

September 2021

# The Granite State Postal Leader

**NH United Postmasters and Managers of America**



We had a *wild* time at the Kalahari Resort in Sandusky Ohio. As you can see by these photos there was allot of wild animals running around and other fun things to do in Ohio.

The weather was fabulous and the people were great! The Convention itself was very well organized with lots of training and great speakers including the PMG and Deputy PMG. There was about 900 people attending the Convention about half active PM and Managers and have Retirees.

The Signature Credit Union was on site as usual as were many vendors who offer informational services for retirement. If you needed it you could find it at the Convention. National Conventions offer a unique opportunity to learn, grow and make new friends from around the country. Every new acquaintance and every new friend offers more knowledge and insight on how to maintain your sanity while navigating being a Postmaster or Manager. Having friends you can call when you need questions answered is one of the most valuable tool in a managers toolbox.



There is allot going on with our organization and it's best to keep well informed as to what is happening both in your neck of the woods and nationally. We have the Legislative Conference coming up, Our Fall Luncheon, the New England Council meeting and then plans for a fantastic NH/VT State Convention next year. I can tell you that we will have fun and still get the job done at every one of these events. UPMA is not an exclusive club, come join us and we will extend our full hospitality to you. This is the year to become involved as your executive board is sparing no expense to include the membership and help grow and educate our members.



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## President's Message

Liz Warner

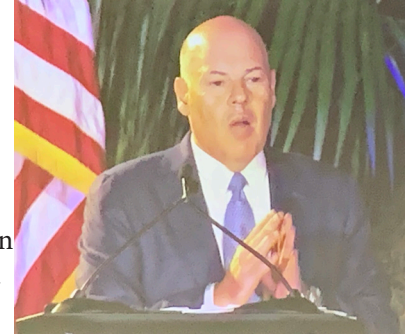


Hello!

Your Executive Board has just returned from the National Convention in Sandusky Ohio. The Convention was one of the best I have been to with regards to the level of training and the speakers that attended. If you were looking for quality in person training you didn't need to look any further.

The PMG, Louis DeJoy, spoke about his 10 year plan for the USPS. He is looking to ensure we have a successful peak season and to that end, there will be more parcel processing machines in many more locations. He is also really pushing the hiring of new employees and continually spoke about it.

The members expressed their dissatisfaction about the difficulty in hiring, especially in the more rural areas. While he agreed there were problems that needed fixing, he said they are totally fixed on a successful peak season right now. Mr. DeJoy also discussed the new vehicles the post office is looking to add to the fleet. He took questions for the



better part of an hour and reiterated that he had to start addressing our problems with the reorganization and that first project is still in the works but its getting done and the streamlining will be complete soon.



The Deputy PMG, Doug Tulino, also addressed the assembly. He spoke only briefly and spent the rest of the time taking questions. As you might guess, he was hammered with questions regarding the hiring and retaining of employees. Some questions were brought up regarding the difficulty in hiring/retaining RCAs specifically. While he could not reveal any information, he did say that the topic is included in the current contract

talks with the NRLCA. He too continually went back to addressing and having a successful peak this year.

We had several persons from HQ that facilitated training on Rural Delivery, Hiring Process. Also the new pilot program USPS Local Connect which is being tested in Texas and is part of the 10 year plan, Delivering for America. There was also training for our own Health and well being such as- how to detox from sugar, Alzheimer's information, retirement information, and more.



All in all, a very well executed convention! Next year will be held in St. Louis – and then Denver Colorado. So come on and plan on being there in St. Louis to get your feet wet and then you'll be a pro in Denver !!!

There are several events coming up in the fall. Legislative leadership conference in Washington D.C. at the end of September and our *annual fall meeting in October*, and a regional NE training weekend sponsored by the Massachusetts Chapter. This event will have four of the National Executive Board Vice Presidents and our incoming National President Edmund Carley. The NH fall meeting will be a luncheon on October 15, followed by a cruise on Lake Wini with appetizers and a cash bar. Our guest speakers will be Senior POOM David LeBlanc and our UPMA incoming National President Edmund Carley and more surprises. This is a great opportunity to meet your national leadership! There is more detailed information in this newsletter so be sure to read cover to cover! As Uncle Sam used to say; We Want YOU!

I hope to see many of you at all, of these events! These are great opportunities to network, meet up with old friends, make some new friends, get involved and have some fun!

