



Cascade Connection

Volume 4 Issue 1

Winter 2019 - 2020

Washington Chapter of United Postmasters and Managers of America



Upcoming Events

Winter Conference

January 17-19, 2020
Federal Way

Legislative Summit

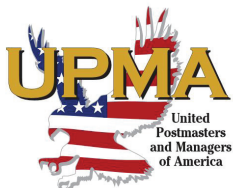
February 24-25, 2020
Arlington VA

Tri-State Convention

Hood River OR
June 4-7, 2020

National Convention

Aug 1-7, 2020
St Louis MO



**President
Gordon Williams**

It has been one short month in this role as UPMA chapter president, and as 2019 comes to a close, I will share that we have accomplished quite a bit. We began some new relationships and processes that will help provide all our members opportunities for networking and training, a voice in decision making, and a way to represent and support each other for the benefit of each office and community we work and live in. The mail still matters—what we do each day matters—though at times it doesn't seem that way because of hurdles put up, including the Postal Service's often redundant, repetitive systems.

Within the first few days of becoming president, I, with NAPS and UPMA leaders from Washington and Oregon, met with Portland District Manager Bill Schwartz. We shared mutual concerns and questions, presenting our issues and offering ways to assist the District through our state and regional trainings. A plan for moving forward was cemented, and we will be having a follow up meeting after the first of the year where we can drill down to ways to help improve workplace climate, retention of quality Managers, Supervisors, and Postmasters, and help improve some of the structural process issues through involvement of the management associations.

A week later we met with Seattle Acting District Manager Michael Mirides. The meeting was similar to the one in Portland, and we agreed that we need to work together openly to try to resolve issues that are out in the field. We forged a mutual commitment to meet again to try to tackle climate issues that relate to both the Portland and Seattle Districts, plus some that are unique to Seattle and some that are service wide.

Planning is coming along for our annual conference, which is over Martin Luther King weekend in Federal Way, January 17-19, 2020. A copy of the registration is in this edition. We will have some excellent and relevant training that will apply to a broad swath of our active and retired members. We will have Senior District staff at this event providing information to help improve our job performance and create relationships that will help us move forward with the challenges we face. A mailing will be out shortly showing some of the offerings we will be presenting.

One area of concern that is shared by our Portland and Seattle District Managers is the rise of EAS discipline under ELM 650. When I began in management twenty-two years ago, I came from a strong union (NALC) background—this was forged from watching my father, who was active in his local machinists union back in the 70s and 80s.

continued on page 2...

Have You Registered, Yet?

WASHINGTON UPMA ANNUAL CONFERENCE

Jan 17-19, 2020

Best Western PLUS

32124 25th Ave S Federal Way, WA 98003

253-529-4000

Find the registration form on the back page

Washington State Chapter of United
Postmasters and Managers of America
PO Box 9874
Yakima WA 98909-0874

Change Service Requested

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Wenatchee WA 98801

**Deadline for the next *Cascade Connection*:
February 29, 2020**

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Facebook: UPMA WA State Chapter
Email: cascadeconnectionwaupma@gmail.com
Website: www.washingtonupma.com

Executive Board Members

President

Gordon Williams, Postmaster Hoquiam
 2100 Isabel Way Aberdeen WA 98520
 360-589-9476
 gor_don_bleu@comcast.net

Executive Vice President

Charles P. Smith, Postmaster Seabeck
 PO Box 4001 Bremerton WA 98312
 360-509-5495
 charles.p.smith71@gmail.com

Vice President: Membership

Catrina Loman, Postmaster Tracyton
 PO Box 14 Tracyton WA 98393
 360-930-2464
 trinaloman@gmail.com

Vice President: Legislative / PAC

Teresa Goss, Postmaster Fox Island
 PO Box 731 Fox Island WA 98333
 W: 253-549-2517 C: 360-556-4702
 gossteresa@msn.com

