answer, considering there were workshops and it was a paid day, no leave involved. Next year it will be in Concord NH, around the same time.

Every one had a good time at the Bowling Alley, no 300 games. I heard some had trouble hitting the pins. I think I heard somebody had a 32.

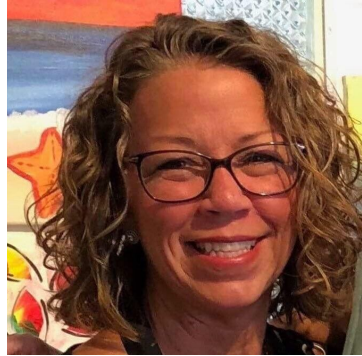
VT had 4 retirees, NH 1, and Maine 1. We were surprised that more retired Postmasters from VT didn't come, no registration or meal charge. Maybe we can do better next year.

We also discussed our fall meeting. The mailing is costly, if you have an email, please send to Sylvia at seugair@aol.com. For those who do not have one we will send a letter.

If any one has an idea on how to get more people to our meeting please let me know. I remember we used to get 45 to 50 people at our fall meeting now we are doing good to get 15 to 18. My email is 50dodge@pshift.com Summer is sure taking its sweet time getting here.

See you in the fall
Don Rayta Retiree President.

Editor Randie Fontaine



randie.fontaine@gmail.com

My first VT/NH State UPMA convention was so much fun that I don't know why I have resisted attending before now. I was thankful for the training day that was set up by the District and their staff. Although I have been a Postmaster since 1995, it is always good for refreshers in the many areas of our jobs. It is always nice as well to put a face with a name and a voice that is on the other end of the phone call.

The opportunity to hear Mr Chavez speak in person was very informative as to where the Postal Service is heading and how the Northeast Area is doing. I was a little star struck as to how the Leaders from both the UPMA and the Northeast Area traveled all the way to Vermont to speak to us. It was an amazing opportunity to speak with them both on a professional level and then be able to go bowling or on a brew tour and just have a great time.

I am looking forward to the National Convention at the Mohegan Sun Resort. I encourage any and all Postmasters and Managers to take advantage of these conventions to get to know your go to people and help one another.



Hello everyone. It has been a pleasure to serve as president of the Vermont UPMA Retirees . I want to thank everyone, active and retired, for their help and support during my time in office. I hope I did an OK job. It has been several months since an issue of the Green Mountaineer has been published and several seasons since my last article. I hope you all had a great summer,fall and winter including the holidays!

The retirees held their annual meeting on September 29, 2018 at the Holiday Inn in Burlington. 8 members and 3 guests were in attendance. We enjoyed a buffet breakfast. I want to thank then Vice President Don Rayta for reporting on the UPMA National convention in Reno ,Nevada, as well as Demo Sofronas. I could not attend due to a conflict with my family vacation.Both Don and Demo were honored to act as sergeants of arms. There were some proposed changes to the retirees by laws which would bring ours more in alignment with the actives. These included changes to dues, officers, committees and retirees representation at national conventions. We elected our 2018/2019 officers: president- Don Rayta, vice president -Norman Peters, 2nd. vice president - Aroline Putnam, Secretary/Treasurer - Vicky Dubois. The 2019 annual meeting is scheduled for Sunday, September 29, 2019 at the American Legion,228 Beaver Meadow Road, Norwich, Vermont. We are trying something new this time and making it potluck. Rather than spending money on postage, envelopes and paper to send out 100 invitations with very little response we are publishing the info about the meeting in the Green Mountaineer.

The New Hampshire/Vermont Annual State Convention was held at the Holiday Inn in Burlington on May 3, 4, 5. As usual we all had a great time. With a paid day of training on Friday, several active members were present. Unfortunately they did not choose to stay and enjoy the rest of the activities. In addition to the business meetings we enjoyed pizza and bowling and a tour of the Switchback Brewery. Of course there was the usual hospitality room to share stories of work and family. Thank you to the active chapter for paying for the retirees luncheon and their continued financial support. We retirees held a business meeting led by President Don Rayta. Present were Don, Norm Peters, Sylvia Eugair, Aroline Putnam and guests Theresa Rayta and Barbara Swiderski Retiree Area 1 rep. It was with great sadness that we accepted the resignation of our secretary/treasurer Vicky Dubois due to health reasons. I have agreed to take over the position in the interim. We hope her health improves soon and we will gladly return her to her position.