See you soon! Liz



## Registration Form

# UPMA 2021 Legislative Summit

Sept. 26-29

Hyatt Regency Crystal City, Arlington VA

You also may register online at [www.unitedpma.org](http://www.unitedpma.org)



**Please note: one attendee per registration form.**

Name (as it should appear on your badge): \_\_\_\_\_

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Title (please check one that applies):  Postmaster  UPMA Retired  Associate Member  Guest  
 Supervisor  Manager  EAS Professional  PMR

Post Office You Represent: City \_\_\_\_\_ State \_\_\_\_\_

Name of your U.S. representative (not senator): \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Daytime phone: \_\_\_\_\_

Email: \_\_\_\_\_

**Registration Fee:** (please circle fee that applies)

On or before Sept. 1, 2021

After Sept. 1, 2021

Registration

\$40

\$60

### Hotel Information

Reserve rooms at the Hyatt Regency Crystal City, 2799 Richmond Highway, Arlington, VA 22202; 1-800-233-1234. Use group code PST1 when making your reservation. The room rate of \$179 will be honored until Aug. 15, 2021, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After Aug. 15, all first-night room deposits will be non-refundable.

**Payment** (Payment in full, using one of the following payment options, must accompany this form; payment is non-refundable):

Check payable to UPMA

Visa/MasterCard *only*

Card Number \_\_\_\_\_

Expiration Date \_\_\_\_/\_\_\_\_ Card Security Code \_\_\_\_\_

Signature \_\_\_\_\_

Please call an E-Board Member if you want to attend!

Please mail completed forms, with payment in full, to:

UPMA Legislative Summit Registration  
8 Herbert St.  
Alexandria, VA 22305-2600

# Fall Dinner and Cruise

## REGISTER NOW



The Winnepesaukee Flagship Corporation is pleased to announce the launch of its newest vessel, the Winnepesaukee Spirit. The launch of the new vessel marks the first expansion of the company fleet since 1962.

This years **FALL Dinner will be held at “Ellacoya Barn and Grill”** in Gilford NH.  
**Your dinner price of \$25.00 will include a FREE CRUISE with hors d’oeuvres and cash bar on Lake Winnepesaukee @ 5:00 PM (The boat landing is @ 211 Lakeside Ave Weirs Beach)**  
Your chapter as secured a private charter for our Invited Guests on the Winni Spirit!  
*Cruise only option is \$25 but why not have a Lunch AND a Cruise for the same price?*  
**Lunch will be FRIDAY 10-15-21 @1:30 PM** ( It’s PP week 1 of you’re wondering)  
Dinner Guest Speakers include: President Liz Warner, Dave Leblanc POOM, Edmund Carley President Elect UPMA, Andrew Sinclair from Federal BCBS & Ken Vengren - Unconventional Comedy

NAME:

RETIRED? \_\_\_\_\_

ADDRESS:

ALLERGIES? \_\_\_\_\_

E-MAIL ADDRESS:

Select 1 of the following:

- Steak tips - grilled
- Haddock - fried or broiled with white wine, lemon & butter
- Gorgonzola Chicken - pan seared
- Tuscan Vegetable Ravioli

Register here or online @ [WWW.NHUPMA.com](http://WWW.NHUPMA.com)

If available - PAY WITH PAY PAL “you can download the App. and pay on line”

REGISTER NOW\*\* LIMITED SEATING Need digital help? Call an E-board member!

OR Make Check Payable to NH UPMA

MAIL NO LATER THAN SEPTEMBER 25, 2021 TO

NH UPMA C/O Jeana Woodbury @ POB 1 Hinsdale NH 03451





## FALL DINNER FALL LUNCHEON

This years fall dinner will not be a dinner at all! What could be better than a dinner? How about a delicious luncheon with valued information, entertainment and then a chartered sunset cruise on Lake Winnepesaukee with cash bar and hors d'oeuvres! All for less than the cost of a lunch! Your executive board has been working hard to find the best venues, the best informational sharing tools and the best participants to make this event one you will never forget.

If you have never feasted at Ellacoya Barn and Grill you have been missing out. Copy and past and take a look! <https://www.barnandgrille.com>

This place offers a unique dining atmosphere and experience that is rich with both history and tradition. Its converted barn with comfortable tables and sofas will be the highlight of our luncheon experience offering 3 different luncheon choices for you. They have an extensive wine list and host many local beers from breweries in the lakes region. If cocktails are not your beverage of choice your lunch will come with choice of soft drinks and lemon

infused water or finely brewed coffee. We will have several speakers at the luncheon including Andrew Sinclair of Blue Cross and Blue Shield, Edmond Carley(President UPMA), David Leblanc(POOM), Liz Warner(President NH UPMA) and Unconventional Comedy by Ken Vengren. Other POOMS will be in attendance including Bill Monagle and Patty Souveloupoulas.

