

GREEN MOUNTAINEER

Vermont Chapter
United Postmasters & Managers of America (United UPMA)

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NUMBER 4

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Executive Vice-President Michele Lingley

Vice-President Jane Draper

Secretary/Treasurer Linda Brinkerhoff

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

2020 VT/NH Convention Registration information.....

2020 UPMA National Convention in St Louis MO Registration information.....



UPMA Files Motion to Intervene

The United Postmasters and Managers of America has filed a motion to intervene as it relates to the lawsuit that was filed by the National Association of Postal Supervisors (NAPS). UPMA's motion to intervene deals ONLY with Count V of that lawsuit. This Count V deals with NAPS' request to represent Postmasters in pay consultations. UPMA filed the motion in order to clarify for the court that our position is that U.S.C. Title 39 specifies that there is to be one management association to represent supervisors and another recognized organization to represent Postmasters. Title 39 states that in order for an organization to represent Postmasters its membership must include at least 20% of the potential Postmasters as members and then can request to represent them. Title 39 goes on, however, to say that no organization that represents supervisors is permitted to represent any other group of EAS employees. As a result, I felt it necessary that as an organization we file this motion so that when the court looks at the lawsuit and makes a decision whether to dismiss all of it as the Postal Service has requested, or just Count V, as UPMA has requested, that our position was understood by the court prior to making an ruling.

Daniel M. Heins
UPMA National President

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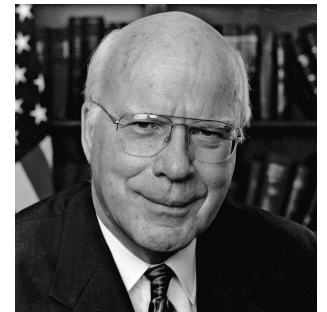
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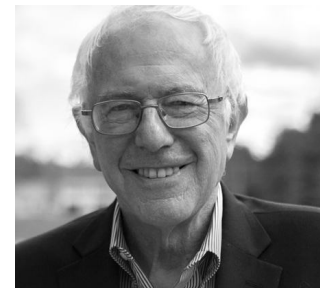
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Check out our website!

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
*March 10,2020***

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

**January 26th
Executive Board Meeting
10:30-12:00
Member meeting
1:00-3:00
Montpelier Elks Club
If you would like to attend lunch, please
reach out to a Board Member.**

SAVE THE DATE TO BE INFORMED

3 Digit meeting schedule for January, 2020:

**050 P.O.s 19; members 12 Wednesday January 22, 2020 location TBD
051 P.O.s 10; members 6 join 050**

**052 P.O.s 8; members 5 Thursday, January 23, 2020 location TBD
053 P.O.s 9; members 7 join 052**

054 P.O.s 26; members 17 Tuesday, January 28, 2020 location TBD

056 P.O.s 18; members 13 Wednesday, Febuary 6 , 2020 location TBD

057 P.O.s 16; members 9 Tuesday, February 4, 2020 location TBD

058 P.O.s 13; members 12 Wednesday, January 29, 2020 location Eastside, Newport

059 no APO offices

**President
Linda Kirkpatrick**



lkirky@gmail.com

I would like to welcome in winter and peak season with a warm “hello”. I like to look at situations optimistically and from different points of view. In our ever changing position we need to know how to deal with change and I have a few helpful hints that I have learned in Dialectical Behavioral Therapy training.

Turning the Mind: Choosing to recommit to acceptance over and over again instead of turning back towards denial, avoidance, or what is “comfortable”.

STOP: Stop/Take a step back/Observe/Proceed mindfully-pause self to reevaluate the moment so you can make a decision that leads you closer to your meaningful life (or solution).

Pros & Cons: Look at both costs and benefits of tolerating distress vs not tolerating it; including short term and long term.

Wisemind: Finding the balance between emotion mind and reasonable mind, working together with intuition.

Improve the Moment: Help yourself tolerate an active difficult experience through Imagery/Meaning/Prayer/Relaxation/One thing in the moment/Vacation/Encouragement.

