


September 2022

The Granite State Postal Leader

NH United Postmasters and Managers of America

NH UPMA Members attended the 2022 United PMA National Convention



This year's UPMA National Convention was held 8/20- 8/26 in Saint Louis Missouri. The Convention itself was very good. We had plenty of good speakers including the Postmaster General Louis DeJoy. We also had a lot of good training and informative meetings over the course of the week and per usual, we were allotted some free time to spend with old and new friends and acquaintances. We were able to take a little bit of time for ourselves, have some fun and laughs and learn a lot from each other. Networking has always proven to be a valuable tool and cannot be compared with any training in the field. Make plans on attending next year when we go to Denver Colorado. The details of our St. Louis trip are inside this publication. There is also registrations for NE Conference and the Fall Luncheon. Please come to one or both of these events. They are being held for your benefit. If you need help getting time off to attend, contact one of your executive board members and we will see if we can work together to find a way for you to get the time you need.

< NH Executive Board members meet under the Famous Arch gateway to the west.

President's Message

Liz Warner



Hello once again! Your board has just returned from the UPMA National Convention in St. Louis Missouri. There were just under 900 people in attendance – you were not among us – and we missed you and what you could have contributed!

We had great speakers – the Mayor of St. Louis, the District Manger of St. Louis, the Governor of Missouri, our own PMG, Louis Dejoy, DPMG Doug Toulino, and Dr. Joshua Colin, VP of Retail and Delivery. We were very graciously welcomed by the folks of Missouri. St. Louis is a beautiful city with much to do and a lot of it free!! I would encourage you to visit if you get the opportunity!

Our postal speakers gave presentations on the 10 year plan, the sorting and delivery centers, and the hiring situation. After the presentations, there was time for Q&A. The Postmasters and managers in attendance gave a strong voice to the concerns of the field, in particular, EAS carrying mail on a regular basis, no compensation, and the frustration in our inability to hire. Mr. Dejoy, Mr. Toulino, and Dr. Colin each chose to tell us all to be patient, things are going to change, and hiring is not bad all over – just in “pockets”. The assembly most emphatically let them know it is, in fact, a national issue and not limited to certain areas or pockets. There was a lot of back and forth – some a bit heated – but I believe we got our concerns heard. What happens going forward will be being watched by all sides. This is the reason that UPMA

exists – to speak for our members – to get the dignity and respect we deserve. These exact words were what we have stated we expect. We are expected to treat our craft employees with dignity and respect – why would we expect any less for ourselves? For these very situations, you need to become involved with your UPMA chapter! Many voices carry much weight – if you continue to be solely a bystander and armchair quarterback – you become part of the problem. It takes us all working together for us to succeed. When good men do nothing! Nothing gets done. STOP DOING NOTHING!!!!

The camaraderie experienced at these conventions is invigorating! We draw strength from each other and share the wins and losses. We work hard and play hard. Everyone has their challenges – we share and find new ideas from each other. Training is offered in many areas – and not all postal. Some is health related, retirement seminars, etc. Your executive board has voted to financially assist any member that is interested in getting involved and to get to these conventions. Again, there is training to be had, and there is always a network to tap. When we offer money you should take it! Coming up in September is the Atlantic conference in Concord NH and also the Fall meeting! The fall meeting will be a luncheon in Gilford NH. More information in this newsletter. It would be great to be able to show the other states in the Atlantic conference that we have Postmasters and Managers that care about what's going on and want to be involved. These are both local events, and even if you need to show up late, please, please, show up! You will learn a lot, you will develop your network, YOU WILL NOT FEEL ALONE OUT THERE!!

Lastly, I saw the following on the internet and feel that it is most relevant to our positions. Read it and roll it around in your mind Are you being the best leader you can be? Are you encouraging and motivating your team, or are you grumbling, complaining, and becoming part of the problem? Think hard on this – what are your expectations of your employees? What are their expectations of you? I do hope to see you all very soon! Remember, we are all just a phone call away – reach out! Be strong – maintain your integrity and good name. Without these two things.....what do you have?