Chapter Member Representative

vacant

Secretary

Diana Schuler, Postmaster Retired
 4170 Ankar Park Dr #18 Bellingham 98226
 360-201-4358
 ehlersdg@yahoo.com

Treasurer

Kristen Luther, Postmaster Mabton
 PO Box 333 Mabton WA 98935-0333
 509-830-6427
 lutherbunch@gmail.com

Editor

Michelle Lee, Postmaster Retired
 PO Box 9874 Yakima WA 98909
 509-961-9303
 michellemylbell1@msn.com

Retiree President

Mel Williams, Postmaster Retired
 1553 W Lee Rd Othello WA 99344
 509-488-0898
 charwilliams46@hotmail.com

Past President

Wendy Fleming, Postmaster Castle Rock
 350 Matson Rd Kalama WA 98625
 360-430-4890
 my-angel85@live.com

...President Gordon continued from the front page

The Postal non-bargaining employee disciplinary process is frankly not as tied to national labor law as unions' collective bargaining rights. As a management organization, UPMA is not here simply to represent our members when potential disciplinary issues arise; UPMA is here to support, train, and mentor our members so that ELM 650 cases are the exception and not what has become the first go-to route for many senior leaders. I am proposing we designate subject matter expert teams for delivery (City, Rural, and CDS), Finance, Operations, Marketing, and HR functions. These teams can be dispatched to an office to help with workplace environment issues when, for instance, an MPOO has a concern or if the installation head able to reach out for help without fear of reprisal. I have always felt as a manager that if I had to issue discipline to an employee, or worse, remove an employee, much of that failure falls on me; I did not do everything I could to state clear expectations, follow up, or observe without prejudice in a supportive way for the good of the organization. That is what separates a management organization from a union, in my view.

There is currently a need for Washington chapter member representatives, and while I have held this role at the chapter and national levels, I cannot achieve our vision without some help from qualified, dedicated, and supported chapter member representatives who will carry the UPMA brand with honor, dignity, and respect. I am looking for individuals who respect the process and, most importantly, the people we represent and the service we work for. An idea I have been promoting for some time was recently adopted by our national executive board: high-level training to chapter member representatives will be rolling out in 2020. It will be a formalized training which will strengthen our understanding at the chapter level and, with the support of national UPMA, we will be stronger and more informed for it. We will be offering an ELM 650 component training at our conference in January, and this national training should occur in March 2020. If you are interested, have some basic labor experience, and want to serve fellow members in this capacity, please reach out to me, and we can forge a strong representation component to everyone we serve as UPMA.

We are just getting started and there is a lot of excitement out there. We are a quality, professional, management organization that represents some of the most dedicated Supervisors, Managers, and Postmasters, as well as those who have retired with a wealth of knowledge and experience. We also want to be a resource for those who aspire to EAS positions, and we want to encourage them with a positive vision of what we do.

I want to wish you all a Merry Christmas, Happy Hanukkah, and Happy Holidays. Cherish every day, be grateful for your blessings, and love those who mean the most to you in whatever way you do. PEACE

President Gordon



George Pollock



Harriet Stay



Hoang Vu, Portland OPS



Diana and George Schuler, Kevin and Teresa Goss



Passing the Torch: Gordon Williams, Wendy Fleming



Sue Stiritz, Louise Soles, Marjie Gallagher

Issue date: December 10, 2019

The *Cascade Connection* is published four times a year in March, June, September, and December.

Authorized organization: Washington State Chapter of United Postmasters and Managers of America

Address: PO Box 9874, Yakima, WA 98909



How About Some Compliance

Charles P. Smith
Executive Vice President

Compliance seems to be the flavor of the last few months. What does it mean? Any online dictionary will tell you that compliance is a noun that has several different meanings that are all roughly the same:

- The action or fact of complying with a wish or command.
- Unworthy or excessive acquiescence.
- The state or fact of according with or meeting rules or standards.