I could tell you of at least 30 different situations throughout the day that I try to remember to practice these skills; customer complaints, employees not getting along, the new program you can’t figure out or is just taking extra time that you feel you don’t have, having to cover a call-in, hiring employees and I could go on. I was just given a very nice compliment from a new employee in my office telling me she doesn’t know how I can stay so calm and

Continued on page 5

**Legislative Chair
Jane Draper**



frekels@aol.com

So we just attended the second annual Northern New England Counsel and again it was a very educational meeting. Great networking and firsthand knowledge from our National President Dan, National Vice President Rich Hui, Postal Area Coordinator Frank Kouba, Chris McCannell, Partner, Eris Group, NNE Area VP Eric Chavez, District Manager Regina Bugby, Senior Poom Llyod Keast and many more.

Our #1 Legislative Priority is still Postal Reform and these are some of the items that Chris also shared with us:

- 1)Governance
- 2)USPS Modernization
- 3)Pay & Conditions
- 4)Retirement
- 5)Benefits

Did you know that the board of Governors confirms the next PMG? Yes, they do. I personally am very sad that Megan is leaving but so fortunate that we were able to work with her on a very personal level. A few of us attended the stamp dedication at LL Bean and we were able to say hello and goodbye.



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always smiling. Well, I just gave my secret away. I use Turning the Mind and Wisemind quite often. It doesn't always work right away but it is very helpful to keep me grounded.

Now that I have you in a peaceful mind let's get down to business. I want to apologize that I did not pull off having the 3 digit meetings in late October, beginning of November as I had planned after going to National Convention. With my having difficulty in finding the time to get them all scheduled and notice out and then Jerry scheduling small group meetings at the same time and in the evenings I felt the timing was not right. My plan is to recruit some additional help to get time, place and agenda set for the latter part of January. You will see the "Save The Date" in this issue. The chapter will provide food and we will have an opportunity to have good networking with each other. Hope many of you will be able to attend. Some of the current items that were covered in the New England Conference are: Form 150, there was a task group put together to run the 150 for each office as there have been some changes to the calculations. Some offices went from an 18 to an 18B. The Postmaster was notified and given the opportunity as to whether they wanted UPMA to bring forward the change to District or if they were planning on applying for an 18B office and possibly getting a higher pay raise. These calculations will also assist a Postmaster in knowing if their office is safe as an 18. There are a lot of unknowns out in the field now that PMG Megan Brennan has announced her retirement. There have not been any reevaluations of offices for the past 4 years or so and we are hoping the stretch will continue but it is unknown with a new PMG. Even though PMG Brennan has said she will definitely let the new PMG know what an intricate part Postmasters and Managers play in the daily operations of the U S Postal Service there is still opportunity for PostPlan to rear its ugly head at us again. Please make sure you know the data for your office and you are requesting every hour that you earn and continue to go out and find more revenue. Programs you should be familiar with are your budget and the Variance Programs (CSV and SOV). If you want help, please give me a call. Secondly, there are talks at the Headquarters level on the changes in the SWCs program. Some of the concerns of UPMA is if you earn a Supervisor, no matter what level that you are allowed to fill that position. Also, if the office is a Level 20 and does not qualify for a Supervisor that you are protected. There was also a reminder that having a clerk on EAS higher level for a Saturday is against the APWU contract. President Dan Heins also took the opportunity to promote the training in the Learning Center on the UPMA website. The suggestion is to print out the power points before you watch the training so you can follow along and make notes.

Lastly, I want to leave a bug in your ear to reach out for assistance and help if you need it. As your Chapter Membership Representative I would preferably speak to you before it gets to a point to where the POOM is issuing corrective action and we are sitting in his conference room negotiating.

Have a great holiday and new year. See you in January, 2020.

Again, President Trumps Task force said it doesn't support privatization of the Postal Service.

There is a national contest going on for the state that increases their ePAC members the most from now until the Legislative Summit in February. Let's see what we can do as a state. PAC is our voice and sometimes our only voice. Make your PAC contributions bi-weekly, monthly and don't think about it again. Forms in this issue give you several ways you can contribute. I think we are going to need our PAC'er more now than ever. We don't know what lies ahead; your Pac contributions help us to support our Congressional leaders that support you, your benefits and the USPS.