If you are interested in learning what you REALLY need to know going forward in 2021-2022 you should clear your calendar and come have some fun at the same time. If you are exempt you can work 4 hours and then come to the meeting at no loss time. If you are not and you cannot change your schedule to attend please talk to your POOM and/or take 1 day of leave and come and see what you have been missing. Besides, you deserve a break before you get into another.....yeah another peak season and fun and excitement at the USPS. Look, we planned this event on week one of the pay period to make it a little bit easier for you to get out of the office. So how about it?

We know it's not easy! But Come and have some fun I know you will not regret it. You will get a lot of good information and have some laughs and relax on a sunset cruise with some snacks, refreshments and friends. I dont know about you but I cant think of anything better than THAT before PEAK! Space is limited so act now and reserve your spot. Ken V.

## *When Disaster Strikes*

### The Postal Employees' Relief Fund (PERF)

PERF exists to help active and retired postal employees, both management and craft, whose home, as a result of a major natural disaster was completely destroyed or left uninhabitable--displacing the postal employee and their family for an extended period of time. The Fund provides small relief grants to assist qualifying victims of such circumstances re-establish residence and to help replenish basic necessities in the aftermath of a devastating loss. If you have been a victim of a major disaster such as a hurricane, tornado, flood, wildfire, or earthquake, and meet the criteria described above, we urge you to print and complete the APPLICATION FORM on this website and mail it, along with required documentation, to PERF.

The Grantors of the Fund are the Postmaster General and the Presidents of the National Association of Letter Carriers, American Postal Workers Union, National Postal Mail Handlers Union, National Rural Letter Carriers Association, National Association of Postal Supervisors, and the President of the United Postmasters and Managers of America.

Each of the Grantors selects an individual to represent their organization on the Fund's Executive Committee, which handles the day-to-day operations of the Fund. PERF is a 501(c)(3) charitable organization operated by the various management and union organizations of the U.S. Postal Service to benefit postal employees. The Fund was created in 1990 to assist postal employees affected by Hurricane Hugo and the California earthquake, and to provide a permanent process to assist postal employees who become victims of a major natural disaster. The Fund has provided thousands of grants totaling millions of dollars to active and retired postal employees impacted by hurricanes, typhoons, earthquakes, floods, tornadoes, wildfires and isolated house fires.

The Fund is here to assist our postal families in their time of need. If you have any questions, call 202-408-1869

# NH CHAPTER UPMA SCHOLARSHIP APPLICATION

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

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

## Application information

NAME: \_\_\_\_\_ BIRTH DATE: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

HIGH SCHOOL: \_\_\_\_\_ GRADUATION DATE: \_\_\_\_\_

CITY \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

COLLEGE OR VOCATIONAL SCHOOL (Attending Accepted) \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

MAJOR FIELD OF STUDY: \_\_\_\_\_

## Application Requirements:

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

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

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

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

Applications MUST be postmarked by April 10th, 2022 and sent to

NH UPMA Scholarship Committee  
C/O Deborah Brosnihan  
256 Long Hill Rd  
Dover, NH 03820



## Postmaster/Manager Rep.



Don Snow

Happy Fall to all

Please make every effort to join us for our fall meeting and sunset foliage cruise on Lake Winnepesaukee. The executive board decided to make a change and it looks like a fun and informative event is in store.

Most every Postmaster and Supervisor/Manager knows the backbone and most important component to a successful delivery unit is trained subs, RCA, CCA and to a lesser degree PSE. As we all also know the hiring/training/retaining of new employees is the most difficult part of our jobs. As the hiring and on boarding process has evolved over the years most of the “heavy lifting” is done by us. Local Services are there to support us, not do all the work. Kathleen Walker is rolling out Zoom sessions to review the process and I encourage everyone, no matter how good you are at the process or how challenged you are, to attend and ask questions. Don't let the process defeat you! We can and are bringing people on and getting them through the academies. Granted it's not perfect but it's all we have so we must stay diligent and stay on top of every step and timeline.

Never let your frustration with the process push you to getting angry or disrespectful to those there to help administrate the program. It's not their process, it was disseminated down from Headquarters and there is no going back. A former NAPUS national officer and high-ranking HQ employee once told me “If making bad decisions was a crime, there would be bars on the windows at L'Enfant Plaza”. Don't blame the messenger, instead try to develop a working relationship with Local Services so we can make the best of a bad situation. All that said, the hiring “buck” stops with us.

Since leaving Hudson several years ago I have not had the pleasure of needing to fill a future career position, so I personally won't be much help. If your encountering hurdles with the on boarding process call a neighboring Postmaster, maybe in a larger office that deals with this on a weekly basis, I'm sure they can provide guidance. Don't ever let it get you to the point that you have to explain to your manager why you went off on an HR person. Dignity and respect must always be the most important part of our exchanges with co-workers, no matter who they are or where they work.

