

JUNE 2025

The Granite State Postal Leader



NH UNITED POSTMASTERS AND MANAGERS OF AMERICA



2025 VT/NH UPMA CONVENTION – STOWE, VT 4/25-4/27/2025

This year's joint NH/ VT state convention was hosted by the Vermont state chapter of UPMA at the Stowe Flake Resort in Stowe, VT. Outgoing VT State President Michelle Lingley, Doug Wellman EVP, event MC Naomi Tilton and the rest of the VT team put together a great event for all who attended. Joseph Loguericio, Postmaster of Peterborough, NH did a training presentation on Power BI that was the best and most informative training session I have personally had the privilege to take part in, in my career. Doug and Naomi each taught a session on Rural Management and RRECs respectively. Doug also gave a presentation about LTATS,



CSV/SOV/ and CSAW as well. Michelle did a presentation on CRDO Library, Investigative Interview best practices, and spoke about corrective action requests and processes.

Richard Hui, our favorite NMR (National Member Representative), spoke about ethics and some of the local disciplinary trends that he is seeing emerge in the northeast area. Rich spoke about what Postmaster's and Supervisor's have been getting disciplined for and some strategies to help everyone keep their bacon out of the fire, in the humorous way Rich is known for.

A big thank you to Mike Hakey from POOM Group F for attending and taking time to address those in attendance. It is always great to get some face time with the MPOOs when they can attend our Events. We also wanted to thank District Manager Dermot Tuohy for allowing everyone to attend Friday's training day on the clock. I think Mike Hakey would wholeheartedly agree we all got some great information and training from the scheduled speakers, and it was a worthwhile investment of time for all in attendance.

Please consider joining us at the 9th UPMA National Convention in Dallas coming up in August from the 9th -15th. I hope to see you there if you can make it.

Have a wonderful and safe summer and reach out if you need assistance.

Thanks,

Ed

Edward McCormack

NH State President UPMA

Postmaster Deerfield, NH

INSIDE THIS ISSUE:

Career Conference- Portland Maine

VT/NH Spring Convention Recap

National UPMA Convention- Dallas, TX

Membership

ACT NOW.. Call to Action!

HELLO NH UPMA MEMBERS,

I am thrilled to introduce myself as the new Executive Vice President of our chapter. It's an honor to be nominated and voted onto such a talented and passionate team. I have 11 years of experience in the Postal Service, with 4 in management. I'm excited to work alongside all of you as we continue to strive for the betterment of our Service.

I believe in the power of teamwork, transparency, and a shared commitment to our goals. My main focus will be to support each of you in achieving our collective mission, and fostering an environment where everyone feels empowered to thrive. To that end I encourage each and every one of you reading this newsletter to become more involved with UPMA. Whether that is attending a CMRA training to be able to help represent our members in need, helping with membership recruitment, hosting 3 digit meetings with our members if you have a particular subject you excel in, or coming to our next executive board meeting to see where else you might help out.

I'm eager to get to know each of you better, hear your ideas, and work together to make an impact that we can all be proud of. Please feel free to reach out to me directly with any thoughts or questions—you'll find that I'm always open to a conversation.

If you missed our State convention you missed a great weekend. Beyond the camaraderie, meals, and networking we had a phenomenal presentation on using, navigating, and making Power BI work for us. It was truly eye opening for me as to how much information is truly in there once you know where and how to look for it. These are the reports our DM pulls to decide who is to be on the afternoon telecoms. If we know what they are looking for, we know what we need to focus on.

Looking forward to a successful journey ahead!

Warm regards,

Michael Minot

Executive Vice President, NH UPMA

mminotnhupma@gmail.com

HAPPY SPRING EVERYONE!

SAVE THE DATE: UPMA Events are in full swing. As we make our way into summer, UPMA has several events that you might be interested in.