Now, I am certain the USPS and its upper management team will suggest that the first and third definitions above most resemble their intentions, but I tend to believe that the second one is where we are actually at. Let's face it, we have people above us who make decisions that we have less than stellar opinions of (this is a generality not an indictment of everyone, so settle down you decision makers), and we acquiesce as a form of job security, not because we believe in their demands, requests, or expectations.

Its not newsworthy that I am being difficult here. That's as well known and predictable as my Cougs losing the Apple Cup (dagnabbit).

I remember in the Army, there were leaders who expected you to follow because of the rank on their collars. I have news for you: those guys were not always the most successful leaders. The ones who were successful had spent time in the field, done the heavy lifting, shown compassion for their troops, and had gotten to know them.

I feel like we have a lot of the former in the USPS. People who have expectations that far exceed OUR reality (probably because their own experiences are long since void of work in the field). By OUR, I mean those of us doing the heavy lifting. There is no realistic evaluation of how things get done. I know I am preaching to the choir here because these complaints have been going on for years regarding budgeted hours and such. Anybody else's DUT time in HPP inexplicably go from 9:30 a.m. to 8:00 a.m. between September 30, 2018, and October 1, 2019? The only thing that has changed in my office is more parcel volume and the truck arriving fifteen minutes later...but yeah, sure, I am going to make the 8:00 a.m. DUT scan. NOT.

Lately, it seems like there is one more check-off list and one more report to file daily. I sit here scratching my head wondering, what's the point? Who came up with this idea and sold it to some upper management chair surfer? To which the chair surfer said, "sure sounds great those folks in the field have plenty of time in their days to do this stuff as it is de minimis to their daily workload."

I can say one thing and feel almost 100% confident: people doing the work are certainly not asked what their thoughts are on these things.

Anyway, this got me to thinking about a different type of compliance: malicious compliance. Now, malicious compliance is not such a good thing based on the definition. It basically means: To allow something to fail because you acted to the letter of the law or, in our case, "work to rule," knowing that it would fail, and the intended result of the folks who implemented the requirement was not what they were going to get.

Have you ever been compliant in a malicious way? For goodness sake, don't answer that out loud.

I guess what I am saying, and maybe not so well, is that it is quite irritating getting directives from people who you know have virtually zero experience doing what you do. But it is equally irritating that the USPS is in such a quagmire that we must promote people with very

little experience because senior craft folks don't see the value in moving up the ladder. I suppose from an upper management perspective, there is value in training people in your vision before a long career as a craft employee molds them into a troublemaker like me, but I am not certain at all that that is what's best for the USPS.

Anyway, think about compliance and what it means to you; your bosses expect it at all costs and without any excuses.

Our state winter meeting is happening in January, and I certainly hope as many of you as possible will view it as an opportunity to wind down after the busy season and come commiserate with folks who do what you do. We have a training program that we expect to have wrapped up shortly, and we will message it out on the website, through emails, and on Facebook. Please like the Washington UPMA page and consider coming out and getting to know each other.

I would like to wish you all a great holiday season from my family to yours. Treat your employees the way you wish your boss would treat you, and your employees will do anything for you (almost all will, some just can't be reached). I ain't the smartest tool in the shed, and I make plenty of mistakes throughout the week, but the one thing I always try to do is to make the employees in my office comfortable and feel like this is more like a second home than just a place to show up to and get a paycheck from. Communication and compassion come highly recommended. It's not just about your NPA or meeting impossible numbers, or at least it shouldn't be. It's about being a decent human being and reflecting well upon your employees and the customers we serve.

The Characteristics of a Good Leader,
 from the Center for Creative Leadership:

10 core leadership traits:

- Honesty
- Ability to delegate
- Communication
- Sense of humor
- Confidence
- Commitment
- Positive attitude
- Creativity
- Ability to inspire
- Intuition

While many powerful and successful leaders haven't exhibited all of these character traits, and the definition of a good leader can be quite ambiguous, most good leaders do leverage at least some of these characteristics.