Always remember there is no right way to do the wrong thing. See you soon! Don



## Signature Credit Union

Do you have the UPMA Visa® credit card in your wallet?

Apply for the UPMA Visa Platinum card today and receive a \$25 statement credit<sup>1</sup> towards your next purchase.

- Low rate starting at 8.90% APR<sup>2</sup>
- Earn one (1) point per \$1.00 spent on qualified purchases
- No annual fee, no balance transfer fees, no cash advance fees, and no foreign transaction fees
- Credit limits up to \$25,000
- Protect your card with MyCardRules, Visa Secure, and Visa Secure Remote Commerce (SRC)

Visit [www.SignatureFCU.org/UPMA](http://www.SignatureFCU.org/UPMA) to apply today.

<sup>1</sup> \$25 Visa statement credit applies to new applicants only. The credit expires after six months after card activation. All loans are subject to credit approval.

<sup>2</sup> APR = Annual Percentage Rate. Your actual APR will be determined at the time of application and will be based on your application and credit information. Not all applicants will qualify for the lowest rate. Rate quoted assumes excellent borrower credit history. Rates are set by the Board of Directors and may change without notice.

Vehicle loans for \$0 down and up to 96 months financing\*.

At Signature FCU, we offer new and used car loans at the same great rate.

Don't forget to apply for a pre-approval before you head to the dealership, so you know exactly how much you can afford.

Get started today by visiting [www.SignatureFCU.org/Vehicle](http://www.SignatureFCU.org/Vehicle) or call (800) 336.0284 ext. 684 for more information.

\*Your actual Annual Percentage Rate (APR) will be determined at the time of application and will be based on your application and credit information. Not all applicants qualify for the lowest rate. Estimated payment is \$12.31 per \$1,000

## Legislative Report



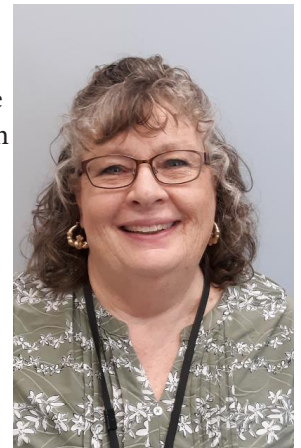
In my last article I questioned whether this would be the year meaningful Postal Reform makes it to a vote in the Senate and House of Representatives. Now that the summer is over it will be interesting to see where Congress places their efforts. The bill that has the most support is the Postal Service Reform Act of 2021 (HR 3076). The legislation will include elimination of the current pre-funding mandate of USPS healthcare cost, requires new postal retirees to enroll in Medicare (but optional for current retirees), requires preservation of six-day delivery, provides flexibility to the PMG to utilize ground transportation for cost efficiency and flexibility, and requires key progress reports to Congress on the PMG's implementation of his reform plan. The latter point, requiring reports to Congress is a UPMA priority and one that we were successful in getting included in the Collins (R-ME)/Feinstein (D-CA) because it is important to a number of members of Congress to support this legislation. Most of the stakeholders are in support of this legislation and there is broad bipartisan support from both sides of the aisle. This is a key point as in these contentious political times, to have bipartisan support for any bill, never mind a Postal reform bill is more than unusual, it is almost unheard of. This fact alone is what is driving the optimism for this bill coming to a vote. Of course, Congress is easily distracted on other matters, but the optimism remains. Several members of NH UPMA will be attending the Legislative Conference at the end of this month. We hope to be able to meet some or all of our four NH legislators off site from their offices as Federal buildings are closed to the public. Barring those type of meetings, we do have plans to ZOOM with either them or their aides. Hopefully our efforts, along with all the other UPMA members in other states meeting with their representatives will provide the momentum we need to get this important legislation passed.

Keep your fingers crossed and contact your local representative and let them know we need their support on this bill!

## PAC

Deb Brosnihan Staples

Well here we are again...Still! Covid continues to challenge how we do things in our everyday lives. Our local convention had to be less than traditional as has the way we will still need to raise funds for PAC. We here in NH will be having 2 seats up for election in the coming months, one in the Senate and a congressional seat as well. At this time we have both seats that are strong supporters for the Postal Service and the reform needed to keep us a viable organization. Donating to PAC is the best way to influence our legislators. The monies raised are used to attend functions and support candidates who are supportive to our legislation. Please stay informed and continue to support UPMA PAC so that we may stand behind our Postal champions at election time. You can send money directly to me via check or you can sign up for auto payment on the United PMA website. [WWW.UnitedPMA.org](http://WWW.UnitedPMA.org). If you haven't made a donation there is no time like the present. Thank you all for what you do every day! Deb Brosnihan-Staples