I gave Chris a fund raising idea that we could use on a national level and hopefully raise a large amount of money for PAC.

A few other notes: we worked with a few offices to get them upgraded from a level 18 to 18b. Those PM's are very happy, then their NPA on top of it....SWEET. We are also working on an issue with our Retires here in VT. We are following up with National and will continue to support them. There is a lot of work going on behind the scenes.

Well, keep the Faith during the Holidays.

Merry Christmas and Happy New Year,

Janie

Executive Vice President Michelle Lingley



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How can I begin to explain how it felt to be a 'first timer' at National Convention to all of you? First I will say it started out with me having to deliver mail on Saturday and not being able to get there until Sunday.

But...we all know that getting the mail deliv-

ered is vital. Then I finally get down to Mohegan Sun but I have no idea where to go. I'm parked and I walk in, I get lost as the place is like a city! Well, once I was situated thanks to Linda Kirkpatrick talking me down from the ledge, it was all pretty amazing after that!

The days were filled with opportunities to meet and network with colleagues from around the country and informative group sessions on the most essential of topics. We had conversations about staffing and the networking provided such similarities and other dissimilarities. It was perplexing to hear how operations were scrutinized so much differently around the country...I cannot even explain.

What was most striking was that most of the colleagues I connected with were in VERY LARGE post offices. They were in level 22 and looking to climb! And I'm thinking, 'climb where'?!?! It is amazing how small a fish I felt like in the big sea. But not so small a fish regarding knowledge of policy and then the conversations went from there...how does everyone apply this? Large or small we all had the same issues to discuss. And I made great contacts with individuals from all across the nation. I'm just so interested in how their Districts apply the same policies and work through issues.

With all the differences there were so many similarities as well. The ONE consistency we all talked about was staffing and how hard it is to get the right new employees on board. In addition to this, how hard staffing is in general and how there is a need to SHARE our staff. I discussed this in my main article. And the other issue was feeling like the District staff was overburdening with email messages that were redundant. Not just that the email messages are redundant; that much of the information is not vital to our operations.

In the general session the topic of the overburdening of email messages was addressed. The average manager receives emails that could require them to spend 2 hours a day reading, researching and responding to them. And then there are the teleconferences...those could be up to 2 hours a day, especially for larger offices on mandatory teleconferences, and then the special teleconferences for accidents or failing RCE shops. Sincerely, it works down to that a Postmaster could spend 4 hours or more of their 8 hour work day or more not governing operations. This speaks huge to the amount of time we don't

have to manage our operations. I believe, as many, in finding a more productive way to work with addressing the same information that is discussed in teleconferencing and emailing. Just think if you had the bulk of your day to spend governing your operations how much of a difference you could make?

I was very impressed with the break-out sessions I had the opportunity to attend. They were performed by very strongly educated individuals in the subject matter. Much of what I learned in the break-out sessions has now come to light through information you have received from the District in regards to the hiring system change and the contract ratification of the rural carriers.

One valuable class I attended discussed protecting ourselves against the ramifications of employees not abiding by that which we certify in talks. We all know we get sent deadlines from the District to certify safety or other discussions that were sent to us from different departments in District. The message I received is this—and I encourage all of you to hear this message; 'do not certify a talk until you have had the time to truly do it.' Just don't certify it because the District put a deadline on it. There are multiple reasons why you could not get this talk out to every one of your employees and you just need to express to the individual at the District and your POOM why it is not certified. I encourage you to just communicate with the department head and your POOM about why it is not done. Do not certify before you have actually performed the duty!

The most remarkable thing I want to note from General Session is David Williams, Chief Executive Officer and Executive VP's response to the Postmaster of Ketchikan, AK. The Postmaster of Ketchikan stood up for questions to him and gave an unbelievable argument about the safety of her employees due to the fact that she needed two LLVs because her two had gone to service and due to the nature of the salt effect the chassis were not longer attached to the frame. And they went back and forth with conversation for a bit—but not long. She outstandingly expressed her safety issue and he said 'I will get you two LLVs'...the crowd roared. I'm going to email her just to find out if it happened!!