A big thank you to Norm Peters for bringing back the Retirees Silent Auction. He did a wonderful job collecting auction items and organizing the event. We were able to raise \$365 for the Eleanor Smith Memorial Scholarship Fund.

The National Convention is being held at the Mohegan Sun Casino in Connecticut July 27 -August 2. It has not been this close in a while. You can drive there and avoid high air fares,congested airports and delays! There are many interesting sights nearby including the MysticSeaport and Mystic Aquarium. Several side trips are planned for free day. I plan to attend and I hope to see you there.

Please support and participate in your UPMA organization. Help keep up the fight to save the United States Postal Service, your jobs and your retirement benefits! Thank you! See you at the casino!

Sylvia Eugair
Immediate Past President
Vermont UPMA Retirees



I had a great time at your state convention this year, spending time with good friends, getting to know some people better, and even meeting some new people. I enjoyed Kenny's movie clip entertainment; he is so clever. A big shout out to my fellow bowling team members,

Jane and Liz & Deb from NH. We weren't very good, but we sure had a lot of fun! I'm sure we were the source of much entertainment for the spectators.

I wear many hats in UPMA. I am currently the treasurer for the Maine retiree chapter, bylaws committee chair for the active chapter, nominating committee chair, and convention co-chair. I also serve as President of the New England Council and UPMA Retired Area 1 Rep. I will be removing the hats from those last two positions at the end of October this year. It is up to the National President of UPMA Retired to appoint my replacement as Area 1 Rep, but we will be electing a new president for the New England Council at our meeting at the National Convention. This year the rotation states that the president will come from the Massachusetts chapter. I made my first friendships outside of the Maine chapter at my first New England Council meeting back in the spring of 2003 and these people have become friends for life.

My last duty as New England Council President will be hosting the 2nd annual New England Council Fall Conference in Freeport, Maine, and plans are already underway. It will be held Saturday, October 19 and Sunday, October 20 at the Hilton Garden Inn. The agenda and registration form will be available at the National Convention in Connecticut, and I already have a commitment from Damon Nix (MA), who will be bringing his d.j. equipment. Come join us for networking, some education, and a lot of fun! You do not need to be a chapter officer to attend. All are welcome.

I want to make you aware of the need to book early for overnight accommodations as that is prime-time leaf peeping season and the hotels fill up early. Because the Hilton Garden Inn is located in downtown Freeport, it is a prime spot and the rooms are not cheap. We have negotiated a discounted rate of \$225 per night, but you must book both Friday and Saturday nights to get that rate. Our room block is currently open for booking. Mention UPMA New England Council when booking. The phone number for the hotel is 1-207-865-1433 and the toll-free number is 1-888-728-3027.

If you find the price of the rooms at the Hilton Garden Inn is more than you want to spend, please note that there are several other hotels/motels nearby on the outskirts of

town, all within a 5-minute drive to the Hilton, and all are located on Route 1. They were not selected for our weekend because they do not contain the meeting space we require. Because they are located outside the downtown area, they are significantly less expensive. Below is a listing of those hotels/motels and their phone numbers. Feel free to stay at any of them if you wish but be sure to book early as they will fill up fast. I have not negotiated room rates with any of them; prices listed below are from 2018 and may be a little higher this year. I have also listed the distance to the Hilton Garden Inn. All are located on Route 1.

Hampton Inn		207-865-1400
\$159	1.4 miles	
Econolodge		207-865-3777
\$64	1.7 miles	
Super 8		207-865-1408
\$77	1.8 miles	
Quality Suites		207-865-5568
\$128	2.0 miles	
Holiday Inn Express		207-865-9020
\$137	2.2 miles	
Casco Bay Inn		207-865-4295
\$135	3.8 miles	
Best Western Freeport Inn		207-865-3106
\$85	4.1 miles	

Thank you for your hospitality, your support, and most of all, your friendship. I look forward to seeing many of you in Connecticut in July and again in Maine this October.

Barbara Swiderski
 UPMA Retired Area 1 Rep
 New England Council President
 Postmaster Retired, Bowdoinham ME
 barbski72@yahoo.com

Welcome New Members!!