## Scholarship



Since we haven't been able to actually get together for sometime now...Thank you Covid.... We have the Fall luncheon on the horizon with the Cruise to follow later in the day. Another great event is planned and tons of fun to end the day. There is nothing like a sunset on the lake! Be sure to bring your wallets for a chance to help support our scholarship fund and maybe even take a little cash home with you at the end of the day! We will be doing a 50/50 raffle so the excitement never ends, especially if you're a winner! The Scholarship application is in this issue, so save it somewhere safe so you can submit it once your applicants are ready. Hopefully it will be posted on our State UPMA website soon too. Stay tuned for more information to be coming in the near future, save all the dates and come get involved. I have no regrets as we really do have a lot of fun while getting the work done. We all look forward to actually seeing our fellow Postmasters, Supervisors, and Retirees of UPMA in person finally. Continue to stay safe! Deb



## Editors Take



Ken Vengren  
Editor/Convention Chair

Another National Convention has come and gone and we are moving ahead into an unknown future of the USPS. We heard from our Postmaster General Louis Dejoy who has a vision of a successful future of the Postal Service. He repeatedly said that our changes are not

without growing pains and will take some time to transform our business model into a successful one. Mr. Dejoy took many questions from the Chapter members who asked many times about moving forward with staffing, vehicles and infrastructure. Mr. Dejoy says that he has started the restructuring and while this is still going on it will streamline our reporting structure and decrease redundancies in the system.

He also said that he is appreciative of the dedication of the EAS employees and the great job they have done over the past 18 months of Covid 19. He says he understands the problems with the current PFP program and it needs to be fixed. He reiterated several times that his current focus is peak and settling the dust of the restructuring. He said we need to rebuild our confidence with our customers during peak this year moving forward. He was asked about Post Plan 2 which rumors have been around about level 18's. While he stated this is not his current focus he did not dispel the rumors that it is in the works. This leads me to believe if you are in a level 18 with no delivery there is a good possibility that your office may be included in a second round of Post Plan initiatives.

My advice to you is start looking for a new landing spot. Most likely they will follow similar guidelines for placements but as you already know the process moves quickly and with the latest restructuring open positions may not be as readily available as they are currently.

We also heard from Deputy Postmaster General / Chief Human Resources Officer Doug Tulino. He also took many questions from the members. Most of the questions were in regards to staffing and PFP. Mr. Tulino said many times he agrees that the pay for performance system needs to be looked at. It is definitely not a perfect system. As far as staffing goes, he listened to at least a dozen Postmasters complain about the "Fast Track" hiring system that is also broken.

Some Postmasters has complained it has taken nearly a year to onboard new employes and others complained that it is not doing a good job of lining up qualified candidates resulting in retention issues and then the process starts

He also said that right now his focus is getting people on for PEAK.

As with all Conventions we had time to have some fun and also learn from each other.

We took a dinner cruise on Lake Erie and watched a beautiful sunset. We also spent a day in Put-in-Bay island which was a terrific place to relax, shop and enjoy a pint or two with great sunshine and music and talk about best



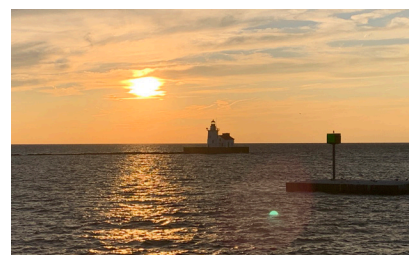
practices at work and in life. While I have to say the Kalahari was not the best venue. I don't think anyone was really intersted in a "water park" and the programs and the hotel schedules felt a bit disjointed, the Convention itself was well managed and had allot to offer both seasoned and new Postmasters and Managers in attendance. The training was some of the best I have seen, with some headquarters staffing on site leading some of the trainings. There were also a large group of vendors who specialize in Postal Retirement. Ready and waiting to assist anyone who may be approaching retirement days.

No matter who you are, you need knowledge and you need relaxation. Both of which could be found by participating in your UPMA national organization convention. We are heading to DC in September to hopefully get something done to help the USPS become more viable and take some pressures off Postmasters and Managers due to constant budget cuts. If your intersted in coming please contact one of your E-board members to assist.

We have also scheduled a Fall meeting that includes a scenic cruise on Lake Winnepesaukee to those who pay and attend the luncheon. Scenic cruise tickets alone will be available for purchase but why buy a ticket when you can have lunch too! The date and location is included in the issue of the NH Postal leader and signing up is even easier now on our website with pay pal.

