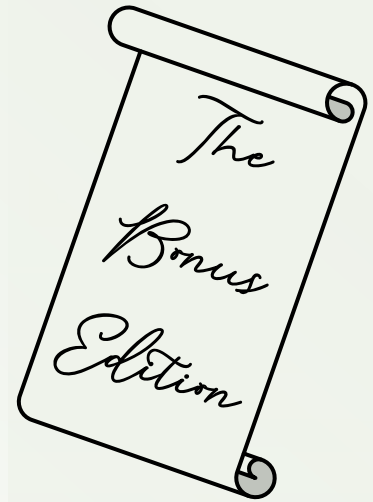


# THE GREEN MOUNTAINEER

Vermont Chapter

United Postmasters & Managers of America



## State Convention 2023 - April 28<sup>th</sup>-30<sup>th</sup>

Founded in 1963, Stoweflake has grown from a modest motel into one of Vermont's premiere resort and spa destinations.

Today our guests can enjoy a decades-long tradition of Vermont hospitality that encompasses 120 upscale guestrooms and suites, family-friendly townhouses, a 50,000 sq. ft. nationally acclaimed spa and fitness center, dining venues and state-of-the-art conference facilities.



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## The Stoweflake

FROM MODEST MOTEL TO  
WORLD-CLASS RESORT

Vermont is known for its natural beauty, and nowhere will you find it more vividly on display than in Stowe, with its pristine landscapes and majestic mountains. At Stoweflake, whether you visit in Spring, Summer, Fall, or Winter, you'll find our resort is brimming with recreational activities across our 60 acre retreat. Take advantage of all we have to offer, or simply relax. When you're at Stoweflake, you're free to do as much — or as little — as you please.

Set against a backdrop of breathtaking mountain and garden views, Stoweflake Mountain Resort and Spa welcomes you with a range of accommodations to suit your every preference and need. Select from comfortable guestrooms and more spacious suites, to private townhouses ideal for families and groups. All are graciously appointed and many offer the added luxury of warmly lit gas fireplaces, soothing whirlpool tubs, refrigerators and wet bars. Kick back, settle in, and enjoy such thoughtful amenities as cozy bedding, spa bathrobes, complimentary Wi-Fi, HD flat screen TVs, geothermal climate control, Keurig coffeemakers and more.

## Convention Registration



# Vermont and New Hampshire 2023 UPMA State Convention Stoweflake Mountain Resort April 28-30, 2023

Please complete by March 15<sup>th</sup> and send to address below:

Name \_\_\_\_\_

Postmaster\_\_\_ Retiree\_\_\_ Supervisor\_\_\_ Associate Member\_\_\_ Guest\_\_\_

Office you represent \_\_\_\_\_

Mailing Address \_\_\_\_\_

Phone number \_\_\_\_\_

Email \_\_\_\_\_

Registration: \$50.00 (Lunch included)

Mail conference registration and payment to:

Ginamarie Russell, Secretary/Treasurer  
87 Summer St. Springfield, VT 05156

Room Rates: \$179

Please make room reservations directly with the hotel at: 802 253-7355  
Hotel Address: 1746 Mountain Road. Stowe, VT 05672

We are still finalizing the agenda, and have plans in the works for a great convention experience but appreciate your input. What would you like to learn/hear about?

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(Convention Preliminary Schedule: page 3)

# Active Employees Application

# 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](http://unitedpma.org) for membership benefit information.

### Section D: Authorization by Employee

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

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

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

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

### Section E

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

**Who/what most influenced your decision to join UPMA?**

Person's Name \_\_\_\_\_

Career Awareness Conference  USPS Provided Training  Other \_\_\_\_\_

**UPMA NATIONAL OFFICE FOR PROCESSING**

## Convention Preliminary Schedule

Fri, Apr 28		
Start Time	End Time	Activity
11:30	12:30	Registration
12:30	12:45	Pledge of Allegiance Introductions of VT/NH Exec. Board & National Attendees
12:45	14:15	Rural Carrier Mgmt. & Timekeeping
14:15	14:45	Time Management
14:45	17:00	POOM & DM Contribution
17:00	17:15	Review of bylaw changes

Sat, Apr 29		
Start Time	End Time	Activity
7:30	8:30	Breakfast sponsored by GEHA
9:00	11:00	National President & Area Reps
11:00	12:00	Time & Place 2024
12:00	13:00	Lunch
13:00	14:30	Rich Hui, CMR
14:30	14:45	Break
14:45	16:00	Breakout for state meetings
16:00	until done	Regroup for finalizing
18:30		Banquet

Sun, Apr 30		
Start Time	End Time	Activity
		Breakfast (on your own)
9:00	wrap up	Other Issues/Closing

## Who you gonna call? CMR!

"Who is my Chapter Member Representative?!?!" This is not a thought you want raging through your head after a phone call or a visit from your POOM that indicates that you have a potential problem. And that would be a good case scenario. The reality can be far more scary, intimidating and downright horrifying.

UPMA offers an amazing legal defense plan. And UPMA has an outstanding team of attorneys that back our Chapter Member Representatives and other legal team members. In addition, our organization realizes the importance of quality representation for all circumstances and they have made a commitment to several forms of annual continued education for our Chapter Member Representatives.

In Vermont there are currently three Chapter Member Representatives who are here to help you. Please see below for their names and contact information, and as always you can reach out to any board member or other member to point you in the right direction if you are suddenly faced with a stressful situation.

In April at the convention we have scheduled a professional in the legal defense arena. This is another reason to not miss out on the 2023 Vermont/New Hampshire State Convention in Stowe, VT—April 28-30, 2023.

I look forward to seeing you there!

Michele Lingley  
UPMA Vermont, President

[Chapter Member Representatives](#)  
[Listed on page 5](#)

## Finding a way through the mud...

"How do we bring them up to speed...how do we teach them what we know...how do we get them to understand what they need to do...how...?"

This subject is the catalyst of perplexity in every conversation it is presented in. I have heard just about every answer and the unfortunate reality is that none of them are new concepts—they are all a variation of historic training methods. The problem is, we no longer operate with a structure that can support these methods.