This year our National Convention takes place from August 9th-15th in Dallas, TX. The National Convention is five days of training, networking, presentations from USPS Headquarters, UPMA business, and a lot of fun! The NH UPMA Executive Board recently met and voted to cover the registration cost of any Active Member that wishes to attend the National Convention. You will find a registration form in this issue of the Granite State Postal Leader. Please reach out to any board member if you would like more information about attending and registration.

Next up will be the Atlantic Conference. I would describe this event as a convention on a regional level. There will be attendees from the Atlantic states, and it is a more intimate setting. There will be presentations about more local issues that effect Postmasters. The Atlantic Conference will be held from September 26 – 28th in Concord, NC. And finally, the NH Chapter of UPMA will be hosting its annual Fall Meeting for all members.

More information about the Fall Meeting will be in the next issue and on our website, nhupma.org.

All these events are held to support our members, and on that note, I will leave you with the UPMA mission statement: United Postmasters and Managers of America exists to support our membership through communication, education, and representation.

Respectfully,

Jeana

Woodbury

Secretary/

Treasurer

NH Chapter

UPMA

10 Qualities of a Good Leader

| | | |
|----------|------------------------------|---|
| L | Leads by example |  |
| E | Empowers others |  |
| A | Acts with integrity |  |
| D | Driven to succeed |  |
| E | Engages in active listening |  |
| R | Resilient in challenges |  |
| S | Shows empathy |  |
| H | Holds themselves accountable |  |
| I | Inspires through vision |  |
| P | Prioritizes team growth |  |

OUR FAVORITE KENNY HAS A LITTLE SOMETHING TO SAY!

Happy Summer Everyone. Feels like summer is in full swing. Everyone is busy making all their plans for vacations and outdoor activities. I'm no different, I have plenty of travel and camping trips and other activities that I am looking forward to. Our retiree's luncheon was scheduled for June 25th at the Onions Pub and Restaurant in Franklin NH. I am assuming that date has passed as of receipt of this publication so I will have a full report of that event in our next one.

If you're a retiree don't forget to start thinking about running for NH Retiree's President or NH Retirees Sec/Treas for the next election at the 2026 State Convention. Deb Hall and I will be stepping down at that time so we need some new blood in the mix. Seems like more and more people are retiring this year so that's awesome for everyone.

I hope you all are doing well and are enjoying life.

Fond regards,

Ken

Letter from the Editor

HELLO NEW HAMPSHIRE UPMA MEMBERS

In April, a dedicated group of UPMA members gathered in beautiful Vermont for a weekend that combined professional development, mentorship, and community building. Vermont proved a gracious host as we brought together new postmasters, retirees, and fresh faces eager to strengthen our network and grow together.



Though sign-ups started slow—it's never easy to step away from the office, especially while short-staffed—the momentum picked up. Some members managed to “sneak away” for Friday's paid training session, and it was well worth the effort. Friday's program exceeded expectations. Mike Hakey's insights on our training was encouraging, and it was heartening to see his interest in continuing to support future UPMA events.

One of the standout moments came from Joseph Loguericio, Postmaster of Peterborough, NH, whose Power BI session left a lasting impression. His expertise and engaging delivery made it understandable and educational. I personally walked away with a deeper understanding—and a strong desire for more training led by Joe. His methods for tracking

attendance reviews were especially impressive. A virtual follow-up session or Zoom call with him would benefit many of us. What do you say Joe?

We were thrilled to welcome Jeff Jarrett, Indiana State Chapter President, to his first-ever trip to Vermont—an experience I suspect he won't soon forget. Jeff thoughtfully read our newest bylaws and participated in our business session, which wrapped up with an important membership vote. His presence added depth and perspective, and we were honored to have him with us.

Another highlight was spending time with my personal UPMA favorite, Rich Hui. Rich brings unmatched passion and integrity to everything he does, especially when it comes to protecting and uplifting UPMA members. He's always ready to share knowledge, mentor others, and lead by example. As I like to say: if you carry yourself with integrity every day, you'll never need Rich's assistance—but you'll always be glad to call him a friend.

