

September 2019

The Granite State Postal Leader

United Postmasters and Managers of America

National Convention!



President's Message

UPMA National Convention Overview



Mike Quinn

I have written many articles in the past concerning the UPMA National Convention and have encouraged Postmasters and Managers to attend this annual event. This year's event was an outstanding success with over 1075 attendees, including 400+ retirees and was held at the Mohegan Sun Casino in Connecticut. We had several speakers that shared information with those in attendance. Dave Williams, Chief Operating Officer of the USPS, was our keynote speaker on Monday and he spoke on initiatives in the field to reduce e-mails and redundant reports which will free up managers to return to their core duties. He also spoke of standardized custodial products that are saving the Postal Service monies by using the same products and procedures throughout the country and improvements to the Facilities Response process that allow quicker responses and better work results.

One of the leaders of the Office of Inspector General spoke of the role the OIG plays in reducing waste and maintaining accountability and integrity in the USPS.

She also spoke on drugs in the mail and our role as managers and reinforced our need to be vigilant with mail acceptance and delivery.

National President of the retirees, Jack Wilkins spoke about unity and how the retired members are part of this new and evolving organization and how their large presence at the convention have a profound effect on convention costs and discounts.



On Wednesday, Postmaster General Megan Brennan made a point to thank all Postmasters and Managers for their efforts as the leaders of the organization and she recognized our efforts as the salesforce of the Postal Service. She spent a good amount of time speaking on the state of the business, declining volumes in first class, stagnant growth in package volume, and a decrease in parcel select volumes. Our key competitors are filtering some of their volumes through their own networks.



We need to have flexibility to compete in the marketplace and our problems are serious but solvable, but we need legislation from Congress. She will soon roll out our 10-year plan that will include pricing flexibility, address employee benefits and hopefully create legislation cooperation. She also spoke of Medicare integration and

how it will reduce costs. We need to become part of the multi billion dollars returns business. As always, she took questions from the audience and I am continually amazed at the depth of knowledge she has on all aspects of our organization. Her answers were right to the point and if she did not have the answer, she would



get back to UPMA. One could argue that Megan has faced the most challenges of any past PMG, but her forthrightness and accessibility has been exemplary.



On Thursday morning, we opened the day with a display of singing talent by our own Ken Vengren, PM of New Boston, along with Joe Torcia and Gerry Robertson from Massachusetts, Barbara Swiderski from Maine, and Jane Draper from Vermont. They sang a version of YMCA to include UPMA in the verses! It was both entertaining and comical and started the day off with

new energy. We heard from both candidates for Secretary Treasurer, Susan Rice and David Archuletta. We will be voting for the position at our State Convention in May of 2020.

Continued next page:

National Convention Overview Continued



Later in the morning there was a great deal of discussion on proposed bylaw changes, but the discussion changed from proposed changes to a potential or perceived conflict of the National and State bylaws. After lengthy debate the convention concluded with no official motions passing. It is obvious that the National Executive board and the Nation President have much work to do to resolve the perception of conflicting documents and language in our bylaws to produce a document that is concise and not subject to interpretation.

The convention concluded with the banquet on Thursday night. The Mohegan Sun was a fabulous location for our convention with more than enough dining locations and entertainment. The fact that it was less than 3 hours away was only a benefit.



I cannot conclude my article without mentioning two important events for UPMA. The first is our annual Fall meeting at Harts Turkey Farm on October 9th. Registration from is below on this page. The second is our 2020 State Convention that will be held on May 1-3 in Concord NH. The Hotel Concord is a terrific venue and Concord is an easy drive from anywhere in the state. You will find information on both events in this newsletter.

As you can see from the photos in this article there is no shortage of fun when you get involved in our Chapter. We would love to have more of you on board participating in the fun and finding ways to make our job's more enjoyable. Hope to see you all soon.

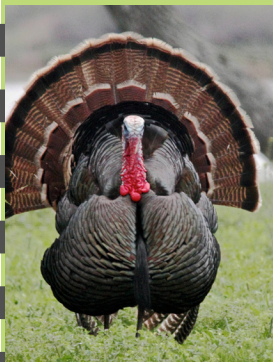
Respectfully, Mike Quinn



NH UPMA Fall 2020 Dinner Meeting

Agenda: To be Announced- Special Guest ? - Acting District Mgr?

**Fall Meeting
October 9th
Harts Turkey Farm**



When: Wednesday October 9th, 2019
Where: Harts Turkey Farm
Jct. of Rtes. 3 & 104
Meredith, NH 03253

Social begins at 6:00 PM Dinner is at 7:00 PM

Cost: \$25 per person

We will be having a 50/50 to raise money for our Scholarship Fund Account.

We will be having a Delicious Pilgrim Dinner:

Clip and mail with your check made out to NH UPMA

Send to: NH UPMA PO Box 456 Rumney, NH 03266

Deadline is September 27th, 2019 "why wait?"

Name: _____ **Number of Guests:** _____ **Total amount of check:** _____

More Info: Check out our new Facebook page. NH Chapter UPMA

Visit our website at NHUPMA.ORG



Megan also took a few questions from the audience!

Can you speak about delivering for UPS on Sundays?
Megan said, We are looking to expand a partnership with UPS, so we will be delivering parcels on Sundays for UPS. This is good for us!
A majority of this business will be merchandise returns. This represents a great opportunity in return business. It's a \$143 billion industry and we need to own that business. She said 79% of purchasing a made on the mobile or a mobile device and a lot of them are shoes she said and most of those shoes are returned for other sizes or products.