Research has also found that other important qualities of a good leader include:

- Courage
- Caring
- Optimism
- Self-control
- Communication



Registration Form

UPMA 2020 Legislative Summit

Feb. 23-26

Renaissance Arlington Capital View Hotel

You also may register online at 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 congressman or congresswoman (not senator): _____

Your Mailing Address: _____

City _____ State _____ ZIP _____

Daytime phone: _____

Email: _____

Registration Fee: (please circle fee that applies)	Registration
On or before Jan. 15, 2020	\$30
After Jan. 15, 2020	\$50

Hotel Information

The UPMA National Office will reserve three rooms per UPMA chapter for the Legislative Summit at the Renaissance Arlington Capital View Hotel, 2800 South Potomac Ave., Arlington, VA 22202; 703-413-1300. The room rate of \$169 will be honored until Jan. 15, 2020, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After Jan. 15, all first-night room deposits will be non-refundable. You may hold all three rooms in one name or individually.

Call Gerri Swarm, 703-683-9027, by Dec. 1 with the name(s) and credit card information to hold the rooms. After Dec. 1, all remaining rooms will be available to any UPMA member who would like to attend.

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 mail completed forms, with payment in full, to:

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



On the Hill

Teresa Goss
 Vice President: Legislative/Pac



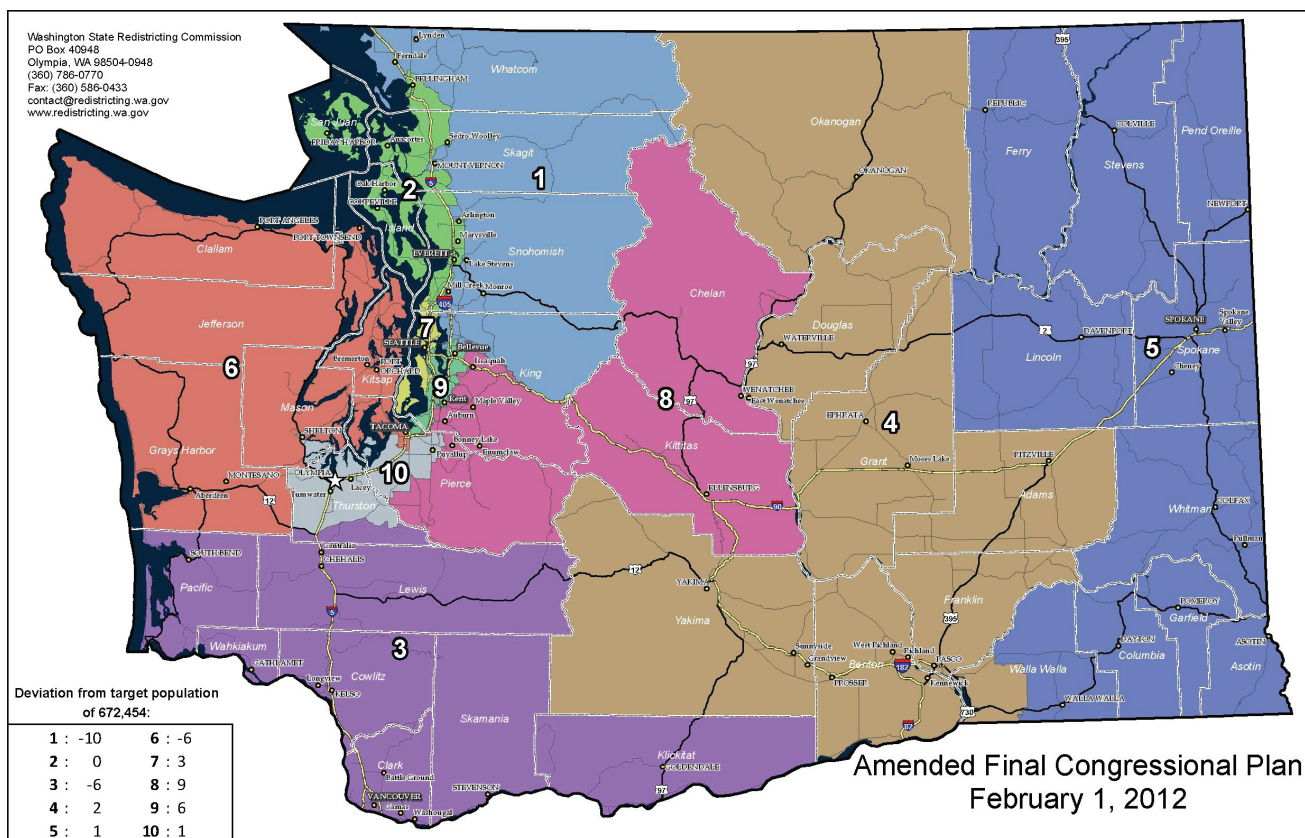
This year has flown by, and honestly, I'm still in denial. I held out until the end of October to put my sandals away and get out my boots. So, I blink, and we are back in peak season. This last Sunday was the first Sunday Amazon where we were decoupled, and I was back to showing up at Fox Island Post Office to meet the Amazon truck at 5 a.m. to see what the pallet was going to look like. Wow! Last year, the first Sunday we were decoupled, I had two full pallets. This year it was 1/2 pallet of parcels. Some areas like Fox Island have contracted delivery people, so it will be very interesting to see what the package delivery will look like for us this year.