Fill this out if you are a Postmaster, Officer-in-Charge, Associate Member or Postmaster Relief



Form 1187

Request and Authorization for Voluntary Allotment
of Compensation for Payment of Employee Organization Dues
Fill Out Form On-line, Print it out, and Return to
UPMA National Office at the Address Below for Processing

Section A: All New Members Complete

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name (PRINT Last Name, First, MI)		Contact Telephone	
Home Address (Street and Number/Box)	City	State	ZIP + 4
Personal E-mail Address			

Section B (Check One): Postmaster Manager/Supervisor Associate PMR

Position	PO/City/State/ZIP
Post Office/Work Telephone Number	Pay Schedule Level
Post Office/Home Payroll Office Finance Number	Designation Code

Section C: For Use by the Employee Organization

P Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request by "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
-----------------------	------

Section E

Check this box to signify you've read and understood the terms in Section D of this form.

Who/what most influenced your decision to join UPMA?

Person's Name _____

Career Awareness Conference USPS Provided Training Other _____

UPMA NATIONAL OFFICE FOR PROCESSING

Revised 12/2017 INT

Green Mountaineer - April / May / June 2019



United Postmasters and Managers of America

FORM 1187-R

**Request and Authorization for Voluntary Allotment of
Compensation for Payment of Employee Organization Dues**

Please complete and mail to:

UPMA National Office
8 Herbert St.
Alexandria, VA 22305-2600
(703) 683-9027

*OPM assigns the CSA number to all Civil Service and FERS annuitants and/or surviving spouse

Social Security Number

Grid for Social Security Number: [][] - [][] - [][][][]

My Annuity Number is:

CSA [][] - [][][][] - [][][][]

Name of Retired Employee (PRINT Last Name, First, Middle)		Date of Birth	
Street and Number/PO Box		City	State ZIP+4
Month/Year Retired	Home or Cell Number ()	Gender Male _____ Female _____	Chapter
Email Address		Sponsored by:	

Note: If not receiving an annuity contact National Office for information on membership.

SECTION A – Authorization

The United States Office of Personnel Management is authorized to make an appropriate deduction from my annuity payments, not to exceed the amount certified by the United Postmasters and Managers of America (UPMA) as the amount of dues for which I am obligated, and to pay the deducted sum to UPMA. This authorization shall apply to any and all dues changes certified by UPMA. This authorization shall be valid until UPMA receives and processes my written notice of cancellation in accordance with its agreement with the United States Office of Personnel Management. Any disputes regarding this allotment authorization shall be a matter between UPMA and me; I hold the United States Office of Personnel Management harmless for any erroneous deductions made pursuant to this authorization.

I also request the United States Office of Personnel Management to disclose any information necessary to execute this request.

Signature _____ Date: _____

Postmasters Retired monthly dues withholding is currently \$5.00.

Revised 03-17

BYLAWS OF THE VERMONT CHAPTER of the UNITED POSTMASTERS AND MANAGERS OF AMERICA

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 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 Vermont 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 annual convention of the organization shall be held at the time and city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, 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 committee or on demand in writing of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall mail notice of meetings to members of the executive committee 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.

Robert Rules of Order shall govern the deliberations of this chapter.

Article V – Officers

The officers of this chapter shall be president, executive vice-president, vice president (membership), vice president (legislative/PAC), secretary/treasurer, state president of the postmasters retired and editor who shall constitute the executive board and the governing body of the chapter.

Article VI – Election of Officers

The president, vice president (legislative/PAC) shall be elected at the annual convention to serve a term of two (2) years. The term of office shall commence on November 1st and will end on October 31st. The officers shall be limited to two consecutive 2-year terms of office. For the first state convention held in 2017, the executive vice president and secretary/treasurer shall be elected to serve a term of one (1) year. The executive vice president, secretary/treasurer and vice president (membership) shall be elected at the annual convention in a subsequent year to serve a term of two (2) years. The term of office shall commence on November 1st and end on October 31st. The secretary-treasurer and executive vice president may be elected to serve two consecutive 2-year terms of office.

The new executive committee shall hold an organizational meeting within 60 days of November 1st each year.

A nominating committee shall present a list of candidates for all offices to be filled at the annual state convention. Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast.

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 VII – 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.

Article VIII – 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 filled by the executive board.

In addition, the executive vice president shall serve as the educational chair for the chapter. It shall be their duty to work with the president in aligning training that is deemed necessary and appropriate for the membership, to include meeting time, place and agenda.

Article IX – Vice Presidents

There shall be one vice president.

Vice President (legislative chair) will serve as legislative and political action committee (PAC) chair. It will be their duty to handle legislative activity within the chapter.

In the event of a vacancy in the vice-presidential position, the vacancy shall be filled by the executive board.