Respectfully, Liz Warner President NH UPMA



The NH Diamond Trio - Rocking the St Louis Convention!

17 THINGS YOU HAVE TO DO TO BE A GREAT LEADER

First get your glasses!

- You have to make the call you're afraid to make.
- You have to get up earlier than you want to.
- You have to give more than you get in return right away.
- You have to care more about others than they care about you.
- You have to feel unsure and insecure when playing it safe seems smarter.
- You have to lead when no one else is following you yet.
- You have to invest in yourself, even when no one else is.
- You have to grind out the details when it's easier to shrug them off.
- You have to deliver results when making excuses is an option.
- You have to search for your own explanations, even when you're told to accept the “facts”.
- You have to make mistakes and look like an idiot.
- You have to try and fail and try again.
- You have to run faster, even though you're out of breath.
- You have to be kind to people that have been cruel to you.
- You have to meet deadlines that are unreasonable and deliver results that are unparalleled.



Greetings Honorable Postmasters!

This edition of The Granite State Postmaster is filled with wonderful accounts of our recent National Convention in St. Louis, Missouri. So, rather than write about what has already happened, and what everyone else is writing about, I have decided to write about some upcoming events that you are not going to want to miss.

Let me begin with the Northeast Conference. This year the New Hampshire Chapter is hosting our annual Northeast Conference. The Conference will be held September 23 – 25th at the Courtyard Marriot Grappone Conference Center. By now you are wondering, what is the Northeast Conference, and why should I attend? This conference is like a mini-national convention. Postmasters from every state in the Atlantic Area will be in attendance, as well as speakers from Headquarters and the UPMA National office. Tony Impronto, Director of Post Office Operations, will be speaking and taking questions. This is a great opportunity to hear directly from Headquarters, and be able to ask questions in a more intimate setting. We will also hear our UPMA National President, Edmund Carley, speak about his vision for our organization. The tentative agenda and registration form are included in this publication. Please register online at nhupma.com using PayPal as soon as possible so we can estimate attendees for food etc. Lunch on Saturday and Breakfast Sunday are included in your registration fee. But you must act fast! The registration period will be closing very soon.

Shortly after the Northeast Conference, your NH Chapter will hold its Fall Meeting. On September 30th, we will have a Luncheon at the Ellacoya Bar and Grill in Gilford, NH. We will be honoring retirees so come out and have some fun with your fellow New Hampshire Postmasters! More information will be coming soon.

Respectfully submitted, Jeana Woodbury, Secretary/Treasurer NH Chapter UPMA

NH Chapter UPMA		INVESTMENTS	
Account Balances as of August 29, 2022		Year CD – Matures 1/29/24	\$ 6,905.98
		3 Year CD – Matures 3/22/23	\$ 5,583.65
		6 Month CD – Matures 2/11/23	\$ 8,343.51
LIQUID ASSETS		TOTAL ASSETS	
Checking Account	\$22,666.31	Liquid	\$28,101.36
Fitzgerald Savings Account	\$ 4,046.24	Investments	\$20,833.14
Scholarship Savings Account	\$ 1,387.95		-----
			\$48,934.50