Can we do another equipment round up we cannot get any equipment our competitors have all of our equipment?
Megan said,we should have a closed loop with our processing facility and I will have to look into that!

Is the Postal Service still considering banking in the future?
Megan said, we are open to look at profitable services. Currently we don't have the authority to do this banking and not only that, it comes with risk. In addition there is a lot of opposition from banks and politicians regarding banking at the Postal Service. It's just not the direction we want to take right now we want to focus on delivery.

Regarding Sunday delivery, we don't have the tools or the people to provide the services?
Megan responded by saying we were well aware of our challenges with staffing especially in places where we have no vehicles. We may be looking at some potential leveraging in the new contract although I can't discuss it at this time

There is still some miss-treatment with regard to language, tone and pointed attitude on telecom's either on the telephone or in person?
Megan said, please push this up! We want to know who, what, where, etc.
We have a business to run and there's a proper way to treat people and we all must be professional.

Is there anything they can do to make the DMS functionality better with regard to having to login to all the applications within DMS?
Megan said, We will take that back and see what we can do.

Load leveling on Mondays IE: We are mandated to take all the mail out on Monday even though it's not committed and then we have no mail on Tuesday?
Megan said, We would have to take that back and look individually at districts or office. So please send us local information on that.

**THIS SPACE
RESERVED FOR
YOUR INPUT!**

**SEND SOMETHING
TO THE
EDITOR!**

Retiree's on point!
*"It's better to forget and be seen
than be seen to forget!"*



Retiree's Review
Steve Staples
President NH Retirees

Hello all you Retiree's
We have a Fall Retirees meeting
scheduled on
Wednesday October 2nd 2019
At The Red Blazer Restaurant
72 Manchester St.
Concord , NH
Information to follow by Mail!
So keep checking that mailbox!

Secretary Treasurer Viewpoint

We are back!



Mike Renkert

Back from a summer week or two of well deserved rest and relaxation. Yes Time away from our second home or possibly third home you guessed it, the Post Office. It was great to attend the second Annual UPMA Convention at Mohegan Sun. Didn't go? You missed one memorable convention in more ways than one. And now we anxiously look forward to the next nine months to begin the cycle all over again. We look forward to the end of this fiscal year and the anticipation of actually getting a raise. Looking forward to

the beginning of the insanity known as the political national primary season and all that comes with that too! The campaign ads, more campaign ads and more campaign ads of Presidential wannabes. Then our offices get all those lovely gifts of the season, formerly known as the Christmas holiday season. And did I mention the political ads and more political ads formerly referred to as campaign ads. Oh and then there is that frozen precipitation that falls from the sky that makes deliveries of all of our favorite things nothing short of a combination of a demolition derby and Paul Simons Slip Sliding Away song. Why can't it fall when we are all sweltering during the summer when we could and would enjoy it so much more? "Well one can dream... Can't we?"

I am now looking forward to the next UPMA events on the calendar ahead. We have the Fall Dinner Meeting and the New England Council Conference before we bring down the ball that marks 2020 soon to be known as the year of hindsight. Alot to look forward to!

I am happy to announce that the NHUPMA.org website has been totally revamped. This site will have information for both New Hampshire and Vermont chapters. Many features will be similar and some areas will incorporate both chapters. A much better design and layout, better visualization no matter if you open the site on your computer, iPad or tablet, and even on your iPhone the site automatically formats to the device you are on. Better and smoother graphics and what is best and most importantly I can add, update and delete anytime I am connected to the internet. In addition we will be able to do things like polls, email notifications and perhaps taking payments right on the site, as well as registration forms for all of our events.

Visit NHUPMA.org to examine the new website for the Postmasters & Managers of New Hampshire. We have also added a new email address for members to use.

NHUPMA@gmail.com.

Sign up for notifications and give us feedback please.

As Secretary of our chapter our accounts are in great shape considering coming off of the National Convention. We are doing audits every time the executive board meets to keep transparent and always in good standing. For the most updated summary of our accounts visit our website.

Make sure you visit it on a regular basis and let me know what can be done to make our site the best state website in UPMA. Get in touch with others and encourage them to attend our events. You wont regret it!

And a final thought... Get out and vote. Mike R.

UP COMING EVENTS MARK YOUR CALENDARS

**National UPMA
Convention
July 27, 2019**

DONE

**Fall Meeting
October 9, 2019
Harts Turkey Farm**



*Register Early
and save!*

**NE Fall Conference
October 19-20**



*Officer Training
for all!*

**Legislative
Summit
February 23,2020**



Great experience DC!