I will say in conclusion that my first time experience at the UPMA National Convention provided me with amazing information and unbelievable networking and just the beginning of the education I need to help all of us prosper and succeed! Please join us for future meetings and state and national conventions. You will not be disappointed.

Secretary/Treasurer Linda Brinkerhoff



laughalot_6@yahoo.com

The Holiday Season has arrived and Peak Season is upon us. If you followed the direction of our POOM, all the required quarterly counts, employee observations and safety talks have been completed in order to keep focus on the task at hand. Then, the New Year brings the retirement of Postmaster

General Megan Brennan and all the uncertainty that comes with the changing of the guard. With all the pressures and changes, the focus remains the same: service, budget and safety. This is the first year in several years that every Postmaster in Northern New England District will be getting a raise. The numbers show the effort made every day by every Postmaster. Keeping the focus is key.

At the New England Council Fall Conference, Northeast Area Vice President Eric Chavez addressed the attendees and presented his priorities: Service, Engagement and Efficiency. To provide better and more efficient service he suggested bringing carriers in early to deliver packages. He suggested utilizing lobby assistants to reduce wait time in line. His admonition to Postmasters: Be the Best for Your Job.

Part of the "job" expected of Postmasters is to actively engage our employees. By using the Gallup research and utilizing the 12 Elements of Engagement, Postmasters are better equipped to "be the best for your job". The performance of your office reflects the management. Be actively involved in providing exemplary service to your customers. Be actively involved in helping your employees stay engaged in the workplace. Be actively involved in promoting and ensuring the safety of your employees. Keep the focus daily on service, budget and safety. The results will be evident.

And, be actively involved in the VT Chapter of the UPMA. The next quarterly meeting is Sunday, January 26, 2020 at the Montpelier Elks Club. The VT Chapter of the UPMA will be holding 3-digit meetings in January in each area to further educate and assist the Postmasters. Please plan to attend those closest to your area.

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

Editor Randie Fontaine



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I have to say that this has been a very trying Christmas season, dealing with the new transportation of Amazon along with the volume of packages this year. My office has 3 K routes and an Aux route. The total packages for the month in my office exceeded 20,000. I am very fortunate to have a great crew working with me. Without these people, this holiday season would not have been so successful. I frequently relay to them how appreciative I am of their hard work.

Now the holiday season is behind us, I look forward to the New Year and new ideas and new strategies to be successful in my day to day life.

I look forward to seeing new faces at UPMA meetings and at both the VT/NH and National conventions.

President Retirees Don Rayta



50dodge@pshift.com

I have served my third term as your retire president. I was president right after Ellie. Things have changed a lot since then. The national convention finished on a sour note. The argued for almost a half hour on a bylaws change. A member made a motion to end the convention before the closing ceremony could take place which angered a lot of people there. They put a lot time and work for opening and closing of the convention. Vermont usually get together for a meal. The board wanted a meeting after dinner. Those who were not on the board we asked to leave which I feel isn't right. They should have been able to stay even though they can't vote. I feel there is nothing that secret that members can not hear. Linda called for an executive board meeting and Mike and Sylvia were told they could not attend. This action reminds me a the movie COOL HAND LUKE where the catch phrase {WE HAVE A FAILURE TO COMMUNICATE }came from. We have 2 board members who run the show. It's their way or no way. In the past the retire president room was paid for because they on the board by the active members. But this year the answer was no because I am the only male on the board and was told retirees would have to pay for it deemed by the 2 board members who run the show. It is time to change leadership for the active members. Failure to communicate I have sent 5 emails to board officers with no response I even called a couple of them and no response. I am planning to get some changes made if I can. Board members do not get minutes of the meeting which should happen. If you think I am mad you are right END OF MY RANT.

Have a safe Holiday
Don

Do You Know How To Request Your Annuity Estimate For Retirement on Liteblue?

If your are within 5 years of retiring, here are are the steps to request your estimate.

The screenshot shows the 'liteblue Human Resources' page. The navigation bar includes 'Home', 'My HR', and 'Inside USPS'. The breadcrumb trail reads: 'You are here: Departments / Human Resources / LiteBlue HR Home / Employee Apps / eRetire'. The main content area has a search bar and a 'Go to eRetire now' button.