"How it used to be..." Recently, while in a conversation on this subject with several colleagues, it occurred to me that we sounded like we belonged in an insurance commercial. Discussing the way we were trained, the hoops we had to jump through, the knowledge we had to have, the experiences that we needed on our resume so we could be an OIC. Reminiscing does serve to remind us of how fortunate we were; how fortunate it was that we were trained in advanced to tackle the foundational elements necessary to command a post. But...it's not helping in the present.

In an analytical way, I compare how management was formerly groomed to what is experienced today to attempt to conclude how we can bridge the gap. It is what I term the fortress versus the canopy tent.

Historically, ambitious employees were identified and upon acceptance, the adventure began. As sponges we eagerly absorbed information, and we were guided through live experiences with a steady mentor somewhere in the picture to insure our success with the subject matter. A foundation was poured slowly, with continued education and real-time challenges in all departments, the brick foundations and walls went up. By the time we were granted our first OIC, we were a fairly solid structure. The roof might not be completely done and when the storm swept through we might get a little wet while we were continuing to build, but we could stand our ground. Eventually, the roof was completed and there wasn't much that we could not endure. Greater than that, we understood the expectations of our manager and this was our number one priority.

The manager of today has the canopy tent experience. Today they are a PSE in an office where they may have a Postmaster or they may have an OIC, and if they are fortunate that person has some iota of knowledge. In a couple months they are a PTF and in the blink of an eye they are awarded their first post. Up goes the canopy tent and with that is the full expectation from District that they can handle it.



Michele Lingley  
Vermont UPMA President



*(Continued on next page.)*

From every direction the challenges come sailing in landing on that thinly structured roof. It begins to sag almost immediately, the legs are wobbly, a storm comes through and the whole thing comes crashing down in a mangled mess. There is no foundation, there are no walls, there is no support. What there is, however, is the enforcement of the responsibility for the position that was accepted and the expectation that the manager will succeed without the necessary resources and knowledge.

I mean, you took the HERO courses, and you were on those webinars, soooooo?

Unquestionably, hands-on training under the security of an experienced mentor is the ideal scenario. Problem solved, we will just go round-up a bunch of mentors! Ohh, umm, geez, ahh, yeah—about that; most of them at this point have retired, are in a challenging office that requires their undivided attention, are burned-out, or are hiding and counting days. There just are not enough to go around for this concept to be exercised.

Recently, the “how do we....” question was posed AGAIN and this time a different response came to me. I confessed, “I don’t know’. I just don’t know where to start to bring someone up to speed who is already in the fast lane. I’m not having success with finding parties who are capable of learning foundational skills when their heads are already spinning with the frustrations that senior managers struggle with. But we need to help our new young managers succeed!



I have abandoned the position that training and education that has not been experienced, will only be successful if performed in some organized, systematic means. It’s not going to happen that way ever again. We need our inexperienced managers to talk to us about their struggles and how we can help them. We need

them to reach out and guide us. Fortunately, many have established networks, but for those who have not we need to connect with them and implore them to let us know what is going to help them learn, grow and succeed.

With the resumption of typical group meeting abilities, the board has discussed holding small group meetings and potential additional special training opportunities. The first opportunity for training and networking will be at the upcoming Vermont/New Hampshire State Convention being held April 28-30 in Stowe, VT. Read on and you will find more discussion regarding this as well as the registration information and form. This is your state convention and we have organized it for this year. Convention attendance has been low during COVID, and now we need you to get involved and provide your invaluable input for future conventions. Even better, get involved and drive the content and conversations of future conventions!

Reach in and reach out and make a commitment to be at the convention with us. And in the meantime, try not to get stuck in the mud.

Spring forward,  
Michele Lingley  
Vermont UPMA President

## Chapter Member Representatives (CMRs)



Michele Lingley  
Postmaster Brattleboro  
586 Quarry Road.  
Putney, VT 05346  
Office (802) 387-5555  
Cell (802) 289-1631

[postedonna@icloud.com](mailto:postedonna@icloud.com)



Gina Russell  
Postmaster Springfield  
87 Summer St.  
Springfield, VT 05156  
Office (802) 591-7354  
Cell (802) 289-7795

[ginamarie.wyman@gmail.com](mailto:ginamarie.wyman@gmail.com)



Linda Kirkpatrick  
Retired Postmaster  
156 Farm View Ln H  
Williston VT 05495  
Cell (802) 734-8890

[lkirkyvt@gmail.com](mailto:lkirkyvt@gmail.com)

## Articles & Photo Submissions

Please send articles, photos, and any questions for the GMP to [vt.chapter.upma@gmail.com](mailto:vt.chapter.upma@gmail.com) we would love to hear from you.



## Come to the Stoweflake and reset, recoup & relax



## What's Your Priority

In January I had the pleasure of attending the National UPMA Membership training in Denver. One of the topics was doing a better job of communicating what we do for you – our members. We are working for you daily even though it's not always that visible. The recent decision to make EAS across the country temporarily special exempt was a direct result of UPMA efforts. I'd like to give a big thank you to our State President, Michele Lingley, for pushing several examples of EAS delivery up through the District, Area and then to the National Headquarters. Additionally to Lloyd Keast for setting up the district database that finally provided national the data they needed to quantify what we have been doing for years. Your Vermont UPMA was instrumental in making this decision possible.



*Douglas Wellman*  
*Executive Vice-President*

After word about our temporary special exempt status started to leak I had the pleasure of being in a meeting with our District Manager, POOMs, other members of the district staff, and leadership from our management associations. I say leak deliberately as no level of leadership wanted to own this issue. They refused to make any decisions on who would be authorized, what they would have to do to claim it, or how it would be monitored. Even though the form 50s were submitted in mid-December with an effective date of the 31<sup>st</sup>, as far as I know no announcement was ever made. Word filtered out in early January, after the effective date, UPMA leaders questioned the postal leadership and were told an announcement/policy was coming.