**NH UPMA
State Convention
May 1, 2020**



*Register Early
and save!*

Deposit Accounts

	Description:	Bal 8-23:	Bal 5-29:
Savings	\$2,778.03 \$2,776.06	\$00 SAVINGS	
Savings	\$4,027.47 \$4,024.46	\$01 SAVINGS	
Standard Checking	\$7,921.50 \$11,288.87	\$10 CHECKING	

Loan Accounts

	Description:	Due:	Payment:	Bal 8-23:	Bal 5-29:
Visa Platinum	07/19/19	\$0.00	\$1,652.79	\$1,078.51	

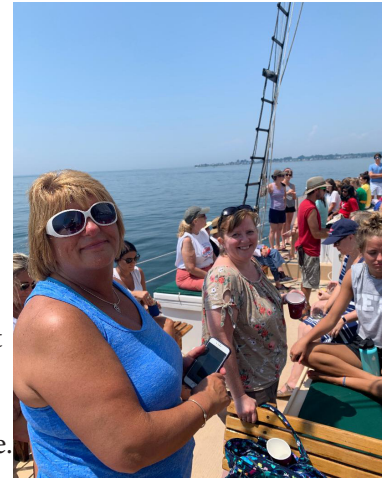
Investment Accounts

	Description:	Maturity:	Bal 8-23:	Bal 5-29:
3 Year Certificate	01/29/21	\$40 CERTIFICATE	\$6,653.11	\$6,623.18
12 Month Certificate	03/20/20	\$45 CERTIFICATE	\$5,386.86	\$5,356.74
3 Year Bump It Up Certificate	02/04/22	\$46 CERTIFICATE	\$7,770.18	\$7,716.28

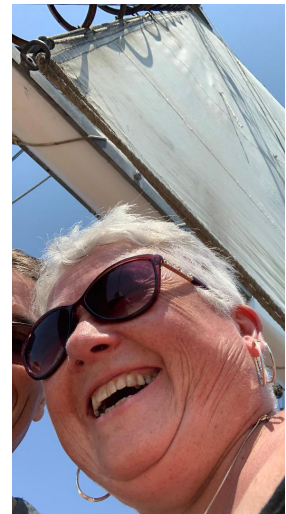


Setting Sail for the new world!

On Tuesday some of us opted to go out for a sail on the Argia. What looks like an old boat was really not that old and had modern amenities. We started out at the seaport in Mystic Ct. It was a pretty hot day with light winds and only a few clouds in the sky. We soon set sail for greener pastures and a better life. But that didn't happen. Instead



we enjoyed the sunshine and the company of a few mates as we sailed over the horizon in the the sound of Mystic. We noticed we had a few other Postmasters and Managers on board from Iowa of all places. They told us that they were immigrating from a land far away. We saw through that story and then told them that Iowian's always sit behind the yankees. They looked perplexed but complied. As we floated over soft waves we popped the cork to some lovely Cabernet and Merlot (ok it was Port?) Soon the winds began to die down and that's when they passed out the paddles. (Seriously?) With a whip in hand the captain shouted out "stroke Left" stroke Right" and before you knew it the boat was moving at a pretty quick pace. Thank god for Iowian's. Well after about 3 seconds of that we got tired and we needed a little more wine. So we stopped paddling and had a bit more. Well one sip led to another and before you knew it our oars were now swords. Clank! Where's the plank! Once we broke those oars we commanded the captain use the combustion engine to get things moving again. Varoom, She did too! After knocking



us off our socks and doing a few doughnuts in the sound as she hoisted up that mast again and caught a nice breeze to bring us back to the port.

Yes mate's it was a day to remember.

Port to Port, People with Port, Port with People

and well you can see where this is going.....

It truly was a great time and you should have been there.

Maybe next year on the Mississippi? Meet me in Saint Louis!





Editors Take

What I learned on my suma vacation!

Dear Diary, This summer I attended a great gathering in Connecticut with a large group of colleagues. Everyone was so happy to see each other and everyone seemed to have a great time.

We attended several training seminars to help us perform our functions within

our organization better. Everyone seemed to work so hard at doing a great job. We had a great group of speakers during our meetings. Well not all of them were great but it was nice that they took the time and came to address us on some important issues.

We attended an awesome dance at the disco night club that was in the same building as the hotel. There was such good music and so many people dancing and smiling it was easy to forget we were all there working for a great cause. They played a lot of older disco music and a variety of things that everyone seem to enjoy. Or maybe it was the cocktails.

This was probably the best Dance I have ever seen them have at one of these affairs and everyone seem to have a great time. We spent a little bit of time at the pool and our group from New Hampshire went out sailing on a big sailboat on our free day. What fun that was. It was a very hot day and to get out on the sound and see the lighthouses and shoreline was fantastic. Not to mention we had a couple of bottles of wine that somehow disappeared before we returned to shore.

Oh, I almost forgot. During one of our meetings I was involved in performing the "UPMA" song with four of my friends on stage to open the most exciting meeting of the week.

We were all dressed as the YMCA group but performed a rewritten song "UPMA". The crowd went crazy and loved the lyric's and our antics on the stage, it was nice to see everyone laugh and join in the fun. We all worked and practiced a lot to make it a great show. I had such a great time and I know everyone else did too. I can't wait to see what I can come up with next year! Ha ha! (I already have a plan). So anyway, the meeting that day was very interesting and we had some unusual discussions on bylaws and amendments. It's amazing to me that there is so much knowledge and passion by everyone in our organization, and well it just makes for a better organization.

Look close, we're all in the air! >

I felt proud to be part of a group of people that can have hard discussions and resolve issues and make the right decisions for all of our members. UPMA is serving it's members with pride and dignity. Our active members continue to lead to make sure that we provide everyone with a voice. Collectively we continue to make transparency and integrity a priority within our organization and I can't tell you how proud I am to be part of UPMA.