This weekend reminded us that we're not alone in the work we do. With a “phone-a-friend” network growing stronger, events like these keep us connected, supported, and energized for the road ahead. Let's keep that momentum going—reach out to someone you met, set up a Zoom huddle, or share what you learned with a colleague. And if you missed this gathering, don't worry—there's always a next time. We'd love to see your name on the list.

Diana Hildreth
UPMA Editor



MAINE/NEW HAMPSHIRE/VERMONT DISTRICT CAREER CONFERENCE

New Hampshire and Vermont chapters came together and combined their resources at the Maine/New Hampshire/Vermont District Career Conference this past Sunday May 4th in Portland, ME. I arrived in the afternoon, as I had an event in the morning. Ed and Naomi had staked out a premium spot where participants gathered during breaks. In the 3 hours I was able to help, I spoke to a dozen people and signed up 3, Ed and Naomi had talked to many more and signed up a few more that morning. It was exciting to see so many people interested in advancing their postal career. In the picture below to the left is New Hampshire Chapter President Ed McCormack and Vermont Legislative Chair Naomi Tilton proudly standing next to the UPMA Career Advancement banner. In the picture to the right is Ed and Naomi with ME/NH/VT District Labor Relations Manager, Mark Griffith who signed up as a new UPMA member at the Career Conference. Naomi said she has been to many Career Conferences in the past, but something was very different about the one this year. She stated it was the best one she ever attended. They brought 2 laptops, one for signing up new members and the other one that keep playing episode 3 of the UPMA Today Podcast that featured the Career Development and KSA Assistance Team all day! She said it was the talk of the Conference. Nice job New Hampshire and Vermont!!

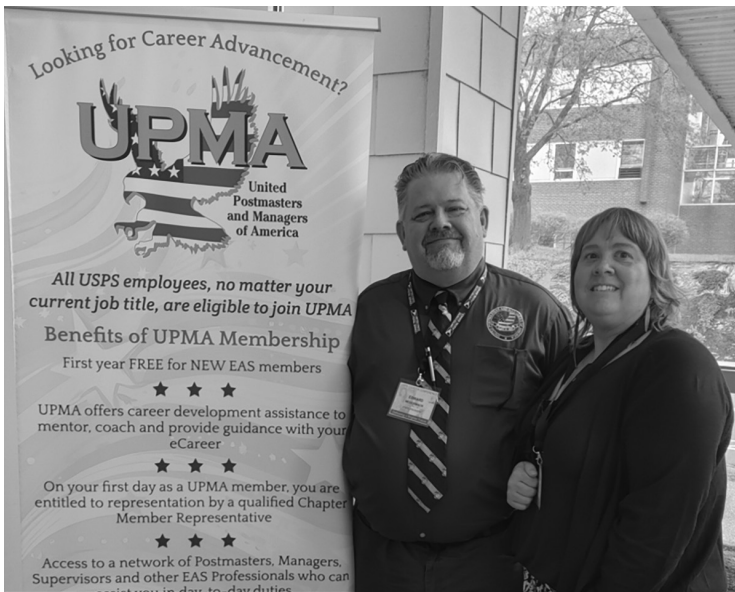
Michael Minot

Executive Vice President

NH UPMA

mminotnhupma@gmail.com

CAREER CONFERENCE MAY 4, 2025



I had the pleasure to attend the career conference this year on 5/4/2025 at the University of Southern Maine in Portland. Naomi Tilton from Vermont, and EVP Mike Minot from New Hampshire joined me at our table. We had two laptops going all day and signed up several new EAS members, and associate members for all three states.