I won't rehash the reluctant 035 policy decisions now that it has been sort of hashed out. But one thing that struck me from this meeting concerned how much time Postmasters and other EAS had available to deliver mail and still perform their real duties. The impression I got was that the leadership felt we should be able to deliver mail when necessary while also keeping up with the dozens of other things we need to do daily. At one point Regina asked the group how much time it takes a level 18 Postmaster to complete their administrative tasks. She asked more than once and did not receive an answer. The clear implication was that we could do everything required and still have time to deliver the mail only working a couple of hours extra. This was a serious question that NOBODY could answer because we really don't know. I've thought a lot about this since then because over the years I've heard different versions of this same assumption. We have been told when we have to start doing a new daily task that it only takes a minute or two. Now that minute or two here or there amounts to many hours. I for one don't even think I know what all the tasks that need to be done are. We are constantly being pulled to whatever the hot project is for leadership today rather than being able to plan our days to do what is best for our employees and offices. As I write this we are preparing for the mini mail survey and doing last minute mapping of rural routes. This is another thing we have been told doesn't take much time, you should be able to remap in a few minutes. Sounds right when the techies that developed the software explain it to our leaders but ask a Postmaster who is four hours

into a remap of a parent child route and still not close to done -- see what they think. The reality is that we can't get everything properly done no matter how long we work. We get enough done that we are not on the "list" for that day, maybe knock a couple other things off our own to do list, then deal with some personnel issues or interact



*(Continued on next page.)*

with customers but we are never done. I applaud you if you are totally caught up but chances are you just aren't aware of some requirement.

Sorry to get off on a rant, where I was really going with this was that if I as a somewhat experienced Postmaster don't fully understand what my job entails daily enough to tell Regina how many hours it takes, how can a new Postmaster or OIC we've thrown into an office on fire with staffing shortages, delivery problems, and who know what other issues know what they should prioritize. These are the people we can most impact on for the good of our organization. One area where UPMA can help our up and coming leaders is training and mentoring, We all have newer Postmasters near us, stop by occasionally and just see how they are doing, help them, let them know you are available to teach them when they have questions. On the more formal side our upcoming convention will have several featured topics for training. We would also like to start some three-digit area meetings in the evening and have a topic to discuss over dinner. If you have a subject in mind or would like to help us organize some of these meetings please contact Michele or myself.

I hope to see you all at our State Convention in Stowe, April 28<sup>th</sup> through the 30<sup>th</sup>

Sincerely,  
Doug Wellman



*National is still running the free first year incentive through the end of December 2023 and our chapter will give you \$25 for each member you recruit.*

*Do you have some employees looking for upward mobility? Encourage them to attend the district Career Conference in Portland on April 16<sup>th</sup>. It's a great chance to hear from the district and national leaders on what to expect and how to help the organization. They can register on lite blue. The headquarters is no longer fully funding these events so they are requiring a \$30 registration fee. However, anyone who attends and is a UPMA associate or who joins at the conference will be reimbursed by UPMA for the fee.*

## Membership Report

As of February 10<sup>th</sup>, The Vermont Chapter has 77 Active, 10 Associate, and 91 Retiree Members. The active members consist of 69 Postmasters and 8 Supervisors/Managers. This is an decrease of two since December.

The Vermont Chapter or UPMA would like to welcome the following new member: Whitney Perry, Honorable Postmaster of Wilder



## Political Representatives

US Congresswoman Becca Balint

159 Bank St. Suite 204  
Burlington VT 05401

(802) 652-2450

<https://balint.house.gov/>

US Senator Bernie Sanders

1 Church St. 3rd Floor  
Burlington VT 05401

(802) 862-0697

[www.sanders.senate.gov](http://www.sanders.senate.gov)

US Congressman Peter Welch

128 Lakeside Ave. Ste 235  
Burlington VT 05401

(802) 652-2450

[www.welch.house.gov](http://www.welch.house.gov)



## **What is USPS Universal Service Obligation?**

The USO binds the Postal Service to provide prompt, reliable, affordable, and efficient postal services to all Americans, regardless of where they live.

The Postal Service does not receive tax dollars to cover operating expenses.

This letter from our Congressional Leaders to the BOG mirrors one sent to the PMG.

# Congress of the United States

Washington, DC 20515

February 16, 2023

The Hon. Roman Martinez IV, Chairman  
The Hon. Anton G. Hajjar, Vice Chairman  
The Hon. Robert M. Duncan, Member  
The Hon. Derek Kan, Member  
The Hon. Amber D. McReynolds, Member  
The Hon. Donald L. Moak, Member  
The Hon. Ronald A. Stroman, Member  
The Hon. Daniel Tangherlini, Member  
The Hon. William D. Zollars, Member  
United States Postal Service Board of Governors  
475 L'Enfant Plaza SW  
Washington, DC 20260

Dear Members of the Board,

We write with great concern regarding the ongoing staffing crisis and resulting mail delays at United States Postal Service locations across Vermont. In the last month alone, we have received a particularly high volume of calls from the Chittenden County town of Hinesburg about insufficient staffing that has resulted in poor customer service. We have heard similar concerning reports from post offices in Williston, South Burlington, and Windham County. These issues are unacceptable; our constituents deserve better.

Across our state, Vermonters have reported First Class mail delays that have lasted for multiple weeks, with businesses and individuals receiving deliveries that include bills whose due dates have passed by the time they are received. We understand that, in Hinesburg alone, there is a backlog of more than 1,000 packages, with several constituents seeing their package listed as “out for delivery” for days or even weeks on the Postal Service’s tracking tool. Some constituents report that, when visiting their local post office to pick up mail or packages, they are told there are not enough staff available to retrieve their mail and that they need to come back at a different time. Moreover, numerous constituents have been told by their local post offices that their regular mail will be delayed or not delivered at all some days so that mail carriers can prioritize delivering third-party packages. These delays are nothing short of life-threatening for Vermonters who rely on the Postal Service for prescription medication delivery. In fact, we have heard from multiple constituents who have been forced to order emergency prescription replacements because their original medication never arrived or arrived in unusable condition. That is an outrage.