For us in NH we struggle to get members to join in and participate, I guess it's because of this fast paced world we live in and that we are all doing the work of 2 or 3 people these days. Our NH leaders and I have vowed to work hard to get more of our members involved in our local chapters so they can enjoy these types of things too. We are putting on our own Convention with Vermont coming up next May. I know it will be a smash! I have been putting a lot of plans together to make sure that everyone has a great time.

Anyway, I did learn a lot on my suma vacation this year. I learned that being proud of who you are is an amazing way to shrug off any negativity that you carry. I also learned that everyone has a story to tell and we all have influences in our pasts that dictate who we are and how we think and talk.

Connecticut people say suma instead of summer! I learned for the 25th year in a row that being part of this management organization is the best part of my job and it continues to be.

But most of all I learned that reaching out to each other can only make our lives better. It's fun to be part of UPMA!

Till next time! Me

Hey there, if your new in a town
Hey there, we don't want you to frown
That's why, there's a UPMA
We're here to get, you from good to great
Sometimes, you don't know what to do
Sometimes, there's a POOM after you
That's when, you need UPMA
We're here to get, you from good to great
It's fun to be part of UPMA, UPMA
We got everything, all the tools that you need
So join us and you will see
It's fun to be part of UPMA, UPMA
We got everything, all the tools that you need
So join us and you will see.....

Hey there, so you got a new job
Hey there, you got problems to solve
That's when, you need UPMA
We're here to get, you from good to great
Sometimes, things get out of control
Sometimes, you loose sight of your goals
That's when, you need UPMA
We're here to get, you from good to Great
It's fun to be part of UPMA, UPMA
We got everything and Camaraderie
Get active and you will see
It's fun to be part of UPMA, UPMA
We got everything and Camaraderie
get active and you will see.....
U P M A U P M A

UPMA



Legislative Report

We are back from our National Convention at Mohegan Sun in Connecticut unfortunately we don't have any news of any new legislation that is going to make our lives easier.

Legislatively there is not a whole lot going on. There is bipartisan support for a couple of bills in the house and senate but they have yet to make it to the floor for a vote. And with the year end in sight it is probably unlikely anything will get passed again this year. The PMG is publishing a 10 year plan to sustain the US Postal Service which includes quite a bit of uncomfortable changes which they are hoping will get the attention of our legislators.

If you haven't spoken to anyone yet who represents you you really need to take a look at the UPMA position papers on our National Website and then give a call or stop in and talk to either your Representative listed below. The papers can be found by clicking on UPMA.org , then Legislation, then Position Papers.

At National Convention there were over 1000 Postmasters and Managers in attendance! It is always so much fun to reconnect with friends from all over the country. This is very often the one time we see each other all year and it always a great time. There is much camaraderie and networking going on and that is great! You often hear that it is a great time to discuss the stresses and difficult jobs we perform which is the truth. What you may not hear so often is that this is a great time to learn from other Postmasters and Managers Those that have been with the service for years and years and also learn from those that have been in the ranks for a short time. Some of the newbies may have figured out a better way to manage their time and get all of those compliance issues covered. Or maybe you have a difficult situation with an employee or two and you might hear of an approach you didn't think of that could potentially solve your issue. All good stuff right?

Along with all of that they also have the varied training sessions that are offered. There are always good speakers including PMG Megan Brennan. After a day of training and lots of sharing of ideas, it is then time to unwind and relax and everyone enjoys doing that.

If you were not able to be with us, make sure you check out the UPMA Website – you will see our own Ken Vengren bringing down the house!!! He and his Northern New England recruits were on stage entertaining the entire assembly! Anyway, I hope to see more of you at our Fall meeting at Harts Turkey Farm, and plan now for the State Convention in May – right in Concord!!!! Get involved! Until next time, Liz



House of Rep.

Chris Pappas
660 Central Avenue
Suite 101
Dover, NH 03820
Phone: (603) 285-4300

Ann Kuster
18 North Main Street, 4th Floor
Concord, NH03301
Phone: (603) 226-1002

Carol Shea Porter
PO Box 453
Rochester, NH 03866
Phone: (603) 531-9653

Senate

Maggie Hassan
1589 Elm St
Third Fl.
Manchester NH 03101
Phone: (603) 622-2204

Jeanne Shaheen
2 Wall Street, Suite 220
Manchester, NH 03101
Ph: (603) 647-7500

EAP



Elder Abuse Awareness

It is our responsibility to protect the health and safety of our elderly. Report any suspicion of elder abuse.

The Centers for Disease Control and Prevention (CDC) recognizes six types of elder abuse, and encourages everyone to increase their understanding about elder abuse, neglect and exploitation. **The goal for elder abuse prevention is to stop it from happening in the first place.**

The six types of elder abuse include:

Physical

Hitting, kicking, pushing, slapping, burning or force causing injury

Emotional

Harming self-worth or emotional well-being, name-calling, scaring

Sexual

Engaging in a sexual act without consent

Neglect

Failing to meet basic needs like food, housing, clothing medical care

Financial

Illegally misusing an elder's money, property or assets

Abandonment

Leaving elder alone or no longer providing care

To learn more about elder abuse, visit the EAP website at EAP4YOU.com or the Centers for Disease Control's website at cdc.gov. You can also always reach out to your EAP to speak to someone or get help: 800-327-4968 (800-EAP-4YOU) or TTY: 877-492-7341. We are here for you.