2022 North East Conference - Tentative Agenda

Saturday September 24th

9:00 AM Pledge of Allegiance & Introductions

Mike Quinn, Host NE Conference

3:30 PM Training

Richard Hui, NE UPMA Member Representative

9:15 AM Guest Speaker

Tony Impronto, Director Post Office Operations

4:30 PM Adjourn

Dinner on your own in Downtown Concord

11:00 AM Guest Speaker

Edmund Carley, National President United PMA

Sunday September 25th

8:00 AM Breakfast

12:00PM Lunch

9:00AM NE Conference Business session

1:15 AM Guest Speaker

Katie Everston, UPMA Membership Chair

9:45 AM Parliamentarian

John Galera, UPMA Parliamentarian

2:30 PM Guest Speaker

John Galera, UPMA Parliamentarian

11:00 AM Adjourn

Registration Form
Northeast Conference
September 23-25/2022

Name: _____ Title: PM/Manager/Guest _____

Address: _____ Email: _____

Office: _____ Cell: _____

Registration Fee: \$75.00 includes Saturday Lunch and Sunday Breakfast

Register now

Easy: Pay Pal- Register online at NHUPMA.ORG

Or make check payable to NH UPMA- and mail to Jeana Woodbury NH UPMA
PO box 1 Hinsdale, NH 03451

Host Hotel
Courtyard by Marriott Grappone conference Center
70 Constitution Ave Concord NH

Hotel rates are 179.00 per night

Hotel rates are subject to applicable state and local taxes (currently 8.5%)

Reservation Method: Individuals are responsible for making their own reservations by calling the hotel directly at 603-225-0303. Reservations must be made by September 2, 2022. After this date any unreserved rooms in the block will be released.

All Chapters in the USPS Atlantic Area are invited!

Any questions reach out to Mike Quinn at 978-866-5011 or email at miketamiquinn@msn.com

WHEN YOU MAKE THE EFFORT TO BE INVOLVED
IT BENEFITS EVERYONE !

Fall Luncheon~ Honoring New Retiree's 9/30/22



**This Years Fall Luncheon will be FRIDAY SEPT 30, 2022 @12:30 PM
@ Ellacoya Bar and Grill Laconia NH**

Your Luncheon price \$30.00

Invited Speakers include: Regina Bugbee District Manager, Dave Leblanc POOM & Andrew Sinclair & Silvie Levesque from Federal BCBS

**REGISTER Active members \$30.00
Retired members \$15.00** NHUPMA Retired will pay the other 15\$

If you retired between 1/1/2020 and 8/30/22 please come and be recognized!

NAME:

ADDRESS:

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 online @ WWW.NHUPMA.com

- 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

NOTIFY Jeana @ 603-762-0658 & MAIL NO LATER THAN Friday Sept. 23, 2022

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

Editors Take

Ken Vengren



So here we are again with another National Convention under our belts. For those of you who missed it I cannot tell you how important it is to be involved in your UPMA Chapters. It seems there is every excuse in the book to pass on being active in the organization, but then some folks are quick to blame the organization for problems or lack of positive changes. As you already know the Postal Service is going to be going through a lot of growing pains over the next few years. While some of us thought that DeJoy would fade away quickly, it seems as though that is not the case and he is moving forward with his plans to transform the US Postal Service into his vision, whatever that vision is. You can bet that Postmasters and Managers will probably be taking the biggest hits when it comes to added workload and/or reduction in positions. While the Union employees may be required to move within the organization, they are relatively safe with regard to their jobs/salaries etc. Managers and Postmasters may not have as many choices when it comes to what happens with them, but who really knows? Since most of us have been kept in

the dark with regard to the PMG's full plans, we have seen the beginning indications of restructuring the processing centers. With that, there's indication that some Post Offices may be consolidating into those areas as well. Currently there are no plans for the NH/VT/ME areas that have been revealed but I am certain that there is more plans we do not know about. We heard from both the PMG and Deputy PMG who basically said they cannot tell us at this time what to expect for any reductions in force, or consolidation of jobs etc at this time. Even with regard to the 12 areas they are already in the works on. They keep saying that they need to get these changes in play and as we will be informed as time goes on. They did say they would follow any contractual obligations for notification timelines etc. but that still leaves Postmasters and Managers in the dark. I can tell you that UPMA is working hard to get the answers for all of you so you will be well prepared to talk to your staff and if necessary understand any effects that you may be in for. That said, there has never been a better time to get involved.

We have the Northeast Conference coming up this month SEPT 23-25th. Registration information is in this publication. We will have the new USPS NorthEast VP there for questions and answers as well as some other speakers that I am sure you will be interested in hearing what they have to say. There will be people from all over the East Coast attending and a few from across the country. If you cannot make it on Friday or Sunday I suggest you register for Saturday and come hear the speakers.