Let us be clear: this situation in Vermont is not the fault of our postal workers. We are grateful for the tireless efforts of these dedicated federal employees in Vermont—as well as their colleagues across the nation—who are working remarkably hard under extraordinarily difficult circumstances. We know postal carriers are working 12 hours or more each day, 7 days each week. Their commitment to the work is unwavering, even though they have been entirely let down by Postal Service leadership. Our constituents have been outspoken in their frustration,



which lays not with their friends and neighbors who deliver the mail, but with leadership in Washington that has failed to deliver solutions to these systemic, national issues. They understand that, in many regards, the postal delays in the rest of the country are just as bad as in Vermont, but the rural nature of our state makes the result of these delays substantially more acute.

For years, our Vermont Congressional Delegation has engaged with Postmaster General DeJoy and regional Postal Service leadership in an attempt to address mail delays and staffing issues, yet no help has come. Vermonters understand what we know to be true: passing the Postal Service Reform Act was critical in ensuring the Postal Service has the financial footing necessary to adequately staff the agency and restore delivery service. We, along with our constituents, expect meaningful progress. As a Board, you are statutorily required to review the practices of the Postal Service and set policies on all postal matters. As such, we request that you provide the following information to us by no later than March 1, 2023:

1. All data from the Operations Committee—or any other relevant Committee of the Board—regarding the past and prospective volume and service performance at each Post Office and each Processing and Distribution Center in Vermont and how that data compares with the national average. If no such data exists, please explain why not and what efforts you are taking to collect such data.
2. Detailed information from the Audit and Finance Committee—or any other relevant Committee of the Board—describing the allocation of funds from the Postal Service Reform Act to address mail delays and hiring of needed staff. Please provide any audit information describing the Postal Service’s assessment of its staffing needs and/or delays in the delivery of the mail.
3. We understand that many qualified applicants remove themselves from the Postal Service’s hiring process before their hiring and/or onboarding is complete due to the complexity and length of the process. Please provide us with an assessment of information you have received from the Postal Service leadership to improve and expedite its hiring process to ensure applicants are brought on board in a timely manner.
4. Please provide us with the Compensation and Governance Committee’s performance assessment of leadership, for which it is responsible. Please describe in detail any recommendations made by the Committee, or any relevant membership of the board, to address leadership deficiencies, including those directly linked to the degradation of delivery service standards of the Postal Service.

We trust that you agree with us that the U.S. Postal Service is a critical government agency that must be focused on meeting its duties to the American people. We look forward to your careful attention to our requests as you do your part to restore the faith of our constituents in this important government service.

Sincerely,



BERNARD SANDERS  
United States Senator



PETER WELCH  
United States Senator



BECCA BALINT  
United States Congresswoman

## The Big Picture

What are the solutions? How do we all fix this? It isn't the responsibility of just one man or woman to fix. It will take all of us.

The pandemic started the massive exit of employees leaving the work force, not just USPS ranks but all companies are suffering the same pains we are.

**Quality of Life** has become so much more important since the pandemic started then it ever was before. Many services across the nation have been effected, some in a positive way and some in a negative way.

Postal Employees have suffered in many ways and continue to do so. We have been working non-stop since the pandemic started and spotlighted our true value. Now with staffing issues we are still working non-stop. We haven't had a break.

We believe, in Universal Service. We believe, in getting the job done. We believe, no mail should be left behind. We believe, our customers deserve 100% of our attention daily.

What are the solutions?  
We need to fix this together.

Leadership is not about being in charge. Leadership is about taking care of those in your charge.

Simon Sinek, *Leadership*

## 2023 Officers & Executive Board

### President

Michele Lingley  
Postmaster Brattleboro  
586 Quarry Road.  
Putney, VT 05346  
Office (802) 387-5555  
Cell (802) 289-1631  
postedonna@icloud.com

### Executive Vice-President

Doug Wellman  
Postmaster Putney  
410 Hill Road.  
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Office (802) 387-2243  
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### Vice-President/Legislative/PAC

Jane Draper  
Postmaster Johnson  
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### Secretary Treasurer

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dori\_ag\_trudeau@yahoo.com

## Changing of the Guard



*Jane Draper  
Vice-President  
Legislative/PAC*

By the time you receive our newsletter we should be heading to DC. I have been busy setting up our meetings with our congressional leaders. UPMA holds monthly Legislative telecons to stay informed and learn what issues we will be presenting in DC. Many of my contacts have changed with Senator Leahy's retirement and Becca Balint's victory. I have requested meetings with Bernie, Peter and Becca since we haven't seen them in 3 years. Don't get me wrong the staffers are EXCELLENT but it is also nice for our Senators and Congresswoman to be able to put a face with the issues. I can't thank Senator Leahy and his incredible staff enough for all the help, guidance and respect

they have shown to UPMA and USPS Employees in general. Sherman Patrick was our contact for Pat. I will truly miss him. We always had an open-door relationship.



### Our top three issues will be:

#### WEP/GPO (HR 82) : The Equal Treatment of CSRS

##### Annuitants

The Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) unfairly reduces Social Security benefits for many CSRS annuitants. We sent several letters to our folks in Washington a few years ago from our retirees explaining this unfair system. We need to make it right. Our retirees have earned it!

#### Title 39 : Employee and Labor Relations Manual.

We are hoping to change some language within Title 39 to better protect EAS employees' rights. Remember, we only have **Consultative Rights**. We are not a **Union**. We can talk until we are blue in the face.

#### We also, hope to address the recent rise in mail theft and fraud within USPS. We need to protect and keep our employees while on the job.

Now, I have to apologize to the membership. I double booked myself. I will be on a family cruise during part of our state convention. I return to New York on the Saturday of our joint convention with New Hampshire and I will book it home as fast as possible but will be at the mercy of the ship. Again, my sincere apologies for my mix-up.

If you have any concerns or want more information, don't hesitate to reach out.