CALL US TODAY: 800-327-4968
800-EAP-4YOU | TTY: 877-492-7341
WWW.EAP4YOU.COM



Postmaster/Manager Rep.
Don Snow

**New problems due to digital workload !
Communicate and ALWAYS do the right thing!**

A new threat to Postmasters, managers, supervisors and installation heads is referred to by our district staff as malicious compliance. To oversimplify, this term refers to the practice of “getting off the list” or when being “chased” by a POOM or district analyst the Postmaster or responsible EAS employee clicks a radio button or completes data entry into an application or program without actually performing the work or task they are certifying they completed.

This could be as simple as the AM/PM daily certification right up to financial counts, route inspections and 3999’s.

Webster’s Dictionary defines malicious as full of, characterized by, or showing malice; intentionally harmful; spiteful: malicious gossip, vicious, wanton, or mischievous in motivation or purpose. While this definition is far from what motivates Postmasters to fall into this category that is what is being used as the terminology to describe the behavior. I would personally call it “frustration” compliance or “advanced” compliance knowing the task will be performed in the near future when “I have time”. This usually means at lunch or after normal work hours when the manager can actually have an uninterrupted block of time to do the task. For non-exempt PM’s and managers this means working off the clock, yet another potential charge they could face in potential corrective action taken against them. For the last twenty + years I have tried to help and coach both new and seasoned Postmasters in an effort to get the job to slow down for them so they can manage their time to actually do the million or so line items we’re responsible for in our offices. In every article I’ve written or live training I have lead I always close with the phrase “THERE IS NO RIGHT WAY TO DO THE WRONG THING.” Malicious Compliance is exactly what that means. When an individual is charged with these behaviors their response is universal. “I don’t have the time”, “I meant to do it but the clerk called out sick”, “I get sick in the back of an LLV”. Etc. etc. etc. When questioned about the falsified entry the individual would invariably try to cover their tracks or say the neighboring office does the same thing why aren’t they in trouble? Now the problem snowballs into multiple charges, their integrity is now in question and there is added language to the discipline exacerbating the whole situation.

My advice is to first and foremost be diligent in your attempts to complete the tasks. If you truly cannot complete a task prior to the deadline or don’t exactly know what’s expected from you (and let’s be honest you know this early in the game) communicate that to your POOM as soon as you know you’ll be non-compliant and ask for either an extension or help. You can also reach out to the subject matter expert at the district for help. Don’t laugh, that is still their primary function, to help associate office be successful and document the request! I’d much rather help you appeal any discipline with these actions on the record as opposed to falsification at an investigative interview. Your UPMA officers are there to help you too, don’t wait until after your PDI or II happens to contact us.

Remember, there is no right way to do the wrong thing. You can do it!

Respectfully,
Don Snow
Adverse Action Representative

POOM Recognition!

Post Office Operations Manager David Leblanc is paving the way to a better tomorrow. Dave consistently has quarterly meetings with his staff of Postmasters using information, recognition and open dialog to keep his managers engaged and empowered to get the job done.

Meetings are essential to keep employees informed and fosters camaraderie and networking.

Pictured here Dave presents 2 service awards to some hardworking Postmasters.



New England Council

President
Barbara Swidarski

New England Council Fall Conference

The second annual New England Council Fall Conference will be held October 19-20 once again at the Hilton Garden Inn in Freeport, Maine. Registration is \$75 for Saturday and \$25 for Sunday lunch. Registration forms were handed out at the New England Council meeting in Connecticut. Contact your state president or me if you need one. Come early on Friday to enjoy some shopping or sightseeing along the coast. Catch a movie at the Nordica Theater (within easy walking distance of the hotel) or join us for hospitality from 8-10:30 PM. We will begin on Saturday morning with breakfast at 7:30 in the Town Hall Meeting Place, followed immediately by the general session. President Dan Heins will be in attendance along with National Vice President Rich Hui, National Membership Co-Chair Deanna White, and one of our Government Relations consultants, Chris McCannell. After lunch there will be training for chapter officers and anyone aspiring to an officer position. All are welcome. We will end by 4 PM with free time to allow you to partake in a delicious lobster (or whatever you like) dinner and check out the pumpkin festival on the LL Bean property. Come back together from 8-11 PM and dance to the tunes with DJ Damon Nix.

We will reconvene Sunday morning at 8:30 (breakfast is on your own) with postal-related training to piggyback with our Maine Training Day. New England Council members are welcome to stay for part or all the training on Sunday; or spend the day exploring the area before heading home. The agenda is still a work in progress. We will post it on our website (MaineUPMA.org) and I will email it to those who have registered as we get closer to the event as well as to the state presidents.

Room rates at the Hilton are \$225 per night. Call soon to reserve your room before the room block is filled. The number for the hotel is 207-865-1433.

If you wish to stay somewhere less expensive, there are several other locations within a four-mile radius of the Hilton, all located on Route 1. They are listed below along with an estimated room rate.

Hampton Inn	207-865-1400	\$178	1.3 miles away
Econolodge	207-865-3777	\$113	1.8 miles away
Quality Inn & Suites	207-536-5568	\$ 94	2.0 miles away
Holiday Inn Express	207-865-9020	\$221	2.2 miles away
Casco Bay Inn	207-865-4925	\$134	3.8 miles away
Best Western	207-865-3106	\$105	4.0 miles away

NH CHAPTER UPMA SCHOLARSHIP APPLICATION

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

Postmaster/Mgr. Name: _____ Relationship _____
(circle one) Active, retired or deceased

Application information

NAME: _____ BIRTH DATE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

TELEPHONE: _____ E-MAIL: _____

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 extracurricular activities stating the year of participation in each. Include 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 grade transcripts.