If you cannot make it for the NE Conference Please make plans to attend the Fall Luncheon SEPT 30TH.

All of this information is in this publication. In addition during our luncheon we will be honoring our newest retirees. If you retired over the past 2 years please register and be recognized. We would love to see you! We will also have Silvie Levesque from BCBS on hand to update you all on any changes upcoming for 2023 open season. Please take the time to mark your calendar and register while you are reading this article so you don't forget. Both of these dates are coming up very fast! Hope to see you all soon for some fun and adventure.

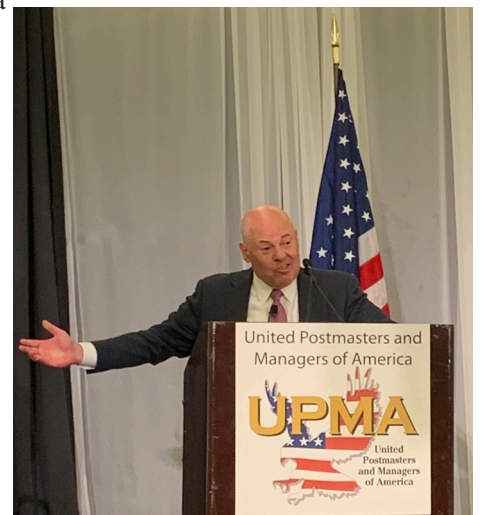
On a more personal note, if you haven't seen it yet, my photo was one of the photos selected for the UPMA Calendar this year. It's featured in April and is a photo I took of my back yard. Also, Liz and Jeana joined me in singing at the National Convention. We Rocked it. Enjoy!

Regards, Ken

The Nations flag is presented!



New Hampshire reacts to the PMG's responses!



PMG Louis DeJoy responds to questions during the general Session.

Legislative Report



Mike Quinn

Legislative News!

Now that Postal reform has been passed, what is next on the legislative agenda? The Fair Treatment of Civil Service Retirement System (CSRS) Annuitants—WEP/GPO; H.R. 82 is still on our agenda. Congress enacted two provisions more than three decades ago that unfairly penalized CSRS annuitants: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). The WEP is a one-size-fits-all mechanism that reduces workers' Social Security benefits who participate in pension plans from employment not covered by Social Security, such as the CSRS. The GPO reduces a CSRS retiree's Social Security spousal or survivor benefits by an amount equal to about two-thirds of the CSRS annuity. All three bills would significantly impact the retirement security of retired Postal Service employees and current employees covered by the CSRS. Numerous testimonials of retired federal employees adversely affected by this unfair provision have been presented to Congressional leaders to no avail. We are currently at the 290 co-sponsors that would fast track the bill for a vote. The number of cosponsors has remained about the same for years now but has recently seen an influx and there does seem to be energy behind getting a vote to the floor. The biggest obstacle to the bill has always been the costs. Arguments have been made that the money has already been paid to the treasury, or that the costs would only be an extremely small percentage of social security. These kinds of discussions just muddy the water and make it harder to generate support. But as we saw with the Postal reform bill, perseverance does pay off. I do not believe that any of our congressman or Senators from NH have signed onto this bill yet. An e-mail or phone call from a retiree affected by this provision and a testimonial on the results could be enough to get them to sign on.

Thanks for all that you do everyday!

Mike Quinn

PS. As you can see we had alot of fun in St. Louis!



JOIN NH UPMA &/OR Recruit AND MAKE MONEY \$\$ and WIN!

The NH Executive Board voted to pay \$25 to any UPMA sponsor who signs up a new EAS member to UPMA. With no limit of how many people they can sign up! What are you waiting for? Sign 10 people you can make \$250.00 Sign 100 earn \$2500. So WHAT are you waiting for? Membership is free for the first year EASY SELL and you can make money too!