Keep the Faith,  
Janie

## For Future You



*Ginamarie Russell*  
*Secretary Treasurer*

Greetings from Southern Vermont! We have survived Peak Season and are moving into Prime picks for our employees. I have to say, it will be struggle to cover, but I know how dedicated the employees within the office have been and I want each and every one of them to enjoy some well-deserved R&R... myself included. I have been one of the many Postmasters on the list of 035 hours used since its effective date. Most days covering a rural route, and casing assistance for vacant city side routes. I am happy to see the monetary compliment in my paychecks, however, I am very beat. Most days, I am fog brained and lacking in proper management organization due to just plain old being over tired.

Efforts to hire in my office are ever present, having another Job Fair this February will then define the act as "monthly" for Springfield at this point. I always have interested people emailing and calling me for more information, but then something within the hiring process falls apart. Most of the time, the outcome is "did not respond". This is due to that 3-day time frame. Well, I cannot put this any other way professionally, so let me say it like this: THAT STINKS! I then have to tell the potential hire to reapply. That's the last thing they want to do and not only that, but they also need to wait to see the position reposted. Needless to say, this is so frustrating and does not get the employees on the work room floor like we desperately need! I do not have the answer to resolve this, I wish I did. For now, I will keep directing, supporting, and emphasizing time frames to the folks interested and proactive.

## ***"DO THIS! GET INVOLVED! GO TO EVENTS!"***

I am looking forward to my first Legislative Summit attendance this March! I am so happy to have taken the right steps for myself and my future with the UPMA and I am eager to gain my knowledge and skills working with the present board members in the VT chapter. I am definitely feeling like I am fitting in well and have been welcomed kindly from one and all. My encouragement for members to get involved and active is quite passionate, "DO THIS! GET INVOLVED! GO TO EVENTS!" it's so important to have the strength in numbers and the wealth of support and knowledge alongside your fellow managers. We are in this together and need to build the solid foundation for ourselves and our future working for this company. I would register and attend any UPMA event you get invited to. I am here to talk to you about my new experiences thus far and if you have any questions, don't hesitate to call or email me.

~Ginamarie~

**DO  
SOMETHING  
TODAY THAT  
YOUR FUTURE  
SELF WILL  
THANK YOU  
FOR**

## 2023 PAC Raffle

Enter to win a two-night stay at the Stoweflake Mountain Resort (some restrictions may apply). You do not need to be present to win, \$20.00 per ticket. Winner will be drawn at VT/NH convention April 2023.

### 2023 PAC Raffle—2 Night Stay



Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone #: \_\_\_\_\_  
e-mail: \_\_\_\_\_

If you would like to purchase more than one ticket please make copies.

Send completed ticket to:  
Ginamarie Russell  
Secretary/Treasurer  
87 Summer St.  
Springfield, VT 05156

# HISTORY



**VT AND NH FIRST TIMERS  
HAD PLENTY TO DO  
DURING THE CONVENTION**



**One of the  
Business Meetings**



**Don't worry Bob -  
it's only MONEY!**



**1820 RiverBoat  
Casino gambling**

## Supercalifragilisticexpialidocious



*Dori Trudeau*  
Editor

Wow! Thank you. I appreciate the positive feedback I received on my first newsletter as editor. I have found that writing an article is much harder for me than putting the whole publication together.

I have always had a hard time writing. Reading...easy, public speaking...a cinch, writing.....  
so... in closing I hope to hear from more of you and look forward to more feedback.

Ha Ha 😂 just kidding!

I had one of the greatest compliments paid to me recently. A fellow manager called me their "Safe Place", for context of the conversation I was helping them figure out what they didn't know they didn't know.

They knew they could say and ask anything and it wouldn't be judged or demeaned. We have to help where we can in creative ways because we are living in challenging and changing times for our company.



Be there for one another whenever and however you can.

Many Hugs,  
Dori

## Notes Area for ideas, suggestions, comments

What's on your mind? Write it down! Before you forget or walk into another room. 😂

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## 2023 Proposed changes to Vermont Chapter UPMA Bylaws: Summary (Newsletter Pages 13-15)

### Article IV – Meetings

Paragraph three line one:

(current) The chapter secretary/treasurer shall mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

(change) Insert email/ ahead of mail to

(proposed) The chapter secretary/treasurer shall email/mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

Insert new paragraph four between current paragraphs three and four:

(current) None

(proposed) Electronic meetings/voting are allowed to conduct all chapter business as determined by the Chapter Executive board.

Rational: Technology has advanced to make email correspondence and electronic meetings more cost effective and timely than scheduling in person meetings. Eliminates need to travel, reduces postage cost to the organization, and allows more members the opportunity to attend.

Recommendation: The executive board recommends approval

### Article VI –Election of Officers

Paragraph one:

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

(changes) In instances in this paragraph the word November shall be changed to January and October shall be changed to December.

On line three after 31<sup>st</sup> “or until his/her successor is elected” is added.

On line three the word officers is replaced by president.

On line four after office the sentence The vice president (legislative/PAC) shall be limited to three consecutive 2-year terms of office. is added

On line four and five the sentence “For the first ..... year” is deleted.

On line eight and nine after 31<sup>st</sup> “or until his/her successor is elected” is added.

(proposed) The president, vice president (legislative/PAC) shall be elected at the annual convention to serve a team of two (2) years. The term of office shall commence on January 1<sup>st</sup> and will end on December 31<sup>st</sup>

or until his/her successor is elected. The president shall be limited to two consecutive 2-year terms of office. The vice president (legislative/PAC) shall be limited to three consecutive 2-year terms of office. The executive vice president, secretary/treasurer and vice president (membership) shall be elected at the annual convention in a subsequent year to serve a term of two (2) years. The term of office shall commence on January 1st and end on December 31st or until his/her successor is elected. The secretary-treasurer and executive vice president may be elected to serve two consecutive 2-year terms of office.

Paragraph two:

(current) The new executive committee shall hold an organizational meeting within 60 days of November 1<sup>st</sup> each year.