In legislation news, there are a few new developments. The first and most recent is the filling of the late representative Elijah Cummings' position on the House Oversight Committee. Last week, they filled his position with Carol Maloney (D) of New York. She is pro Post Office, and she should be a good friend, helping with bipartisan reform.

We are still hopeful that a bipartisan bill will be announced very soon. With the contentious election next year, it may be difficult to get anything accomplished. Every year that the Postal Service does not get legislative reform, we'll have a deeper and more difficult hole to dig out of.


Several of us will be headed to the Hill February 23 to 26, 2020, for the Legislative Summit to meet with our state representatives. This has always been a wonderful experience, and the more we can educate our representatives about what the USPS needs to remain viable, the better.

I want to take this moment to wish you all a wonderful holiday season. Spend time with those you love, and tell them often how important they are to you!!



Find Your
 Washington
 Representative
 Information on
 Our Website

www.washingtonupma.com



UPMA PAC CONTRIBUTION CARD

United Postmasters and Managers of America Political Fund
 8 Herbert Street
 Alexandria VA 22305

Yes, I want to contribute. Enclosed is:

\$25
 \$50
 \$100
 \$200
 Other _____

Member ID: _____

Name: _____

Address: _____

City State Zip: _____

Date: _____

Credit Card Contributions:

Acct # _____ CCV: _____

Expiration Date: ____/____

Signature: _____

UPMA PAC will neither favor nor disadvantage a member based on the amount of a contribution nor will the decision not to contribute to non-partisan political action fund .

Jodi and Bill Carlton, Dana Starfire



Deanna Nielsen

Karen Cox, Susan Salamun, Bruce Bryson,
Laura Cunningham



Benefits of joining UPMA as a Postmaster

- 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.
- 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.
- Members have access to our network of Adverse Action Member Representatives. After you have been a member for one year, as an EAS employee you have the benefit of our Legal Defense Plan if the need arises.
- You gain a network of Postmasters, Managers, Supervisors, and other EAS Professionals who can assist you in your day-to-day duties and mentor you for future opportunities.

For further assistance, call the UPMA National Office at 703-683-9027, and they will be happy to answer any of your questions. Or visit unitedpma.org.