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

Applications MUST be postmarked by April 1, 2019 and sent to:

NH UPMA Scholarship Committee
PO Box 456
Rumney, NH 03266-0456

Write It Down

As your newly elected North East Area Coordinator, I would like to thank you for allowing me to serve you. In the upcoming year, I would like to share information through your newsletter. If there are specific interest or topics you would like to see, feel free to contact me.

For this first article, I'd like to share with you the importance of the "Write It Down" business tip. Our memories can only hold so much, so when you write it down and reference it later your memory will do the rest. Keeping your eCareer up to date is a prime example of the need to write down your accomplishments. Facing the Situation, Task, Action, Result (STAR) format and trying to identify the Knowledge, Skills and Abilities (KSA's) that you demonstrated can be a challenging task. The reality is that almost everyday in our work lives, we make decisions that fit perfectly into the KSA criteria. We just forget to write them down! The next time you make a difficult decision to cover routes; address a safety issue or solve a customer problem – write it down to use as a reference later. You might be surprised how resourceful it is to have notes about anomalies for NPA mitigating factors at the end of the year, write them down.

The idea of writing it down applies to much more than your eCareer. Important thoughts or ideas; goals and future plans; even analyzing the points in a mistake is a learning experience. I think they call it cathartic! We have a current USPS term called "take aways" basically referring to what did you get out of the presentation. I hope from this article the takeaway is, "Write it Down". In today's world of technology, there are numerous ways to capture thoughts; audio reminds like Alexia, cell phone apps, Dragons, etc. There are also still the Planners, Diaries, Journals and a plain old notebook. I'm going to follow my own advice, so when you send me ideas, concerns, interest or topics – I'm going to write it down!

Frank

North East Area Coordinator



PAC

Deb Bokum

I had the opportunity to attend the National Convention in July this year. It was held at Mohegan Sun which was close by which made it convenient and I had never been to one before. What an experience! Approximately 1,000 attendees for the week long event! Peers from all over the United States gathering together to learn and to share information and to make new friends! I attended training sessions on Labor Relations, Retirement, and PAC, which is my new assignment for our NH Chapter of UPMA. We "first-timers" were also treated to a welcome session where we learned the ropes of what we would expect from the convention. I found the general theme to be an atmosphere where everyone was there to help. We enjoyed free time together including an afternoon of sailing and some time at the casino as well as great conversation over dinner in a variety of restaurants.

As I mentioned earlier, my new assignment is PAC Chairman for the state of New Hampshire. What is PAC, you ask? The sole purpose of the UPMA PAC is to provide bipartisan political financial support to members of Congress and Congressional candidates who are supportive of the UPMA legislative agenda. Contributions made to UPMA PAC are legally separate from the UPMA operating budget and are strictly regulated by the Federal Election Committee (FEC). UPMA PAC is usually a congressional candidate's first exposure to our organization so it's very important for us. A strong and healthy PAC fund enables UPMA to let legislators know our Postmasters and Postal Managers appreciate the opportunity to be heard on issues concerning the Postal Service and our Benefits. It also allows Postmasters and Postal Managers to financially support those legislators who have been responsive to the needs of our members. Both active and retired Postmasters and Postal Managers are encouraged to participate. Over the past few years there has been a decrease of contributions from out state. I am hoping that we can encourage more of you to participate this year. It can be pretty painless by contributing a few dollars by mail, or signing up for E-PAC through lite blue. There are several ways you can contribute – all forms are on line on the national website, or contact me and I'd be happy to help you. You can contribute as little as 2 or 5 dollars or as much as you want! But we need our voices to be heard.

Annually, we fly to Washington for the UPMA Congressional Session and meet with our Senators and Representatives to help them understand our position on bills that are put forth to better the future of the Postal Service. Knowing we support them gains us a open conversation and willing ear to listen.

Our next NH get together will be in October for our Annual Dinner at the Turkey Farm. I will have a contribution table there so I hope to see you there and sign you up as a contributor to PAC. Debbie Bokum

Membership

I am so honored to have been recently appointed as the Membership Chairman for the New Hampshire Chapter of UPMA. As part of this appointment, I attended the National UPMA Convention, which was held from July 27th – August 2nd. There was a great deal of training for new officers and I am excited to put that training to work. Convention isn't just for UPMA Chapter Officers though. There is a wealth of knowledge to be shared and training on issues such as labor relations, handling grievances, and retirement, to name a few. It is also a time to make your voice heard. As active members, we are able to vote on national issues that can affect our organization. It was very exciting to attend my first National Convention and I highly recommend attending both National and State Conventions.



Currently our membership for active Postmasters is at 70.48%. There are a total of 166 Postmaster positions in New Hampshire, and of these, 117 are active members. During the National UPMA Convention, the New Hampshire Chapter received an honorable mention for the 2019 Membership Contest. A new contest year has begun, and I am looking forward to our chapter being called up to the stage to accept the UPMA Membership Eagle Award Trophy! How can we make this happen? I am going to need help from all of you to achieve this goal.