(change) Strike the word November and replace with January

(proposed) The new executive committee shall hold an organizational meeting within 60 days of -January 1<sup>st</sup> each year.

Rational: Changes to dates are recommended to align with UPMA National Bylaws approved at the 2022 National Convention. Sentences pertaining only to the first elections after the chapter was established are deleted. The change to the term limit on vice president (legislative/PAC) is recommended to ensure more continuity in a position that requires extensive personal contacts with elected officials and their staff.

Recommendation: The executive board recommends approval

#### **Article XV-National Convention Roll Call Voting Procedure**

(current) When preparing for roll call votes to be cast at national conventions, the vote shall be taken by paper ballot at the annual state chapter convention. The results of that paper ballot shall govern the procedures, by percentage, for how the chapter's votes will be cast at the national convention by the chapter president. The results of the votes shall be recorded by the national officer present at the convention, as well as in the official minutes of the chapter convention. The national officer and chapter president must send the results to the national office within ten (10) days of the conclusion of the chapter convention. On the issue of elections, the chapter's official vote must be taken at the chapter convention in the year that the vote will take place at the National Convention. **This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XL, Section 1, paragraph 14.**

(changes) On line seven National Article and Bylaws Amendments and is inserted between of and elections.

On line nine after Convention the period is deleted and "and may not be changed. If there are any issues that are presented at the National Convention, that were not available to be considered at the chapter convention that require a roll call vote, this Chapter authorizes the chapter's active members present at the National Convention to decide by majority vote how all the electoral votes are cast" is added.

The last sentence "This procedure cannot ..... 14" is deleted in its entirety.

(proposed) When preparing for roll call votes to be cast at national conventions, the vote shall be taken by paper ballot at the annual state chapter convention. The results of that paper ballot shall govern the procedures, by percentage, for how the chapter's votes will be cast at the national convention by the chapter president. The results of the votes shall be recorded by the national officer present at the convention, as well as in the official minutes of the chapter convention. The national officer and chapter president must send the results to the national office within ten (10) days of the conclusion of the chapter

convention. On the issue of National Article and Bylaws Amendments and elections, the chapter's official vote must be taken at the chapter convention in the year that the vote will take place at the National Convention and may not be changed. If there are any issues that are presented at the National Convention, that were not available to be considered at the chapter convention that require a roll call vote, this Chapter authorizes the chapter's active members present at the National Convention to decide by majority vote how all the electoral votes are cast.

Rational: Changes to national roll call votes are required to align with UPMA National Bylaws approved at the 2022 National Convention. Sentence limiting changes to this article prior to October 2108 are obsolete.

Recommendation: The executive board recommends approval

### **Article XIX – Amendments**

(current) All proposed amendment(s) must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of the annual chapter convention. The proposed amendment(s) shall be published in The Green Mountaineer or on the chapter website prior to the state convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read or disseminated at one session of the state convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the state convention unless otherwise specified in the amendment.

(change) Insert “unless the convention is one day than the vote shall be last agenda item of the day” on line six after session.

(proposed) All proposed amendment(s) must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of the annual chapter convention. The proposed amendment(s) shall be published in The Green Mountaineer or on the chapter website prior to the state convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read or disseminated at one session of the state convention and voted on at a subsequent session, unless the convention is one day than the vote shall be last agenda item of the day. These amendment(s) shall become effective immediately upon the adjournment of the state convention unless otherwise specified in the amendment.

Rational: If the state convention is limited to one day this change would allow voting on bylaw changes.

Recommendation: The executive board recommends approval

### **Article XX-Electronic meeting/voting**

(current) None

(proposed) Understanding the difficulty/cost of the Chapter members residing in all parts of the State, all meeting/business of the Chapter maybe done by electronic means. All issues requiring a vote may be conducted by electronic ballots, the method to be determined by the Executive Board.

Rational: Technology has advanced to make email correspondence and electronic meetings more cost effective and timely than scheduling in person meetings. Eliminates need to travel, reduces costs to the organization, and allows more members the opportunity to attend.

Recommendation: The executive board recommends approval

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

The purposes for which this Chapter is organized as a part of national organization, United Postmasters and Managers of America (UPMA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public service; to assure the users of the mails the best service possible improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

**Article I – Name**

**This organization shall be known as the Vermont Chapter of the United Postmasters and Managers of America (UPMA).**

**Article II – Purpose**

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

**Article III – Membership**

Any person as designated by the UPMA Governing Documents to be a member of the National Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

**Article IV – Meetings**

The annual convention of the organization shall be held at the time and city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change that time and or place previously fixed. **All chapter conventions must be completed prior to the start of the National Convention.**

Special meetings may be called by the president and shall be called on the request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the paid up membership of this chapter.

The chapter secretary/treasurer shall *email*/mail notice of meetings to members of the executive committee at least ten (10) days prior to the date specified for such meetings.

*Electronic meetings/voting are allowed to conduct all chapter business as determined by the Chapter Executive board.*

In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum.

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



## Article V – Officers

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

## Article VI – Election of Officers

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

The new executive committee shall hold an organizational meeting within 60 days of ~~November~~ January 1<sup>st</sup> each year.

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

With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, retired Postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office.

Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

## Article VII – President

The president shall preside at all meeting of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive board and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office.

## Article VIII – Executive Vice President

The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be a separately elected position and must be an active member. Should the office of the president be vacated, the executive vice president will serve the remaining term. The remaining term of the vacant position of the executive vice president shall be filled by the executive board.

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

#### **Article IX – Vice Presidents**

There shall be one vice president.

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

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

#### **Article X – Secretary-Treasurer**

The secretary-treasurer shall combine the office of secretary and treasurer and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded as provided in Article XV hereof. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive board, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the vacancy shall be filled by the executive committee.

#### **Article XI – Editor**

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

#### **Article XII – Executive Board**

It shall be the duty of the executive board to carry out the orders of the chapter as expressed in the convention. It shall have direct control of all business of the chapter and its affairs, authorize necessary expenditures; ensure audits of accounts are completed; approve the expenses of the executive officers; and in general, perform all the functions ordinarily attached to such board.