Make sure you put your name on the bottom of the new EAS member's 1187 or indicate YOUR NAME as the sponsor when entering on the website 1187 (bottom) to recieve your credit. Bam!...You're making money!

Postmaster/Manager Rep.



Don Snow

There has been much discussion regarding Postmasters Delivering mail lately. Our discontentment was brought up to our leadership in person at the National Convention to not only the Deputy PMG but the PMG himself. They are standing strong that we bear with them while they get through this hiring period issues and keep the mail being delivered with whatever means necessary. Postmasters are not being compensated and many are just plain tired. Leadership recognized this but did not vow to change anything in the interim.

As one of your PM Reps. I urge you to follow your playbook, stay strong on hiring procedures, Attendance issues and follow the workflow and use your employees to the greatest extent possible everyday. When needed, especially if you cannot deliver mail, make sure you consult your POOM. If your POOM instructs you to deliver a route you must if you have the means. (this does not mean using your personal vehicle). If you do not have the means and your POOM is upset Please keep us in the loop. Document your attempts to get help from other offices and let your POOM know your current situation and your plans to make it up the next day. Please do not wait until you are called for a meeting with your POOM due to circumstances out of your control to contact one of us. Remember we are tasked with delivering all the mail everyday.

Your Reps are Liz Warner, Mike Quinn, Jeana Woodbury and myself. Please stay vigilant and do what you can to serve our communities.

Regards, Don



Membership Rep.



Lori Gosslin

Hi to all UPMA members,

Your E Board members are just returning home from the national UPMA Convention that was held in Saint Louis MO. As a first timer this was such a great experience that I got to be involved with. I had the chance to hear guest speakers from the PMG Luis DeJoy, Deputy PMG Doug Tulino, Chief Retail and Delivery Officer and EVP Dr. Joshua Colin and others. Each one getting up and speaking about the future of the Postal

Service and where they see it going. Being there as a member of UPMA we got the opportunity to get up and voice our concerns to each one of these speakers. They heard what's really happening in our office's across the country from not being able to hire, no vehicles, and POOM's, Postmasters, Managers, Supervisors and 204b are all doing craft work and not getting paid, and asked "What are they going to do about it!"

They say there is strength in numbers and when we have more members the louder our voices can be heard. A new member brings in a new set of eyes and a new voice to be heard. Maybe yours?

If you are a UPMA member and you sign a non member Postmaster, Manager, Supervisor, 204b or aspiring craft employee the person signing up the new member will receive a check for \$ 25.00 for each member they sign up. The new member will receive the first year FREE.

The one thing that UPMA offers that no one else does is the Adverse Action/Legal Defense Plan. You ask what is this I will tell you. Once you have been a member for one year and start to pay your dues if you get into any trouble with your boss, POOM or Inspectors and are given corrective action you will have representation to work with you. If it can not be settled then UPMA has the Adverse Action team which is a team of Federal Lawyers that will work on your appeal to the Merit Systems Protection Board. You never know what can happen in the Postal Service or when your going to need some in your corner. Noone is immune. Please understand it's not all work and no fun. Being involved this past year with UPMA I got the chance to meet new friends, go to Washington DC for Legislative Summit, Fall Luncheon, State Convention, Saint Louis MO national convention and in September (2 weeks away) we have the North East Conference and then the Fall Luncheon. While we where in Saint Louis there was a lot of sightseeing. The Great Arch, Anheuser Busch Brewery, Saint Luis Zoo and the restaurants with incredible food. All members are welcome to go on these trips and get involved and have some fun. Where were

you? I hope to see you all at the North East Conference and Fall Luncheon and represent New Hampshire Strong in September!