All told I believe we signed up thirteen new members and spoke to several potential members who may join us as they progress through their Postal Careers. I wanted to personally welcome the new members to the group and wish them all well in their Postal journeys. We look

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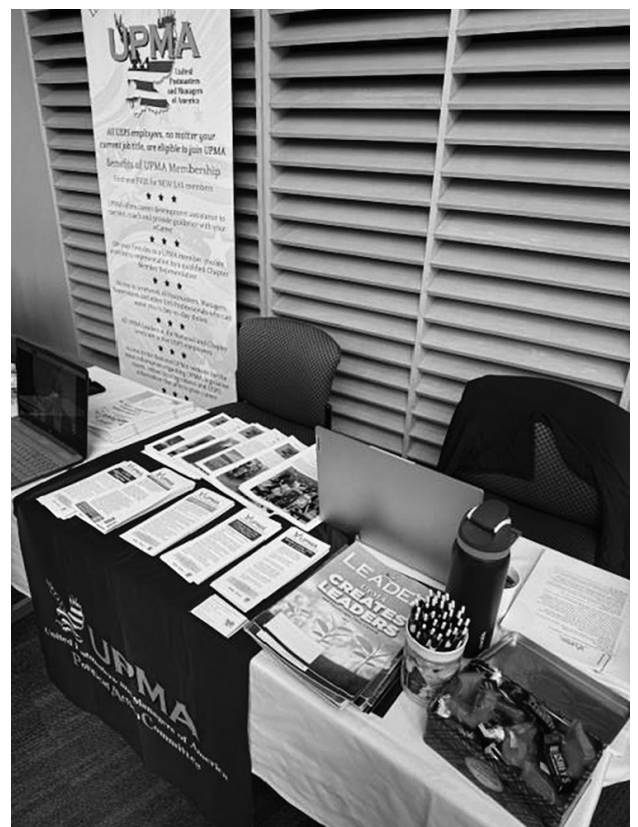
forward to helping all members to grow and flourish in their careers. It is always a lot of fun meeting new people and networking with them at these events if you are able.

Please feel free to reach out to any member if you know anyone who would like to join and benefits from the networking opportunities membership provides in our association.

Edward McCormack

President NH UPMA

Postmaster Deerfield, NH



LOOKING TO NETWORK? YOU'VE FOUND YOUR SAFE PLACE.

Let's be honest—this job isn't getting any easier. With constant change, to-do lists that grow by the hour, and ongoing demands like post surveys, arrow key certifications, and checklists galore—it's easy to feel like you're doing it all alone.

But here's the good news: you're not. UPMA is here, and we're building a community that's more than just a network—it's a support system. If you're craving connection, training, laughter, and fresh ideas, this is your moment to get involved. Join our fun, dedicated group of members who truly get it.

We want to hear from YOU. What kind of training would help you most next year at our New Hampshire convention? What's kept you from attending in the past—and what would it take to change that? Is it the location, time of year, type of training, cost, or something else entirely?

This is your chance to shape what's next. Email me your ideas, your feedback, and even your hesitations. Your voice matters—and your next favorite part of this job might just start with showing up.

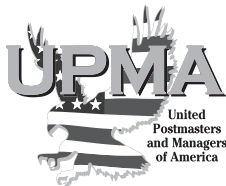
Diana
hildrethdiana@gmail.com



Did you know In New Hampshire, postmasters can request a special **vanity license plate** that features the **five-digit ZIP code** of their Post Office. Here's how it works:

- The plate is issued to **one vehicle** of a current postmaster.
- If a city has multiple ZIP codes, the postmaster can assign the remaining codes to postal carriers.
- These plates must be **surrendered** when the postmaster (or postal carrier) leaves their position or when the vehicle registration expires.

It's a neat way to represent your role and your community—like a badge of honor on wheels.



PLEASE REMEMBER THAT ALL MEMBERS ARE WELCOME TO SUBMIT ARTICLES.

If you have any feel good stories from your offices that you'd like to share...Please do!

All content is subject to the approval of the Editor & State President.

Submit to: Hildrethdiana@gmail.com



COMING UP IN 2026

UPMA Kickoff Meeting
San Diego, CA January 17th

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

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



FRIDAY NIGHT BOWLING....