I saw the article and picture of the 2019 scholarship winner in the last Connection. I thought your readers would like to see a photo of a former winner (2015), my granddaughter, Abigail Vance. With the aid of this scholarship and others, she graduated from Eastern Washington University, in Cheney, debt free! She graduated summa cum Laude (GPA 3+) in June 2019, her degree Bachelor of Fine Arts in Visual Communication Design along with a User Experience Certificate. The scholarship was awarded by the Washington League of Postmasters before we became one organization.

I am a former Postmaster at Hoodspert, WA—retired and enjoying it.
Patricia Cokely



In Memoriam

A life that touches others goes on forever



Gaynell Lawless
Mother of Diana Schuler, Postmaster Retired

Michael Ferri
Postmaster Retired, Marysville

The Retirees' Corner



Mel Williams
Retiree President

It's time for my first article as your new retiree president. To those of you who don't know me, here is my background:

Hired as a Christmas temp in 1951 and 1952 at Fairchild Air Force Base. Hired as a city carrier in 1953. Went to Spokane as a clerk in 1958. Joined the United Federation of Postal Clerks and served two terms as president. Served on a merger committee. Was elected as the state president of APWU and served two terms. Served as chairman of the national election committee. Went into management in 1976 as supervisor of Central Mark-Up Unit. Worked in numerous positions, including OIC at Deer Park. Was supervisor of Labor Relations for five years. Was promoted to tour supervisor Level 18 on Tour 1 for five years. Went as Postmaster to Othello in March of 1986 and retired on October 3, 1992. Joined the retirees and served five years as state president.

I am asking all retirees to ask another Postmaster, Manager, Supervisor, or retiree to come to our convention. Share a room and bring them in your car—this cuts down on costs.

I will be going to the Legislative Summit and will have a report on that in the next article.

Hello, WA friends!

Retirement is great if you keep busy, which seems to be no problemo for me. Retiree President Rodney has appointed me Retiree Area Rep for AK, WA, OR, ID, and MT for 2020 and 2021, so we will be seeing more of each other!

Marcia and I are already making plans on attending the Tri-State in June, and so look forward to renewing old acquaintances and making new friends. She and I are also the official Retiree Photographers, so we will also be in St. Louis in August 2020.

Active involvement in first NAPUS and now UPMA has been a constant in my life for the past 25+ years, taking me places I never imagined I'd go and helping me form forever friendships I could never have gained any other way. If you are not active and involved in your local group, and/or don't attend conventions and conferences, you are truly missing out on all that can be gained from interacting with your peers.

See you in Hood River!

Jerry Nassen, Retired Postmaster Seward AK 99664
pm99588@yahoo.com
Marcia Shea, Retired Postmaster Moose Pass AK 99631
napuslady@yahoo.com

Jerry Nassen, Area 15 Retiree Rep
and Marcia Shea



Jackie Gurr,
Marjie Gallagher,
Sue Stiritz,
Kerry Petre,
karLouise Soles,
Vic Rohret,
Robin Walker

Retiree Officers

President

Mel Williams
1553 W Lee Rd Othello WA 99344
509-488-0898
charwilliams46@hotmail.com

Vice President

Susan Salamun
4922 Puget Road NE #134
Olympia WA 98516
360-440-9860
susansalamun@gmail.com

Treasurer

Jackie Gurr
313 Jackson Ave
Raymond WA 98577
360-580-7524
jgurr8@gmail.com

Secretary

Karen Lemmon
806 Mayhew ST Sunnyside WA 98944
509-840-2995
klemmon806@gmail.com



Do all retirees know that **included with your** dues payment is your subscription to In The Mailbox?

It is the retirees' very own publication. You may even send the editor articles or information for inclusion. Just notify Eva Finley, UPMA National Editor - Retirees, of your name and mailing address: Eva Finley, inthemailboxeditor@usa.net. Or write to her at P.O. Box 500, Graford TX 76449-0500. It's a great publication just for us and a way to get to know who's who before you see them at national convention.



Kristen Luther
Treasurer

Are You Ready?