Join us today! Lori



Retiree's Review



Ken Vengren
President NH Retirees

So we are making some headway with the transition from Steve and Paul to Deb and I on the retiree's front. Both Deb and I want to welcome any current and new retiree's under our wings. The first thing we want to do in to reach out to our active members who can let us know when someone is planning on retiring. This way we can follow up with them and get them to sign up to be a retired member of the UPMA organization. Retiree Dues are nominal and it's a great way to stay in touch with friends and keep up on health benefit changes, as well as legislative agenda's that effect our retiree benefits. As you may already know the Fall Luncheon will be held at the end of September 9/30/22. Blue Cross will be attending to answer your questions about next years benefits. This would be a great opportunity to come and get reacquainted with your friends and have a great experience. The cost for the luncheon package is only \$30 and if your a retiree we will pay for 1/2 your lunch! So it will only end up costing you 15 bucks. I know Liz and Jeana need a head count as soon as possible so please sign up early for this event. If your a retired UPMA member when you register on line, just pay 15\$ and your Retiree Chapter will pick up the other 15\$ when you attend. Lake Winnipisawkee is just outside the resturaunt so plan on stopping by the Weirs after and enjoy the scenery. there may even be fall color that time of year.

So..... come and join in the fun! You will not regret this experience.

Fond Retired Regards, Kenny

Deb Hall
Secretary Treasurer



I have recently been voted in as secretary/treasurer for the retirees. I was a postmaster for 30 years and loved my job. When I first started we used a manual cash book and we worked all day serving our customers. You become a part of the community you serve. Over the years the work load changed to less interaction with the customers and more computer work. We no longer met face to face for training or the quarterly meetings making it difficult to meet with other postmasters. Thanks to UPMA we were able to meet regularly and discuss things and get help and advice from other Postmasters and Managers. Now that I'm retired I get to spend time hiking, kayaking and traveling. I spend 3 months on the beach in Florida near my son and family. Staying in UPMA is a great way to stay connected with all those folks that you worked with and had fun with over your career. I look forward to seeing all of you in September! Stay in touch! Deb Hall

Scholarship

Deb Brosnihan Staples



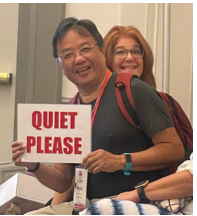
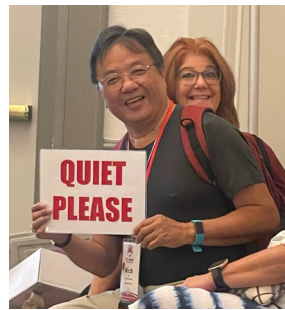
Wow, It feels like we never see each other anymore. Either live is getting busy or I'm just getting older. Either way lets all get together and have some laughs! Lets Reflect!

Mirror mirror on the wall who's the smartest of them all?
Your kids and grandkids are silly!

We have the NE Conference and the Fall luncheon on the horizon. Another great opportunity to network and have some fun. If you missed our luncheon last year you may have heard about the food at Elacoya. It was great! 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 50/50 raffles, so the excitement never ends especially if your a winner! As far as Scholarship goes, we will be giving away one, \$1000 scholarship this year to a lucky winner. The Scholarship application is in this issue, so save it somewhere safe so you can submit it with a photo of the applicant once your applicants are ready. The application should be posted on our State UPMA website as well @ www.NHUPMA.ORG. I will be at the Luncheon to answer any questions you have about scholarships so save all the dates and come get involved. I have no regrets as we really do have an awful lot of fun while getting the work done. Until then keep giggling, it's almost the holidays! Deb

Education is our future!

Being an active member also means you get to have some fun too! We all got a back door tour of the Budweiser plant and had plenty of samples as well. The host hotel was very nice too and had plenty of great amenities to enjoy over the course of the week. Come with us on the next adventure and have some fun!



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 15th, 2023 and sent to

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

*Please include a photo with
your application so we can
recognize you in our newsletter.
Thank you!*

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!



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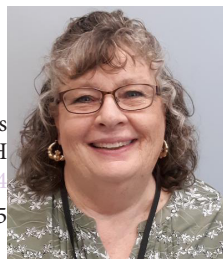


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