This was a fantastic way to unwind during the convention! There's something special about the thrill of landing a strike and the camaraderie of cheering each other on. Whether it was friendly competition or just pure fun, it was a great time to just roll with it—literally! Great company, great food, and a fantastic atmosphere! When everything comes together like that, it makes the experience even more special.





NH CHAPTER OF UPMA SCHOLARSHIP APPLICATION

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

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

Relationship: _____

Application information

NAME: _____ BIRTH DATE: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

TELEPHONE: _____ EMAIL: _____

HIGH SCHOOL: _____ GRADUATION DATE: _____

CITY: _____ STATE: _____ ZIP CODE: _____

COLLEGE OR VOCATIONAL SCHOOL (Attending/Accepted): _____

CITY: _____ STATE: _____ ZIP CODE: _____

MAJOR FIELD OF STUDY: _____

Application Requirements:

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

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

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

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

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

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



UMPA NATIONAL NEWS

UPMA National President Tony Leonardi highlights our legislative concerns in UPMA Today while urging UPMA members nationwide to call their U.S. Senators right away to help ensure that pending legislation does not adversely affect our members' earned retirement benefits.

Tony Leonardi, National President of the United Postmasters and Managers of America (UPMA), has indeed been vocal about protecting members' retirement benefits. In a recent UPMA Today video, he urged members across the country to contact their U.S. Senators immediately regarding pending legislation that could negatively impact earned retirement benefits.

Leonardi's message underscores the importance of grassroots advocacy, especially when legislative changes threaten the financial security of postal managers and postmasters. His call to action reflects UPMA's ongoing commitment to safeguarding the rights and benefits of its members.

The legislation raising concern among UPMA members is the **Concurrent Resolution on the Budget for Fiscal Year 2025**. According to UPMA President Tony Leonardi, this proposal includes several provisions that could significantly impact postal employees' retirement security:

- **Increased retirement contributions** for current employees, effectively reducing take-home pay.
- A shift from the current **"high-3" to a "high-5" salary calculation** for pension benefits, which would lower overall retirement payouts.
- **Elimination of the FERS early retirement supplement**, which supports employees who retire before age 62.

Leonardi emphasized that these changes would not only penalize long-serving postal workers—many of whom are veterans—but also make it harder to recruit and retain talent, especially in rural areas.

The House has already passed a reconciliation bill (H.R. 1) by a narrow margin that includes some of these cuts. That's why UPMA is urging members to contact their Senators immediately to oppose these provisions.



CALL YOUR SENATORS NOW OR POP A LETTER IN THE MAIL....

Sample Letter of what you can write to one of our U.S. Senators And Congressman and Congresswoman
Subject: Oppose Provisions in FY2025 Budget Resolution That Harm Federal Retirees

Dear Senator [Last Name],

I am writing as a constituent and proud member of the United Postmasters and Managers of America (UPMA) to express my deep concern regarding provisions in the FY2025 Budget Resolution that threaten the earned retirement benefits of dedicated federal employees.

These proposals would significantly reduce retirement security for postal employees by:

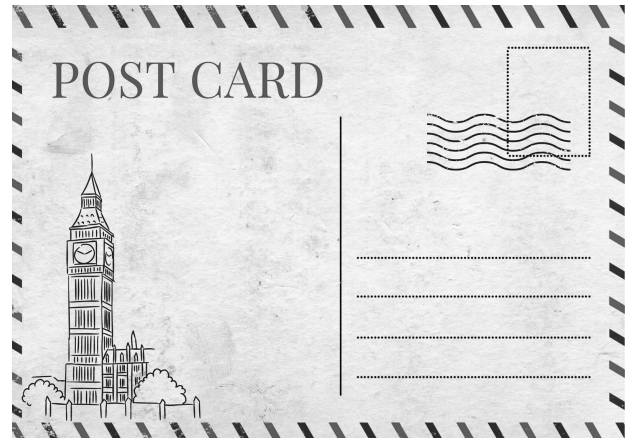
- Increasing retirement contribution requirements, reducing take-home pay
- Changing pension calculations from “high-3” to “high-5” salary averages
- Eliminating the FERS annuity supplement for those retiring before age 62

These changes would amount to an unfair reduction in compensation—particularly for those who have devoted decades of service to our country. Many affected are veterans and rural public servants who have upheld the integrity and operation of our postal system.