It's no secret, by now you have all heard the results of your new pay package and I currently cannot think of a better reason to get active in your UPMA Chapter. (Other than hanging out with me). We need new people with big ideas and hard skills to excel to the top of our organization and create winning change for Postmasters and Managers. We need people who want to live big and make a difference and are willing to make a commitment to help improve your chapter and make progress into the future. I know there are

### Sunset on Lake Erie!





I hope you all have had a safe and enjoyable summer as the threat of Covid continues to loom over our Country. Though currently my hope is life regains even more normalcy as time goes on! We opted to forgo a Retiree Fall Luncheon because the Chapter is having a luncheon/cruise in October. And this sounds really fun! On October 15th the NH Chapter is hosting a luncheon (1:00 PM) at the Ellacoya Bar & Grill, 2667 Lakeshore Rd., Gilford, NH followed by a sunset cruise on Lake Winnepesaukee. Lunch will cost approximately \$25 and the lunch taxes, tips and Cruise is paid for by the Chapter. Besides your Retiree Chapter will cover the cost of the luncheon if you are planning to attend. Please fill out the registration information found elsewhere in this paper "note Retiree" and Paul Lafleur will write a check to the Chapter to cover the cost for you! Send no money unless you are paying for a guest. A representative of Blue Cross/Blue Shield will also be in attendance to answer your questions.

I did not attend the National Convention this year but as in years past, Retirees outnumbered active members in attendance. Retiree's rule! It is my opinion that recent changes to the by-laws may not improve things within the organization, but it does create an opportunity and driver for others to become more active and involved to change the organization into a better one in the future. If you want to see changes, you gotta get involved and make it happen. That being said, I want to see as many of you as possible in October.

Be well and be safe until our paths once again cross. Steve

Henry Ford: "Anyone who stops learning is old, whether at twenty or eighty.  
Anyone who keeps learning stays young.  
The greatest thing in life is to keep your mind young."

**COVID 19 WORD SCRAMBLE**

**United States**

All the words listed are hidden vertically, horizontally or diagonally—in both directions. The letters that remain unused form a sentence from left to right.

O K L A H O M A M O N T A N A  
 T H E N L A W I S C O N S I N  
 V A M E A A M E C R G O A I C  
 I A L K D I B O S G E M R P N  
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- ARIZONA
- ARKANSAS
- COLORADO
- DELAWARE
- FLORIDA
- GEORGIA
- HAWAII
- ILLINOIS
- INDIANA
- KANSAS
- LOUISIANA
- MAINE
- MARYLAND
- MICHIGAN
- MONTANA
- NEVADA
- NEW JERSEY
- NEW MEXICO
- NEW YORK
- OKLAHOMA
- OREGON
- RHODE ISLAND
- VERMONT
- VIRGINIA
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- LEAACHETRH \_\_\_\_\_
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- EUSPACTINRO \_\_\_\_\_
- OSOFHHEASSRTTRENB \_\_\_\_\_





# New EAS Members Get **One Year of Membership Free!**

UPMA is offering a membership incentive of free membership for one year to non-member Postmasters, Managers, Supervisors and EAS professionals who join through March 31, 2022.

This is an excellent opportunity for new EAS members to gain an understanding of the membership benefits of UPMA. As an additional bonus, new EAS members who join during this special offer will be eligible\* for the Adverse Action Legal Defense Plan when their dues withholding starts after they have been a member for a full year.

Major additional membership benefits include, but are not limited, to:

- **Access to the national website**—[unitedpma.org](http://unitedpma.org)—that offers the latest information regarding the organization, legislative issues, online training videos and Postal Service information that affects your career.
- **The national magazine**—*UPMA Leader*—including online access to historical issues and chapter publications, all containing information important to you in your current position and that will help you in your future endeavors.
- **Annual national and chapter conventions** that provide informative speakers and training to help you be successful in your USPS career.
- **Access to our network of Chapter Member Representatives.** After you have been a member for one year, as an EAS employee, you have the benefit of our Adverse Action Legal Defense Plan, if the need arises.
- **A network of Postmasters, Managers, Supervisors and other EAS professionals** who can help you in your day-to-day duties and future career opportunities.

\*To be eligible for AALDP benefits, you must be an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action. Membership effective date is determined by the date your Form 1187 is processed at the UPMA National Office.

Join today and start your EAS membership with the first year free by visiting our website [www.unitedpma.org](http://www.unitedpma.org) under "Membership," then select "Join."

**Our Mission:**

United Postmasters and Managers of America exists to support our membership through communications, education and representation.



Jeana Woodbury

## Secretary Treasurer Viewpoint



I was fortunate enough to be able to attend the 5th Annual UPMA National Convention in Sandusky, Ohio. Total attendance was just over 900 people. During the four-day event, there was a great deal of training, and many guest speakers. We heard from Postmaster General, the Deputy Postmaster General, the Labor Relations Manager from the Central Area, the Vice President of Retail and Post Office Operations and the Chief Postal Inspector. The Postmaster General spoke to us about the 10-year plan and I believe we gained a better understanding of where we are at with the restructuring and where we are headed. He then took questions from the floor.