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

#### **Article XIII-Committees**

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

#### **Article XIV-Sergeant-At-Arms**

At each state convention the president shall appoint a master sergeant-at-arms and, as necessary, assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

## Article XV-National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast at national conventions, the vote shall be taken by paper ballot at the annual state chapter convention. The results of that paper ballot shall govern the procedures, by percentage, for how the chapter's votes will be cast at the national convention by the chapter president.

The results of the votes shall be recorded by the national officer present at the convention, as well as in the official minutes of the chapter convention. The national officer and chapter president must send the results to the national office within ten (10) days of the conclusion of the chapter convention. On the issue of National Article and Bylaws Amendments and elections, the chapter's official vote must be taken at the chapter convention in the year that the vote will take place at the National Convention and may not be changed. If there are any issues that are presented at the National Convention, that were not available to be considered at the chapter convention that require a roll call vote, this Chapter authorizes the chapter's active members present at the National Convention to decide by majority vote how all the electoral votes are cast. This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XL, Section 1, paragraph 14.

## Article XVI-Bonds

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

## Article XVII – Dues

The annual dues of the member of this chapter shall be the same as provided in the governing documents of the national organization.

## Article XVIII-Official Publication

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

## Article XIX – Amendments

All proposed amendment(s) must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of the annual chapter convention. The proposed amendment(s) shall be published in The Green Mountaineer or on the chapter website prior to the state convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read or disseminated at one session of the state convention and voted on at a subsequent session, unless the convention is one day than the vote shall be last agenda item of the day. These amendment(s) shall become effective immediately upon the adjournment of the state convention unless otherwise specified in the amendment.

## Article XX-Electronic meeting/voting

Understanding the difficulty/cost of the Chapter members residing in all parts of the State, all meeting/business of the Chapter maybe done by electronic means. All issues requiring a vote may be conducted by electronic ballots, the method to be determined by the Executive Board.

## UPMA Scholarship Foundation

2023 Scholarship Application can be found on the national website.

Please send donations to the Scholarship Foundation to:  
UPMA Retired National Treasurer  
Louise S. Nix  
88 Rodney Nix Rd  
Cleveland GA 30528  
706-878-6173  
louisenix@yahoo.com

THE UNITED POSTMASTERS AND MANAGERS OF AMERICA SCHOLARSHIP FOUNDATION awards scholarships to qualifying students.

The applicant must be the child, stepchild, grandchild or great-grandchild of a member of the UNITED POSTMASTERS AND MANAGERS OF AMERICA.

Applicant must be a high school graduate and accepted as a FIRST, SECOND, THIRD OR FOURTH YEAR STUDENT for admission to an accredited college, university or trade school.

The applicant must have a 2.5 Grade Point Average (GPA) overall including a 2.5 average for the last full year of high school, and must provide a transcript of their grades covering the most recent year of school.

The winners will be announced at the annual national convention of The United Postmasters and Managers of America. The applicants who are not chosen to receive a scholarship will not be notified. If the recipient leaves school for any reason except for sickness or death the money must be returned to the UPMA Retired organization.

## Legislation HR82 - Social Security Fairness Act 2023

Hello my fellow retirees. Hope this finds you all well and I hope winter is not too harsh on y'all. Not to rub it in but upper 50's here with occasional rain. Only had about 2 inches of snow this season. Not complaining!

We all have heard a lot this past year about HR82 as the last congress past it out of conference but never got the chance for a floor vote. Back then there was over 304 co-sponsors. Now that we have a new Congress, this bill needs to go through the process again. The bill has been reintroduced in the House on January 9th.

Just to remind you, this bill repeals provisions that reduces Social Security (SS) benefits for individuals who receives other benefits such as a pension from a state or local government. The bill eliminates the government pension offset, which in various instances reduces SS benefits for spouses, widows and widowers who also receive government pensions of their own.

The bill also eliminates the windfall elimination provision, which in some instances reduces SS benefits for individuals who also receives a pension or disability benefit from an employer that did not withhold SS taxes.

Now our work begins again. As of this writing, there is only 104 co-sponsors signed on. The following House members that have signed on from my Area 1 demographics are: ME: Rep Pingree and Rep Golden; NH: Rep Kuster and MA: Rep Lynch and Rep Moulton. The following Representatives from MA and VT are



*Norman Peters  
Vermont State President Retired*

as follows: MA: Rep Neal, Rep McGovern, Rep Trajan, Rep Auchincloss, Rep Clark, Rep Presley and Rep Keating. For VT Rep Balint. These representatives need to be contacted either their Washington office or local office. Stress the importance of this bill and ask them to please take the time to look at the bill and sign on as a co-sponsor. We need to get this on to the floor calendar for a floor vote. Thanks for all the you can do.

Your Executive Boards will be converging on Washington March 18 - 21 and this will be a hot topic and issue to discuss with each of our representatives. For further information, reach out to your Legislative Chairperson.

Again, please reach out to your EB or email me and I will see what I can do. Continue to stay safe, enjoy the rest of winter season and please make it a point to attend your State Conventions this year.

Norman Peters  
Vermont State President  
National Area 1 Representative

## Vermont UPMA Retired Minutes 9/18/2022

Norwich American Legion Hall, Norwich VT  
The meeting was called to order at 12:05 pm.

Present were President Norm Peters , Vice President Don Rayta, Secretary/Treasurer Sylvia Eugair, Members Linda Kirkpatrick, Demo Sofronas and new member Marcel Garneau. Also attending were Actives Chapter President Michele Lingley and Executive Vice President Doug Wellman, guests Georgia Sofronas, Theresa Rayta and Norman Jackson.

Sylvia read the minutes and gave the treasurers report. Linda made a motion to accept them after one correction to the minutes. Demo seconded and the motion carried. Sylvia also mentioned that she had not received our stipend from the active chapter or a receipt for a donation to the Ellie Smith Memorial Scholarship fund.

Don made a motion to suspend the meeting for lunch at 12:13. Sylvia gave a second and the motion passed.