How prepared are you? Are you ready for an emergency? I would imagine we all think we are ready for anything. But in reality, we are not ever really prepared.

Let me tell you all a little tale. We just had a live power pole land on our house at midnight from a windstorm. I heard a loud noise, and then the power went out. I jumped up, went out to the office, and I could smell burning plastic. Then our alarm went off. I turned it off, and my phone started going off. I thought it was just the alarm company telling me my alarm was triggered. But I noticed it was my neighbor calling. So I called her back, and she said get out of your house—it is on fire. A power pole is on your house, and it is live sparking. So, of course, I got a little excited and told my husband we need to get out now. We argued a bit, as my husband needs help dressing and getting his leg brace on. I was like, “We need to just get out now.”

Side note: it was twenty-four degrees outside, and the wind was howling. Let's say he won.

I dressed him quickly and got him to the door. I didn't get dressed; I just stayed in my pjs and put on a coat. I looked down the hall and didn't see any fire, so I ran to the office and grabbed our motorhome keys, money, cell phones, purse, wallet, postal cell phone and laptop, and I shoved them into a bag and ran out the door.

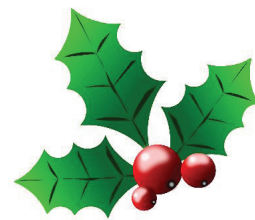
Once outside, we realized the door opener wouldn't open the garages. My husband's garage has no man door, so his pick-up was not an option. I also don't, or never have used, the man door to my garage, so I don't have a key. My husband thought we had a hide-a-key. Nope. We didn't have one. So, it's freezing outside, the wind is howling, and he was like, “I guess we will bust it open.” So, he took his shoulder and popped it open. We get into the car, start to warm up, and head up to the neighbor's house. Once there, we can see the pole sparking onto our house. They have called the fire department. I called the power company and told them to get out to our place and turn off the power, as the pole was still live and sparking. They are thirty minutes away. The fire department and power company arrived and got the power off.

We were so very lucky that our house never caught on fire. The sparks just arched through the roofing and burnt some areas of the roof. We also had some deck damage from the weight of the power pole. So, all in all, we were so very lucky. Tim and I sat in our car and watched the power company put in two new power poles and transformers, and they rewired to our home and up to our neighbor's house. They were all done by 8:30 a.m., so then we were able to get back into our home. After this emergency, my husband and I now are staging our personal belongings in our bedroom nightly. We are now more prepared and hope to never need to rush out of our home again, but if we do, we are ready.

May you all have a blessed holiday as I know we will since we still have our home and belongings.



Tis the Season for Scammers



How to be proactive about protecting your information.

- Perform an annual credit report check or call (877) 322.8228.
- Don't give away personal information without asking questions. Why does someone need it? How it will be used and protected? What will happen if you don't give that information. A legitimate company will be willing to answer these questions for you, while a scammers will likely be defensive.
- Learn about the latest scams at idtheftcenter.org and get help you if you become a victim.

All USPS Employees are
Welcome to Join UPMA



Welcome New Members!

- Tammy Haataja - Postmaster Iwaco
- Susanne Norris- Postmaster Stanwood
- Almadelia Leader - Postmaster College Place
- Sam Hayden - Postmaster Zillah
- Lisa Wood - Postmaster Snohomish
- John Burger - Supervisor
- Christina Williams - Supervisor
- Alonzo Brown - Supervisor
- David Moreno - Supervisor
- Rudra Dhakal - Supervisor
- Carla Anderson - Supervisor
- Rita Hazard - Supervisor



Catrina Loman
Vice President: Membership

Now is the Time to Become a UPMA Member



Don't wait!

If you know of any EAS that is thinking about joining, have them join before January 1, 2020; you don't want them to miss out on six free months of UPMA membership.

How do you sign up??

Glad you asked—it takes about five minutes. No, really. That little of time.