The screenshot shows the 'liteblue United States Postal Service' page. The navigation bar includes 'Home', 'My HR', and 'Inside USPS'. The breadcrumb trail reads: 'You are here: eRetire'. The main content area has a 'Select any action from the menu below:' section with three options: 'View/Print Optional or Disability Annuity Estimate', 'Request Date Specific Annuity Estimate', and 'Begin the Retirement Process/Schedule a Counseling Session'.

Help Text	
View/Print Optional or Disability Annuity Estimate	An Optional/Disability Retirement Annuity Estimate provides you an estimate of what your retirement income may be on a specific date. You may download your Annuity Estimate to your computer and you will have the ability to view and/or print the estimate.
Request Date Specific Annuity Estimate	You may use this application to request an optional retirement annuity estimate for planning purposes. Select your projected retirement date. Please note: annuity estimates are calculated for the first day of the month. After you submit your request, please return to this site on the next business day to view/print the annuity estimate for your requested date. Please note that requests submitted on Saturday or Sunday will not be available for viewing until the following Tuesday.
Begin the Retirement Process/Schedule a Counseling Session	Select this option only if you have selected a retirement date (no more than 6 months from today's date), and you are ready to start the retirement process.

The screenshot shows the 'liteblue United States Postal Service' page. The navigation bar includes 'Home', 'My HR', and 'Inside USPS'. The breadcrumb trail reads: 'You are here: eRetire'. The main content area has a 'Please select your projected retirement date:' section with a date drop-down menu and 'Back' and 'Submit' buttons.

Help Text	
Projected retirement date	Select the future date you project to retire (no more than 5 years from today's date). Please note: annuity estimates are calculated for the first day of the month. The projected retirement date can be selected using the date drop-down list.



November 14, 2019

Mr. Daniel M. Heins
President
United Postmasters and Managers
of America
8 Herbert Street
Alexandria, VA 22305-2628

Dear Mr. Heins:

The July 20, 2018, pay decision established a joint work team to explore and resolve pay issues impacting Postmasters. This is confirmation of our agreement that resulted from the collaborative effort between the Postal Service and the United Postmasters and Managers of America (UPMA). The following outlines those agreed to changes to pay policies for Postmasters:

1. The Pay for Performance (PFP) matrix for fiscal year (FY) 2019 will be modified to reflect the percentage payouts in cells 4-15 that were contained in the FY2018 pay matrix.

(3)	1.0%	(6)	3.0%	(9)	5.0%	(12)	7.0%	(15)	9.0%
Lump Sum									
(2)	0.0%	(5)	2.5%	(8)	4.5%	(11)	6.5%	(14)	8.5%
(1)	0.0%	(4)	2.0%	(7)	4.0%	(10)	6.0%	(13)	8.0%

Payouts for those employees in cells 4-15 will be paid consistent with our existing pay policies.

2. The PFP National Performance Assessment (NPA) Composite Weights will be modified for FY2020.

Corporate 50%
Unit 50%

3. The improvement factor that is currently applied to the NPA indicator, Total Accidents will be expanded to NPA service indicators at the Corporate and Unit level for FY2020. Adding an improvement factor that recognizes significant improvement to same period last year (SPLY) will drive performance and continuous improvement consistent with our pay for performance principles.
4. All career Full-Time Postmasters will earn annual and sick leave as provided in Table 1 of the Employee and Labor Relations Manual (ELM) 512.311. Table 2 will no longer be applicable to full-time Postmasters with a career appointment date on or after October 6, 2012.

Postmasters that formerly earned leave under Table 2 will begin to earn leave under Table 1 as of January 4, 2020. Accrual of leave under this new category will be prospective.

Table 1

Leave Category	Creditable Service	Maximum Leave Per Year
4	Less than 3 years	4 hours for each full biweekly pay period; i.e., 104 hours (13 days) per 26-period leave year.
6	3 years but less than 15 years	6 hours for each full biweekly pay period plus 4 hours in last full pay period in calendar year; i.e., 160 hours (20 days) per 26-period leave year.
8	15 years or more	8 hours for each full biweekly pay period; i.e., 208 hours (26 days) per 26-period leave year.