I urge you to reject any provision that unfairly targets federal employee benefits and to support legislation that values the commitment and contributions of postal workers.

Thank you for your attention to this vital matter. I respectfully ask for your support.

Sincerely,
[Your Full Name]
[Your Address]
[Your Phone or Email, if comfortable sharing]



ACT NOW!

Senator Jeanne Shaheen

- **Website & Contact Form:** shaheen.senate.gov
- **Washington, DC Office:** 506 Hart Senate Office Building Washington, DC 20510
Phone: (202) 224-2841
- **Manchester Office:** 2 Wall Street, Suite 220
Manchester, NH 03101 Phone: (603) 647-7500

Senator Maggie Hassan

- **Website & Contact Form:** hassan.senate.gov
- **Washington, DC Office:** 324 Hart Senate Office Building Washington, DC 20510
Phone: (202) 224-3324
- **Manchester Office:** 1589 Elm Street, 3rd Floor
Manchester, NH 03101 Phone: (603) 622-2204

Congresswoman Maggie Goodlander (NH-2)

- **Washington, DC Office:** 223 Cannon House Office Building Washington, DC 20515 Phone: (202) 225-5206
- **Online Contact Form & Info:** goodlander.house.gov/contact

Congressman Chris Pappas (NH-1)

- **Washington, DC Office:** 452 Cannon House Office Building Washington, DC 20515 Phone: (202) 225-5456
- **District Office:** 660 Central Avenue Dover, NH 03820
- **Online Contact Form & Info:** pappas.house.gov/contact



Sheraton Dallas

Program of Events as of 6/4/25

This Program is Tentative and Subject to Change

| Saturday, August 9, 2025 | | |
|--------------------------|----------|---|
| 12:00 PM | 5:00 PM | Registration Open |
| 3:00 PM | 7:00 PM | Vendor Marketplace & Sponsor Area Open |
| 4:00 PM | 10:00 PM | UPMA Hospitality Suite Open |
| 7:30 PM | 10:30 PM | Texas Country Welcome <i>Start the week of with a night of fun with a live country band!</i> |
| Sunday, August 10, 2025 | | |
| 7:30 AM | 5:00 PM | Registration & Information Open |
| 8:00 AM | 5:00 PM | Vendor Marketplace & Sponsor Area Open |
| 8:00 AM | 9:30 AM | Church Service/Memorial Service |
| 9:30 AM | 10:30 AM | Fellowship Coffee & Donuts |
| 10:30 AM | 12:00 PM | UPMA Town Hall |
| 1:00 PM | 4:30 PM | UPMA Retired Meeting |
| 1:00 PM | 6:00 PM | UPMA Hospitality Suite Open |
| 1:30 PM | 4:30 PM | National Member Reps Meeting |
| 1:30 PM | 4:30 PM | Breakout Meeting <i>Presidents Secretary Treasurers Editors Legislative & PAC Membership Chairs Education Chairs</i> |
| 4:30 PM | 5:00 PM | Executive Board Area Coordinator Meeting |
| 5:00 PM | 6:00 PM | Active First Timer's Orientation Reception |
| 5:30 PM | 6:30 PM | Sponsor Recognition Reception |
| 8:00 PM | 10:30 PM | Showdown at the Ivory Saloon & Chapter Night <i>Join us for a fun evening featuring chapter tables and dueling pianos!</i> |
| Monday, August 11, 2025 | | |
| 7:30 AM | 3:00 PM | Registration & Information Open |
| 7:30 AM | 3:00 PM | Vendor Marketplace & Sponsor Area Open |
| 7:30 AM | 9:30 AM | Coffee Break |
| 7:45 AM | 8:00 AM | Door Prize Drawing |
| 8:00 AM | 12:00 PM | General Business Session |
| 12:00 PM | 1:30 PM | UPMA Retired Voting Precinct |
| 1:30 PM | 3:00 PM | Area Coordinators Meetings |