We also had several individuals from the Headquarters level, including the Chief Commerce and Business Solutions Officer, Jakki Drage Strako, who conducted a workshop on the new USPS Connect Local Program which is currently being piloted in Texas. This program will allow small business to mail their products at a discounted rate within their local zip code. This program is part of the Delivering for America 10-year Plan. Some of the other training offered included Understanding Your Federal Benefits, USPS Business Development, Pay-For-Performance (PFP) and the National

Performance Assessment (NPA), Rural Route Management, Nutrition 101 and Sugar Detox, Preparing for Retirement and Thrift Savings Plan, and Labor Relations Management. As you can see, there is something for everyone. If you haven't been to a National Convention, please consider attending next year which will be held in St. Louis, MO.

We are currently gearing up for our Legislative Summit, which was postponed in February. The NH Chapter is offering a reimbursement incentive of \$500.00 for anyone who would like to attend and actively participate in this year's summit. Please contact any of the Chapter Officers if you are interested or would like more information. On the heels of the Legislative Summit is our Annual Fall Business Meeting. You will find more information about this event in this edition of the newsletter.

I would also like to talk about membership for a moment. I know it's been a tough couple of years and we haven't been able to meet in person, but one of your benefits as a member of the NH UPMA is a network of Postmasters that are here to help you with your day-to-day challenges. UPMA is here to mentor and train Postmasters. You also have access to the National website which has a resource page with training videos and there are ZOOM trainings offered periodically.

In the upcoming months, I will be updating our NH UPMA website. I would welcome suggestions of what you would like to see on our website. Please e-mail any ideas to [pmjeana13@gmail.com](mailto:pmjeana13@gmail.com).

See you soon!

Jeana Woodbury



\*An Audit for current FY21 was done on the Finances for NH UPMA by Ken Vengren and our New Sec. Treasurer Jeana Woodbury on August 6, 2021. All accounts expenses and revenues were found to be in order and properly recorded and documented.

NH Chapter UPMA Account Balances as of August 1, 2021:

Checking acct: \$33,358.92

Scholarship Savings acct: \$2314.84

Fitzgerald Savings acct: \$4040.17

CD's totaling \$20,617.61

Total Assets: \$60,331.54



I am asking for your vote for Area Vice President of the East.

My wife, Andrea, and I live in Delaware and have three 'young adults'. I have held a variety of Postal positions, likely one with similar issues as your present assignment.

- Level 15 and 17 supervisor for City, Rural, Distribution and Retail
- Postmaster in a level 16, level 18 with delivery, and level 18 without delivery
- For the past 10 years a level 21 with thirty-eight routes.

I have a long, successful history volunteering, and I very much enjoy helping others.

As for my experience with UPMA, I have served as the UPMA State President in Delaware for eight years, ending November 2021. During this time I have:

- Represented individual members for letters of warning, suspension etc.
- Attended all national conventions, legislative conferences, and chapter member representative training
- Maintained top 10 membership percentages in the country all eight years.

I understand where you are in your career and I understand the struggles we all face, both individually and as a state. I love helping others and I have a strong history as a UPMA leader. I am ready to put my knowledge and experience to work for your state's membership.

Thank you so much for your consideration.

Yours in service, John Douds





You can make up alot of things but you can't make up FUN!



**NORTHEAST COUNCIL FALL CONFERENCE  
OCTOBER 16 - 17, 2021  
STURBRIDGE HOST HOTEL & CONFERENCE CENTER  
STURBRIDGE MA**

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CELL PHONE \_\_\_\_\_ HOME EMAIL \_\_\_\_\_

OFFICE \_\_\_\_\_

NAME OF GUEST \_\_\_\_\_

POSTMASTER\_\_\_ SUPV/MANAGER\_\_\_ ASSOCIATE\_\_\_ RETIREE\_\_\_ GUEST\_\_\_

SATURDAY (INCLUDES LUNCH)                   \$25.00       #\_\_\_       \$\_\_\_\_\_

SUNDAY (INCLUDES BREAKFAST)               \$25.00       #\_\_\_       \$\_\_\_\_\_

TOTAL ENCLOSED   \$\_\_\_\_\_

**Registration must be received by October 1, 2021**

***Make checks payable to MA Chapter UPMA***

**Mail to: Joshua Richard  
MA UPMA Sec/Treasurer  
74 Mason Rd  
Brookline NH 03033**



**HOTEL INFORMATION:** Sturbridge Host Hotel, 386 Main St. Sturbridge MA, 1-508-347-7393

- **Reservation cut-off is October 1, 2021. Group: UPMA Fall Conference**
- Rooms \$119.00 per room/per night, plus taxes for single and double occupancy. Triple is \$129 and Quad is \$139.
- Standard accommodations to feature two queen beds.
- All reservations must be guaranteed with a first night's deposit.