All career Part-Time Postmasters will earn annual and sick leave as provided in Table 1 of the Employee and Labor Relations Manual (ELM) 512.311. Table 2 will no longer be applicable to full-time Postmasters with a career appointment date on or after October 6, 2012. Postmasters that formerly earned leave under Table 2 will begin to earn leave under Table 1 as of January 4, 2020. Accrual of leave under this new category will be prospective.

Table 1

Leave Category	Years of Creditable Service	Maximum Leave per Year	Rate of Accrual	Hours in Pay Status	Hours of Leave Earned per Period
4	Less than 3 years	104 hours, or 13 days per 26-period leave year or 4 hours for each biweekly pay period.	1 hour for each unit of 20 hours pay in status.	20 40 60 80	1 2 3 4 (max.)
6	3 years but less than 15 years	160 hours, or 20 days per 26-period leave year or 6 hours for each full biweekly pay period. ¹	1 hour for each unit of 13 hours in pay status.	13 26 39 52 65 78	1 2 3 4 5 6 (max.) ¹
8	15 years or more	208 hours, or 26 days per 26-period leave year or 8 hours for each full biweekly pay period.	1 hour for each unit of 10 hours in pay status.	10 20 30 40 50 60 70 80	1 2 3 4 5 6 7 8 (max.)

¹ Except that the accrual for the last pay period of the calendar year may be 10 hours, provided the employee has the 130 creditable hours or more in a pay status in the leave year for leave purposes.

Recording Hours for Annual and Sick Leave

a. Units of hours in a pay status are converted into annual leave credits at the rate of 1 hour for each unit of 20, 13, or 10 hours in a pay status — up to a maximum of 4, 6, or 8 hours per biweekly pay period, depending on the employee's leave category.

b. Hours in a pay status in excess of these whole units are accumulated and carried forward as excess workhours. These excess (uncredited) workhours are added to hours in a pay status in the next period.

c. Whole units of creditable hours (20, 13, or 10) are then converted into leave hours at the unit rate — provided no more leave is credited to a part-time employee than could be earned in the same leave year by a full-time employee.

d. The maximum credit allowable for a particular leave category is calculated by multiplying the period number by the number of leave hours allowable per period.

5. Changes to salary ranges for Postmasters will be effective January 4, 2020.

EAS Grade	Minimum	Maximum
15	\$49,300	\$72,500
16	\$51,700	\$81,100
17	\$54,900	\$84,700
18	\$56,300	\$88,400
18B (43)	\$61,600	\$90,000
19	\$62,300	\$92,600
20	\$67,800	\$97,650
21	\$73,600	\$102,350
22	\$76,100	\$110,950
23	\$80,300	\$117,000
24	\$85,100	\$122,800
25	\$96,300	\$128,900
26	\$103,300	\$135,300

Part Time Postmasters Grade	Occ - Code	Minimum		Maximum	
		Hourly	Annual Equivalent	Hourly	Annual Equivalent
PTPO-56	2301-0056	\$17.50	\$36,400	\$30.12	\$62,650
RMPO-56	2301-0057				

I want to thank you for your participation and personal engagement in the work team to address issues relative to our pay for performance program. These modifications will enhance our current pay for performance program by better aligning individual contributions to pay, continue to drive performance improvement, and strengthen our established pay for performance principles.

As discussed, the joint work team will continue its work relative to pay issues impacting Postmasters and I look forward to those meetings.

Thank you again for your contributions on this important matter.

Sincerely,



Doug A. Tulino

Block Voting - Growing Pains or Death Knoll?

Will block voting be a growing pain that UPMA resolves or will it be the beginning of the end?

So what is block voting. Block voting is taking the majority vote and casting all the earned electoral votes for that state toward the majority winning candidate. While this may seem a simple majority rules democratic tradition, I believe I will show that this is far from the truth and is a method being used to corrupt our voting rights and disenfranchise the minority opinion and will most likely lead to less participation at meetings engendering less membership i.e. death knoll of UPMA. For without membership and the participation of the membership this organization will cease to exist.