In this edition of *The Granite State Postal Leader* you will find a list of the benefits of joining UPMA. I challenge each of you to tear out this page and use it to introduce UPMA to a fellow Postmaster, Supervisor, or Manager that is not a member. Dues are waived for the first six months of membership, so they have nothing to lose. You will also see the registration form for our Annual Fall Meeting. Bring a prospective member with you to this meeting and they can see for themselves the benefits of having a network of Postmasters to support and develop them. Together we can increase the strength of our organization through membership.

See you all at the Fall Meeting!
Jeana Woodbury

Benefits of joining UPMA as a Postmaster

- 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.
- All national UPMA leaders and chapter presidents are current USPS employees.
- 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.
- 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 information important to you in your current position and will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- Members have access to our network of Adverse Action Member Representatives. After you have been a member for one year, as an EAS employee, you have the benefit of our Legal Defense Plan if the need arises.
- You gain a network of Postmasters, Managers, Supervisors and other EAS Professionals who can assist you in your day-to-day duties and mentor you for future opportunities.

For further assistance, call the UPMA National Office at **703-683-9027** and we will be happy to answer any of your questions or visit www.unitedpma.org.

Join Now!



Benefits of joining UPMA as a Manager, Supervisor or EAS Professional

- All national UPMA leaders and chapter presidents are current USPS employees.
- 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.
- 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 information important to you in your current position and will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- Members have access to our network of Adverse Action Member Representatives. After you have been a member for one year, as an EAS employee, you have the benefit of our Legal Defense Plan if the need arises.
- You gain a network of Postmasters, Managers, Supervisors and other EAS Professionals who can assist you in your day-to-day duties and mentor you for future opportunities.

For further assistance, call the UPMA National Office at **703-683-9027** and we will be happy to answer any of your questions or visit www.unitedpma.org.

Join Now!



Don't miss out
on the Fun
excitement
and great deal!
Sign up
for
the
FALL DINNER
AND
STATE
CONVENTION
AND
SAVE!

Registration Form
2020 NH/VT State UPMA Convention
THE HOTEL CONCORD
11 South Main St. Concord NH 03301
MAY 1-2-3

NAME's _____
 ADDRESS _____
 CITY/STATE _____
 E-MAIL _____
 TELEPHONE _____

MAIL PAYMENT
Payable to:
NH UPMA
Send to; NHUPMA
C/O Mike Renkert
Secretary Treasurer
POB 456
Rumney NH 3266

Circle one for each registrant

POSTMASTER OIC MANAGER SUPERVISOR
 RETIREE ASSOCIATE MEMBER GUEST

COMBINED EARLY BIRD Registration - Register for both: Get 60% off State Convention Fall Dinner at Harts Turkey farm Oct. 9th \$20.00
 State Convention for only \$50.00 includes all meals, meetings and entertainment. (\$70 off)
Note Convention registrations may also be accepted at the Fall Dinner.*

TIMELY Registration Mailed by March 10, 2020 - FULL Registration
 \$80.00 includes all meetings, meals and entertainment. \$40 off the reg. price

LATE Registration after March 11, 2020 ~ FULL Registration
 \$120.00 includes all meetings, all meals (No discount)

MEETINGS ONLY

FRIDAY May 1st MEETING ONLY FREE
 FRIDAY AFTER DINNER SOCIAL FREE
 SATURDAY May 2nd MEETING ONLY FREE

PAC RAFFLE \$10.00
 SCHOLARSHIP DONATION AMT. _____

INDIVIDUAL MEALS

FRIDAY May 1 Retiree Luncheon \$25
 FRIDAY Welcome DINNER \$50
 SATURDAY May 2 Lunch \$25
 SATURDAY Pizza Party
 and then FREE Entertainment \$20

PAC RAFFLE \$10.00
 SCHOLARSHIP DONATION AMT. _____

2020 NH VT Convention

Concord NH May 1 - 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, The McAuliffe and Shepard discovery center, the Franklin Peirce Museum, Capital Center for the Arts and much more.

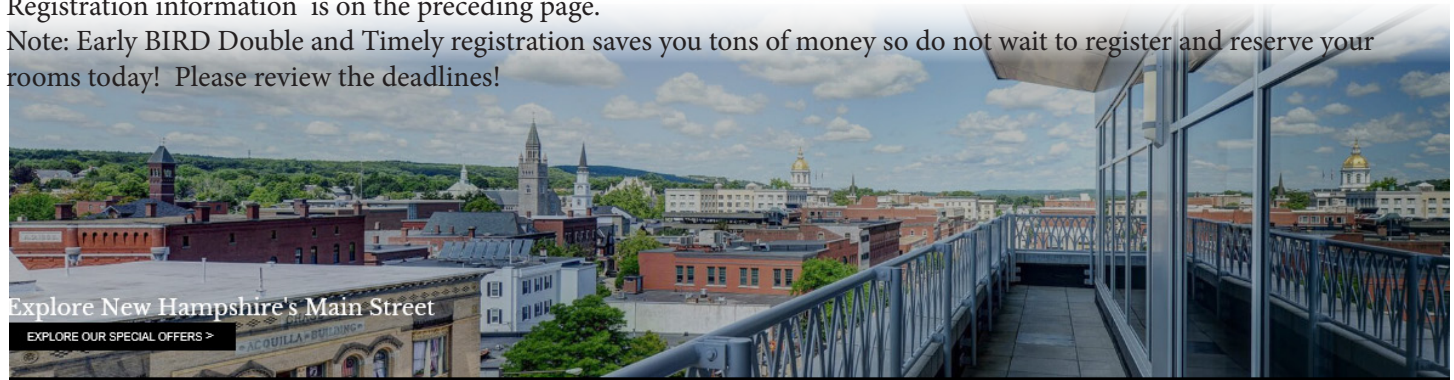
The Concord hotel is in the heart of downtown. Easy to get to from Rt 93 north and south, 89 from the west and Rt 4 from the east. **It is a Beautiful boutique hotel** that you will find not only comfortable but offers great amenities and access to every thing that Concord has to offer.