**What is an Employee Assistance Program (EAP)?**  
An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations. To find your agency's EAP administrator, use the work/life contact tool is available at: <http://apps.opm.gov/CCLContact/index.aspx>.

**AGENDA**

**2021 NORTHEAST COUNCIL FALL CONFERENCE STURBRIDGE HOST HOTEL , Sturbridge MA**

SATURDAY, OCTOBER 16

10:00 Registration

11:00 Opening/Welcome Remarks – Rich Hui, MA PM Retired Pledge of Allegiance

11:15 Keynote Speaker – Salvatore Vacca, VP Atlantic Area, Retail & Delivery Operations

12:00 Lunch and networking – Hotel Atrium

1:00 Training: Legislative/PAC duties & Legislative updates Ed Carley, UPMA Nat'l President incoming

1:30 Training: State Chapter President & Vice President Mike Quinn, National VP East UPMA

2:15 Training: State Membership & Editor Tammy Powell, National VP East UPMA

3:00 Break

3:15 Training: State Member Rep/Adverse Action Rich Hui, Nat'l Adverse Action Councilor UPMA

4:00 Training: State Secretary/Treasurer Peter Urbani, National VP East UPMA

4:45 Meeting adjourn. Free night.

SUNDAY, OCTOBER 17

8:00 Breakfast

9:00 Attendance Credentials & VP East Candidate Announcement Josh Richard, MA UPMA Sec/Treasurer & PM Carlisle MA

9:15 USPS Training: Form 150

Dan Leonard, UPMA National VP East UPMA

10:00 Break

10:15 USPS Training: Publication 552

Rich Hui, Nat'l Adverse Action Councilor UPMA

11:00 "Looking Ahead"

Ed Carley, incoming UPMA Nat'l President

11:30 NE Council unfinished business: Discussion of membership, future conferences, annual dues, Secretary/Treasurer position & bylaws

12:00 Meeting adjourn.



**STURBRIDGE HOST**  
*on cedar lake*

HOTEL & CONFERENCE CENTER

366 MAIN STREET  
STURBRIDGE, MA 01566  
TEL: 508-347-7393 • FAX: 508-347-3824  
**800-582-3232**



**LOCATION**  
The Sturbridge Host Hotel is centrally located one hour from Boston, MA, 40 minutes from Springfield, MA and only 45 minutes from both Hartford, CT and Providence, RI. We are only three hours from New York City and three minutes off the MA Turnpike (I-90), at Exit 9 and I-84, exit 3B.

**MEETING ACCOMMODATIONS**

- Over 35,000 square feet of flexible meeting space
- 12,000 square foot Exhibition Hall
- 6,000 square foot Grand Ballroom
- 1,920 square foot Junior Ballroom
- Total of 22 meeting rooms
- Wireless Internet access available in all conference facilities
- Audiovisual equipment available
- Outdoor Function Tent available seasonally
- Lakeside Banquet dining options

**AREA ATTRACTIONS**

- Old Sturbridge Village directly across the street from the hotel
- Six Flags New England just a short ride
- DCU Center, Mass Mutual Center and Hartford Convention Center, all less than one hour away

**FACILITIES & SERVICES**

- 232 guest rooms many with a lakeside view
- 24 mini suites
- 5 suites
- Non smoking & accessible rooms available
- Laundry/Valet Service
- Complimentary Parking
- Complimentary Guest Wifi in all guest rooms
- Safe deposit boxes

**DINING & ENTERTAINMENT**

- The Greenhouse Restaurant serves breakfast and weekend country breakfast buffet
- The Oxhead Tavern offers rustic lakeside dining for lunch and dinner. Outdoor dining in summer, Fireside dining in winter, all overlooking Cedar Lake
- VIP Lounge offers lighter fare, big screen TV's and weekend entertainment



**RECREATION**

- Fitness Room
- Outdoor Recreational activities: Paddleboats, Beach Volleyball, Lake Swimming, and Horseshoes
- Indoor Heated Pool & Jacuzzi
- Game Room
- Boating & Golf nearby

**DRIVING DIRECTIONS**  
I-90 (MA Turnpike) to Exit 9  
Immediately after toll booth you are on I-84  
Follow I-84 briefly to Exit 3B  
Follow Rte 20 west for approx 1 mile  
Entrance to hotel is on the right



**www.SturbridgeHostHotel.com**



THE GRANITE STATE POSTMASTER  
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WWW.NHUPMA.ORG

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



Non Profit Org.  
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