First the rules: Robert's Rules of Order Article VIII Voting has no reference to block voting. UPMA National Election Policy has no reference to block voting. In fact none of the posted UPMA National Policies and Procedures at UnitedPMA.org even has the word "block" in it. Some states Bylaws specifically allow block voting. Some states have voted in session to allow block voting for a particular election even though their Bylaws state they must vote by percentage. This has been allowed and certified legitimate by the National Board representative at the State Convention.

Block voting has been used to sway the total electoral vote in larger states all to one candidate. Thus, in the national election totals, even though the winning candidate may not have the representative vote to win, they had the electoral count to win. While this may be exactly what someone wants or may be what a state wants to have more than their fair share of voice in deciding an election or a constitutional issue, by corrupting the process it can have dire effects. Without elimination of block voting, eventually all states will have to block vote just so their winning candidate has any chance at being elected. This eliminates all minority votes from the national electoral totals.

How does this work? Take a fictional state with 38 electoral votes (based on total membership). In the election at the state convention, 47 percent cast their vote for candidate A and 53 percent cast their vote for candidate B. In a block voting system, because Candidate B won the raw vote, he receives all 37 electoral votes for that state, while Candidate A receives 0. In a percentage vote, Candidate B gets 20.14 votes and Candidate A receives 17.86. Every vote that was cast actually gets counted in the state electoral total and in turn gets counted in the national electoral total.

Expand block voting across 3 large electoral count states all with a majority for one candidate and the marginally winning candidate now has 100 or more votes while the slightly losing candidate has 0 (zero). When elections are only 25 states or so, overcoming a 100 vote head start with non-block voting states is almost impossible as the difference is generally a close vote as it was in the 3 block voting states. If the average spread is just 3 votes as in the above example, it would take 34 states all voting the same way to overcome the 100 vote head start. There are no longer 34 states voting in East or West elections.

When the minority voice is not counted and in fact their earned electoral votes (by their membership in UPMA) are actually cast diametrically opposed to how they voted, their motivation to continue to participate and maintain membership will be reduced. Over time this will mean fewer attendees, less diversity and fewer members as minority opinion member's voice is not counted. With another management organization suing in federal court for the right to represent Postmasters and Manager members of that organization that they currently cannot do, UPMA may no longer be the only representative Association in town.

UPMA is better served in the long run to embrace diversity, to make every vote count, to hear every members voice and to demonstrate integrity in the decentralized voting process at state level. Integrity requires the best of all us every day, including our elected officials. Lust for power over elections will lead to rampant block voting across most states just to be heard as much as possible. This will lead to a homogeneous organization bereft of diversity and new ideas, with declining participation and membership.

I am therefore going to pursue a National Bylaw prohibiting block voting in any state.
When it is your turn to vote, make sure your vote will always count.

Karl Buss
UPMA Executive Vice President Kentucky
PO Box 702
West Paducah KY 42086

Restricting Voting Options Strengthens No One

When we finally crossed the pointless old divide and became one organization, we did so primarily, I believed, to protect the rights and interests of our members. One of the most cherished of those rights is the freedom to make decisions -- such as voting on issues or elections -- in the manner we choose. We did not design UPMA to be centrally controlled on matters such as these; we did not expect our national office or national executive board to behave in a dictatorial fashion. And, I, for one, appreciated that facet from the start. So, when I learned that a letter to the editor was being circulated throughout the nation, pushing the prohibition of one of our options in the voting process, I felt compelled to express my opposition to the idea.

Earlier this year a similar proposition was received by the Articles and Bylaws Committee, and as chairman of that esteemed group, I recorded the committee's unanimous decision to reject recommending that this proposal become part of our governing documents. The Executive Board also voted not to endorse the idea as a proposed amendment. Subsequently, so did the membership at their respective chapter conventions. UPMA members, it seems, do not want to be told what we can and cannot do.

If we so choose, we should be able to cast our votes together as a chapter, giving our group's decision more significance, more impact regarding a national question. Block voting is a choice that chapters have, and forcibly taking that option away empowers no one -- quite the contrary. The suggestion that restricting our possible plans of action at the chapter level might somehow prevent the horrors of a member being disappointed in the outcome of a particular vote is silly. Any speculation about further dire consequences is at best conjecture, at worst fear mongering.