The rooms are modern, spacious, well-appointed and have views of the downtown area. Rooms will also come with coffee and a nice 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. O'yes!

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 and more! But you can also come Thursday night and have even more fun!

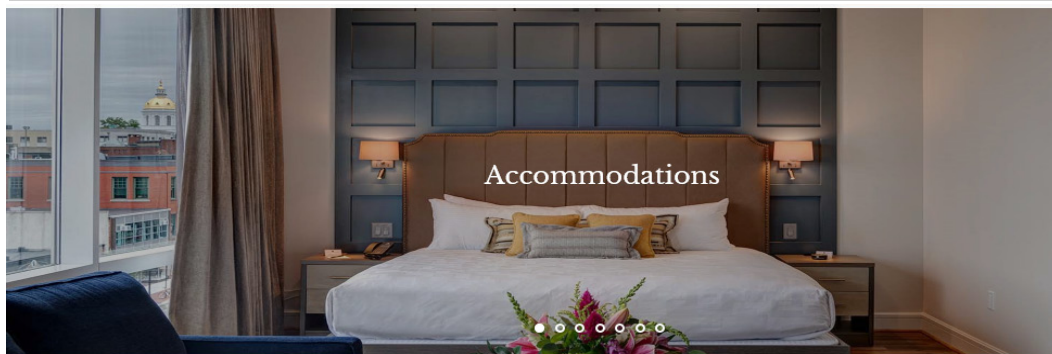
Registration information is on the preceding page.

Note: Early BIRD Double and Timely registration saves you tons of money so do not wait to register and reserve your rooms today! Please review the deadlines!

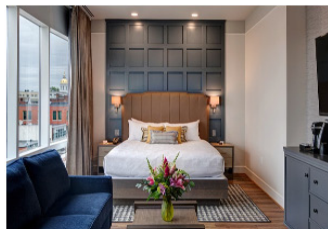


Explore New Hampshire's Main Street
EXPLORE OUR SPECIAL OFFERS >

The Hotel Concord
11 South Main Street • Concord, NH 03301
Phone: (603) 504-3500
Website Design Copyright © 2019, L.E.T. Group, Inc.
Privacy Statement • Site Map • Web Accessibility



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 608 Square Feet
- King or double Queen beds
- Well-lit 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
- William Roam luxury toiletries

* Some guestrooms have balconies

The Concord Hotel
11 South Main St
Concord NH

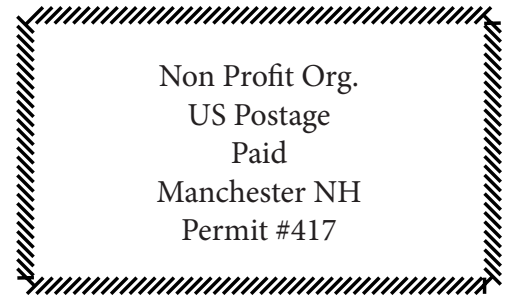
For Reservations
Call
603-504-3500

Pre-book
NH UPMA RATE
\$144 Per night good for
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 King rooms on the 6th floor
Double Queens are on 4th floor
Our EVENTS will be Friday and Saturday- May 1 & 2
Book a room NOW

THE GRANITE STATE POSTMASTER
POB 456
RUMNEY NH 03266

WWW.NHUPMA.ORG



President - Michael Quinn
Postmaster Tilton NH
Work Phone: 286-4592
Cell: 978-866-5011
E-mail: MikeTamiquinn@msn.com



Secretary Treasurer- Michael Renkert
Postmaster Rumney NH
Work Phone: 786-9571
Cell: 233-0292
E-mail: Mlrenkert@mac.com



Representative- Don Snow
Postmaster Rye Beach NH
Phone: 603-964-6019
E-mail: Donald.M.Snow@usps.gov



PAC - Deb Bokum
Postmaster Spofford NH
Phone: 363-4711
Cell: 381-4524

** The Opinions expressed in this publication are solely the views of the contributors not necessarily the views of the United Postmasters and Managers of America"



VP/Editor - Kenneth Vengren
Postmaster New Boston NH
Work Phone: 487-2245
Cell: 426-5668
E-mail: KenVen99@aol.com



VP/LEG/ - Liz Warner
Postmaster Newmarket, NH
Phone: 659-8549
Cell: 531-1097
E-mail: LWarner77@gmail.com



Membership - Jeana Woodbury
Postmaster Hinsdale NH
Phone: 336-5544
E-mail: Pmjjeana13@gmail.com



President Retired - Steve Staples
Phone: 355-1413
E-mail: SStaples08@gmail.com