Everyone enjoyed Ramuntos pizza, salad and assorted desserts paid for by the chapter.

The meeting reconvened at 12:52.

Norm gave a presidents report. As our Area 1 Representative he attended the Maine and New Hampshire Conventions. He said the Maine one in Skowhegan was well attended. He also attended the National Convention in St Louis. The 2023 National is in Denver Colorado August 26 – September 1. The 2024 will be in Orlando Florida.

Michele Lingley, the president of the active Vermont UPMA said a few words about their activities. She said she did not think the past state convention was very informative. She also thought that at National Convention the Postmaster General appeared to not know what goes on in the ranks and how Postmasters are treated. On a better note, all EAS employees will receive a 3% pay increase before the NPA raise. Michele also told us there is a new plan in the works to consolidate carriers in large facilities in large cities.

### Old Business Discussed

The Social Security Fairness Act H.R.82 has 298 co-sponsors. This would end the Windfall Elimination Provision and the Government Pension Offset. Hopefully they will get voted on. Please contact your congressman requesting their support of this legislation.

The Veterans Project at National Convention was a tremendous success. They collected diabetic socks.

The verification questionnaire that we have been receiving in the mail and in emails from Dan Heins is actually a pressure sales tactic to buy a book. Some members found they were very rude and insistent and finally hung up on them. Most Postmasters feel it is better not to do it.

### New Business

It was noted that the National Executive Board now starts terms on January 1.

The 2023 New Hampshire/Vermont Joint State Convention will be held at the Stoweflake Inn in Stowe Vermont on April 28,29,30.

A motion was made by Demo to adjourn. There was a second by Linda. The motion passed.

Meeting adjourned at 1:40 pm.

Respectfully Submitted  
Sylvia Eugair  
Secretary  
Vermont Chapter UPMA Retired

## 2023 Retiree Officers

### President

Norman Peters  
702 W Broadway St.  
Lenoir City, TN 37771  
(802) 585-0429  
npetersretired@gmail.com

### Executive Vice-President

Sandra Curtis  
337 Ducharme Rd.  
Marshfield, VT 05658  
(802) 839-9230  
pmsc6300@aol.com

### Vice President

Don Rayta  
2193 VT Rte 109  
Waterville, VT 05492  
(802) 644-2776  
50dodge@pshift.com

### Secretary/Treasurer/Membership

Sylvia Eugair  
1 Charles St.  
Proctor, VT 05765  
(802) 459-3467 Home  
(802) 345-6512 Cell  
seugair@aol.com

## Retirees Application



### FORM 1187-R

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

Please complete and mail to:

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

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

Social Security Number

				-										
--	--	--	--	---	--	--	--	--	--	--	--	--	--	--

My Annuity Number is:

CSA

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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

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

### SECTION A – Authorization

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

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

Signature	Date:
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**Postmasters Retired monthly dues withholding is currently \$5.00.**

Revised 03-17

## Candidate for National Vice President Retired



KATHY FRAME  
RETIRED POSTMASTER NEFFS PA 18065  
ANNOUNCES HER CANDIDACY FOR UPMA  
NATIONAL VICE PRESIDENT RETIRED

I am announcing my intention to run for UPMA National Retiree Vice President. I have been an active member of the management organization since 1992.

The day I was promoted to Postmaster at Green Lane, Pennsylvania in 1992, I was approached by a neighboring Postmaster, Argie Frank, Postmaster in Walnutport, who came to congratulate me. She told me that I needed to join the management organization to help me be successful in my new role as Postmaster. I looked her straight in the eye and said, "OK!!! Sign me up."

I have been blessed since that day and have been surrounded by many valuable mentors and resources which has helped me reach my dreams and goals. I am thankful for that one visit which has been one of the main reasons I have stepped in a leadership role with the active and now the retiree organization. I would like to be that person who will help every one of our members succeed in all they do.

I believe that our members are our top priority and that we need the best leaders in the right places for our organization to grow and remain viable.

I have told many retirees that while we may be retired from the USPS, we will always be connected. We need to ensure that all legislation that effects our pay and benefits should always be monitored by a strong legislative presence. UPMA provides access to opportunities for communication that is shared with you through "The Gold," "In the Mailbox," the UPMA Leader, and all state publications. These resources will always keep you updated on any events, issues, or happenings within our entire country. I know that our expertise and experiences as retirees are vital to help our active members achieve success and get them to our happy place – Retirement!!! The best part about our organization is the forever friendships that we have made and will continue to make as retirees. I will offer you my commitment to make sure all our goals continue to be reached should you elect me as your UPMA National Vice-President Retired.

I have listed my positions in which I have served in both the active and retired organizations. They have allowed me the knowledge, experience, confidence, and certainly the passion to bring success to run for National Retired Vice President. I ask for your vote to elect me at our National convention in Denver this year as the next UPMA National Vice-President of the Postmaster Retired.

May God Bless All of You and God Bless America.

### Kathy Frame's Terms of Service

#### Pennsylvania State Active Positions

Active Member: 1992-2021

PA Convention Chair: 2009/2022/2023

PA District VP: 2008-2009

President PA: (2 Terms 6 years) 2009-2015

Executive VP PA: (2 Terms 6 years) 2015-2021

Chapter Member Chair: 2010-2011/2015-2021

#### National Positions

Active National Vice President: (2 Terms)  
2014-2017/2018-2021

Active National Membership Chair: 2018-2021

Active National Membership  
Representative East: 2021-Present

National Retiree Membership Chair:  
(2021-Present)

#### Postal Career

PTF Clerk: (1985-1989)

Canton Ohio and Allentown Pa

FT Finance Clerk: (1989-1992)

Lehigh Valley Pa

Postmaster Level 18: (1992-2021)

Pennsylvania

Retired: 2021

UPMA

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

- ◆ UPMA is the only management organization that can represent you at Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefit programs.
- ◆ 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.
- ◆ As a UPMA member you have access to the network of Adverse Action Member reps, should the need arise. As an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action you are eligible for the Legal Defense Plan.

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