Article X – Secretary-Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer, and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XV hereof. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive 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 filled by the executive committee.

Article XI – Editor

An editor may be appointed by the executive board. At which time they become a voting member of the board. It shall be the editor's duty to publish the official newspaper of the Vermont Chapter of UPMA. It is the editor's duty to maintain the integrity of all submitted articles. They will also be responsible for photography coverage at UPMA events. In the event of a vacancy in the position of editor, the vacancy shall be filled by the executive board.

Article XII – Executive Board

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, authorize necessary expenditures; ensure audits of accounts are completed; approve the expenses of the executive officers; and in general, perform all the functions ordinarily attached to such board.

The executive board shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the board at any meeting.

Article XIII – Committees

The following committees, as appointed by the president, shall be known as standing committees: audit, budget, constitution and by-laws, nominating and scholarship. The president shall appoint any additional committees deemed necessary to carry out the object and purpose of the chapter.

Article XI – Sergeant-At-Arms

At each state convention the president shall appoint a master sergeant-at-arms and, as 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 XV – National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast at national conventions, the vote shall be taken by paper ballot at the annual state 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. The results of the votes shall be recorded by the national officer present at the convention, as well as in the official minutes of the chapter convention. The national officer and the chapter president must send the results to the national office within ten (10) days of the conclusion 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. This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, paragraph 14.

Article XVI - Bonds

The secretary-treasurer shall be required to be bonded in the amount deemed sufficient by the executive board, said bond to be executed by a surety company approved the executive board and the premium on such bond shall be paid by the chapter.

Article XVII – 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 XVIII – Official Publication

The official publication of this chapter will be published four (4) times per year. The publication will be distributed to the membership and others as deemed necessary. The official publication will be named The Green Mountaineer. In addition, the chapter may maintain a website and/or email list for the dissemination of information. The executive board, as the governing body of the chapter, shall contribute quarterly articles and have editorial control over the official publication(s).

Article XIX – Amendments

All proposed amendment(s) must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of the annual chapter convention. The proposed amendment(s) shall be published in The Green Mountaineer or on the chapter website prior to the state 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 or disseminated at one session of the state convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the state convention unless otherwise specified in the amendment.

2020 NH VT Convention

Concord NH April 30 - May 3, 2020

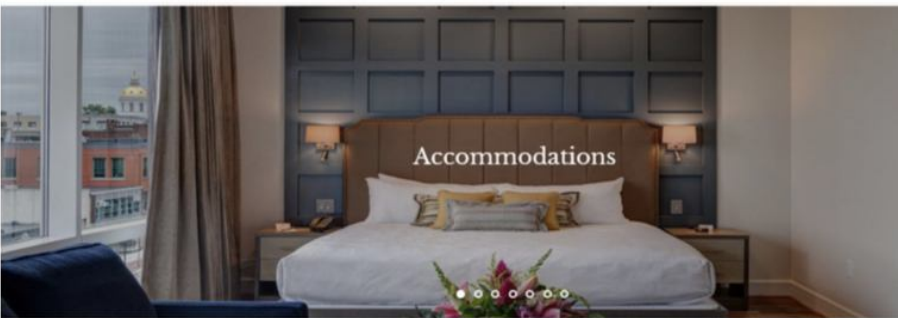
If you haven't been to Concord in a while you will be pleasantly surprised. There is a great revitalization of downtown with plenty of shops, restaurants and bars and more. In addition to the downtown scene there is plenty to do in and around the area. You can visit the Capital building, McAuliffe and Shepard discovery center, the Franklin Peirce Museum, Capital Center for the Arts and much more.

The Concord hotel is in the heart of downtown. Easy to get to from Rt 93 north and south, 89 from the west and Rt 4 from the east. *It is a Beautiful boutique hotel* that you will find not only comfortable but offers great amenities and access to everything that Concord has to offer.

The rooms are modern, spacious, well-appointed and have views of the downtown area. Rooms will also come with coffee and continental breakfast daily. The hotel also boasts free wifi and parking for guests. Lunches and dinners will be being provided by O'Steak and Seafood restaurant who are well know in town for their quality dishes.

So there is plenty good reasons to come and enjoy your stay not to mention have some fun and camaraderie with your fellow Postmasters and Managers for two days. Friday will be training and our welcome banquet and Saturday will be UPMA chapter business.