Comparisons to the electoral college system are natural and apt. I say, bring it on. It's a system that has worked precisely as intended for well over two centuries, one whose detractors' best arguments fall apart quickly under scrutiny. But, that's a separate discussion.

Currently, UPMA respects the right of chapters to decide how they will vote; it says so in our bylaws [Article VI, Section 6 (b)] and these bylaws are in accordance with Roberts Rules of Order. The thought of restricting our choices -- our rights and freedoms -- rubs many members the wrong way, and that includes me.

Drew Martin, Postmaster Retired
Jefferson, NC

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
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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

2020 NH VT Convention

Concord NH April 30 - May 3, 2020

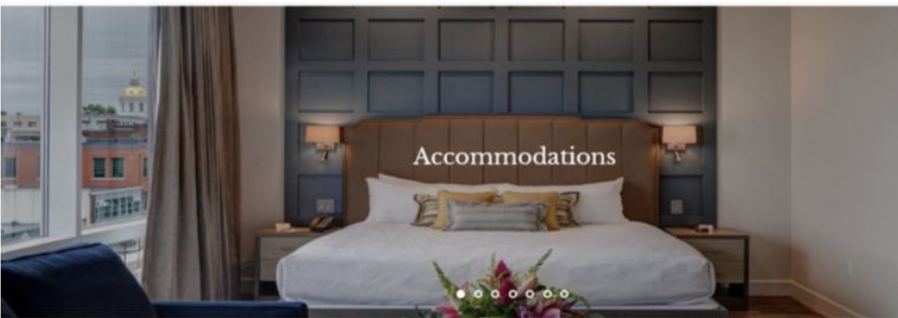
If you haven't been to Concord in a while you will be pleasantly surprised. There is a great revitalization of downtown with plenty of shops, restaurants and bars and more. In addition to the downtown scene there is plenty to do in and around the area. You can visit the Capital building, McAuliffe and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

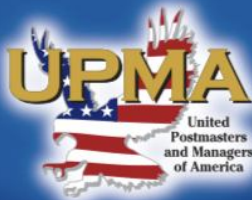
*Some guestrooms have balconies

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



Missouri

St. Louis



4th UPMA National Convention

Aug. 1-7, 2020

Official Registration Form

Registration also available at www.unitedpma.org

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

First Name: _____ Last Name: _____

Title:

- Postmaster/OIC
- Supervisor
- Manager
- EAS Professional
- Associate
- UPMA Retired
- Spouse
- Guest

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	1/1/20- 2/28/20	3/1/20- 6/15/20	After 6/15/20
--	--------------------	--------------------	------------------

Postmaster/Manager/Supervisor/
Associate/OIC/EAS Professional \$220 \$245 \$270

Daily registration is available at \$65/day until June 15; \$75/day after that date using this form; online registration not available. You also can register on-site. Check all that apply:

- Sat Sun Mon Wed Thurs

First-Timer*—Active and Retired \$95 \$95 \$95

UPMA Retired or Guest* \$190 \$208.75 \$227.50
(UPMA Retired Luncheon included)

Auxiliary/Spouse/
Postmaster Guest \$165.00 \$183.75 202.50
(Does NOT include UPMA Retired Luncheon)

Children (17 and under) \$80; includes child's meal at the Grand Banquet.

*First-timers must pay their registration fee in advance using this form; online registration not available. After attending the convention, they must submit a form to the National Office to be reimbursed.

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

Grand Banquet: Aug. 6, 2020

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA \$ _____

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

(3- or 4-digit code imprinted on card)

Signature: _____

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

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 1, 2019. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after July 8, 2020.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 8, 2020, or all rooms in the block are sold, whichever comes first. The group rate is available five days pre- and post convention based on availability.

Marriott St. Louis Grand

1-877-303-0104

\$119—single/double/triple/quad

Be sure to request the UPMA group rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by June 1, 2020; no refunds after that date. All refunds are subject to a \$30 handling fee.

Registrations are non-transferable.

Questions?

Call 703-683-9027

Green Mountaineer October/November/December 2020

Editor United UPMA
997 Main Street
Fairfax VT 05454

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