9th UPMA National Convention | Dallas, TX August 9 – 15, 2025

First name: _____ Badge name: _____ Last name: _____

Badge name (if different from first name): _____ Chapter: _____

Post Office You Represent – City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ Zip: _____

Cell Phone: _____ Email: _____

Select your title:

- ☐ Postmaster ☐ Manager ☐ Postmaster ☐ Supervisor ☐ EAS Supervisor
☐ UPMA Retired ☐ Associate ☐ Guest – includes ticket to UPMA Retired Luncheon
☐ Guest – does NOT include ticket to UPMA Retired Luncheon ☐ Child (17 and under)

Circle the appropriate fee:

| 2025 National Convention Registration Rates | August 24, 2024 - August 30, 2024 | September 1, 2024 - March 31, 2025 | April 1, 2025 - June 30, 2025 | After June 30, 2025 |
|--|--------------------------------------|---------------------------------------|----------------------------------|---------------------|
| Postmaster, Manager, Supervisor or EAS Professional | \$200 | \$220 | \$252 | \$300 |
| UPMA Retired, Associate or Guest <i>This rate includes the UPMA Retired Luncheon.</i> | \$200 | \$215 | \$239 | \$275 |
| Auxiliary or Guest <i>This rate does not include the UPMA Retired Luncheon.</i> | \$150 | \$165 | \$189 | \$225 |
| Children 17 and under <i>This rate includes child's meal at the Thursday Grand Banquet.</i> | \$100 | \$110 | \$126 | \$150 |

Please let us know if you plan to: ☐ I plan to attend the Sunday banquet.
☐ I plan to attend the Thursday closing party.

If you are attending as a guest, who are you joining? _____

Do you have any food allergies or dietary restrictions? _____

Payment Information

Convention Fee: \$ _____

Additional tickets for UPMA Retired Lunch \$50 each: \$ _____

TOTAL PAYMENT: \$ _____

☐ Check payable to UPMA

☐ Visa/Mastercard

CARD NUMBER: _____

Expiration ____/____

Signature: _____

Hotel Reservations

UPMA has a special rate at the convention hotel. You must book online or call the hotel directly to make a reservation. The National Office will not handle room reservations. All room cancellations must be made directly with the hotel 72 hours prior to arrival to avoid penalty.

To secure the special UPMA rate, you must identify yourself as part of the 2025 UPMA National Convention. The rate is available only until July 28, 2025, or until all rooms in the block are sold, whichever comes first. The group rate is available 5 days pre and post convention based on availability.

Sheraton Dallas | 1-888-627-8191
\$189 – Run of House | \$199 – Queen/Queen |

One form per registrant.

Cancellation Policy: Cancellation requests must be submitted via email to UPMA@crispevents.me. Requests received on or before July 25, 2025 will be assessed a \$50 cancellation fee per person. Cancellations received on or after July 26, 2025, will not receive a refund. Tickets for cancelled registrants are not available for use by other registrants. Registration transfers (name changes) are not permitted.

THE GRANITE STATE POSTMASTER

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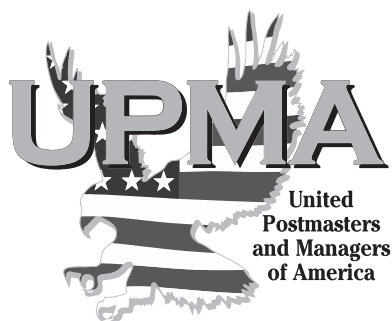
HINSDALE NH 03451

WWW.NHUPMA.ORG



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



CURRENT MEMBERSHIP OFFER – ONE YEAR FREE!

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

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



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