Watch for registration information and more details in the next issue of the NH Postal Leader. Early registration will save you money and ensure you a great room at a great price so do not wait to register and reserve your rooms.



The Hotel Concord's 38 guestrooms are modern, sophisticated and evoke an authentic New Hampshire aesthetic. Each guestroom is a different size and shape, a purposeful departure from the standard "cookie cutter" hotel room, while offering a quiet environment, high ceilings and large windows that invite light and offer downtown views, with many having balconies. Amenities include wall mounted 55 to 65-inch flat-screen HD televisions, Alexa-enabled devices, complimentary high-speed internet, mini refrigerators and oversized bathrooms offering a selection of fine products.



All guestrooms offer the following amenities:

- 320 to 858 Square Feet
 - King or double Queen beds
 - Work-it workspace with multiple USB charging ports
 - California-style closets
 - Amazon Echo Dots
 - 55-inch to 65-inch Flat-screen HD televisions with premium movie channels
 - Complimentary high-speed internet
 - Original artwork
 - Keurig coffee machine
 - Safe
 - Luxurious bed linens and plush robes
 - Refrigerators
 - Marble-tiled bathrooms with hand held shower wands
 - Wellness Room luxury toiletries
- *Some guestrooms have balconies

The Concord Hotel
11 South Main St
Concord NH

For Reservations
Call
603-504-3500

Prebook
NH UPMA RATE
\$144 Per night
APRIL 30 - MAY 3, 2020
6th fl Executive Kings
Venue is on 6th floor!
Also avail. 4th floor Queen Doubles

Book in advance as there are only 11 rooms on the 6th floor
Double Queens are on 4th floor
Our EVENTS will be Friday and Saturday- May 1 & 2
Book NOW

Vermont UPMA Members

I would like to thank your chapter for your vote and your support during your recent state convention. Learning to campaign for UPMA is very exciting and eye opening! I have met great new friends, learned a lot about what members want from the organization, and been humbled and overwhelmed by members support.

I hope to see you all at the 2019 National Convention in Connecticut!

Respectfully
Sherwin Taylor
UPMA VP East – Candidate
(423)426-6951

VERMONT RETIRED CHAPTER

PLEASE JOIN THE EXECUTIVE BOARD ON SEPTEMBER 29, STARTING AT 1130 FOR YOUR FALL MEETING AND LUNCHEON.

WILL BE HELD AT THE AMERICAN LEGION, 228 BEAVER MEADOW ROAD LOCATED IN BEAUTIFUL NORWICH, VT

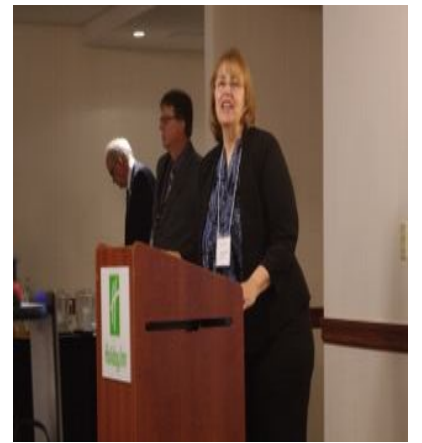
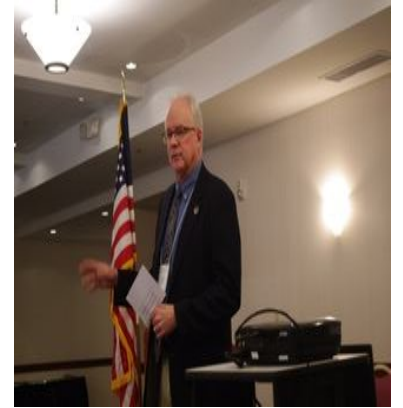
THIS IS A SUNDAY IN HOPES THAT MANY WILL BE ABLE TO ATTEND.

IT IS A POTLUCK LUNCHEON. EVERYONE IS ASKED TO BRING A DISH TO SHARE. THE LUNCHEON IS BEING HOSTED BY DEMO AND GEORGIA SOFRONAS.

SECRETARY/TREASURER SYLVIA EUGAIR – 802-459-3467 (CALL OR TEXT) OR EMAIL – seu-gair@aol.com IS THE CONTACT. PLEASE REACH OUT TO SYLVIA WITH WHAT YOU WILL BE BRINGING TO SHARE.

WE LOOK FORWARD TO SEEING MANY OF YOU THERE!

Wonderful People at Conventions!!



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