Log into Unitedpma.org. Once you are there, scroll down and click on Membership. Look for Join, and that's where you will find the form. You can either print the form and mail it in or enter your information and submit it right then and there by clicking Join Now 1187. There are roughly 141 nonmembers among us here just in Washington.

I want everyone to know that you are not alone. 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. Some of the other things UPMA provides are:

Representation

- Job protection through legislative action.
- Consultative sessions with Postal Headquarters about issues that concern you and your job
- Gives you a sense of pride in knowing you belong to an organization that truly cares and does something about the needs of its members.

Education

- We have a conference coming up January 17-19, 2020, in Federal Way. Not only will we have great training from the district, but lots of networking, and if you get a chance to sit down with the retirees, you will hear many stories and find out how they are here to support us.
- Educational training and materials provided in the UMPA Leader, on the UMPA website, other state and national conventions.

Adverse Action and Legal Defense Services

- UPMA is committed to representing its members in all areas, including adverse actions.
- Support and representation are provided by the network of UMPA Adverse Action Counselors.
- Legal Defense Services

If you have any questions about signing up or helping someone sign up, please contact me at Trinaloman@gmail.com.





Dan and Wendy Fleming



Charles Smith, Trina Loman



Dana Starfire, Linda Dillard



David Hoffman, Portland OPS



Char and Mel Williams



Jackie Gurr



Wendy Morris-Heller, Dana Starfire, Deanna Neilsen

MPOO IV (Acting) Carson Clark



Lisa Davis, Paula Martin



Dan Fleming

State Convention
 2019



BBQ at the Fleming's



Mike Wonderly



Singin' Sue Salamun



Bill Schwartz, Portland District Mgr



Mavis Hafer, Gordon Williams



Duncan & Linda Lloyd



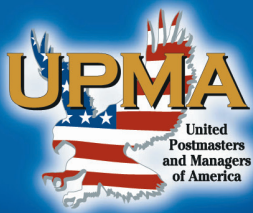
Bruce Bryson, Harriet Stay, Vic Rohret, Robin Walker



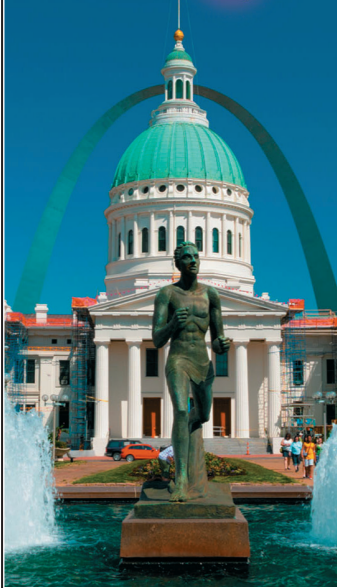
Kristen Sherrell, Portland Marketing Mgr



Lisa Davis, Wendy Averett, Karen Lemmon



St. Louis Missouri



4th UPMA National Convention

Aug. 1-7, 2020

Official Registration Form

Registration also available at www.unitedpma.org

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

First Name: _____ Last Name: _____

Title:

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

First Name (for your badge): _____

Post Office You Represent City: _____ State: _____

Your Mailing Address: _____

City: _____ State: _____ ZIP+4 _____

Cell Phone: _____

E-mail: _____

Active First-Timer?

Yes No

UPMA Retired First-Timer?

Yes No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/2/19- 12/31/19	1/1/20- 2/28/20	3/1/20- 6/15/20	After 6/15/20
Postmaster/Manager/Supervisor/ Associate/OIC/EAS Professional	\$195	\$220	\$245	\$270
Daily registration is available at \$65/day until June 15; \$75/day after that date using this form; online registration not available. You also can register on-site. Check all that apply:				
	<input type="checkbox"/> Sat	<input type="checkbox"/> Sun	<input type="checkbox"/> Mon	<input type="checkbox"/> Wed <input type="checkbox"/> Thurs
First-Timer*—Active and Retired	\$95	\$95	\$95	\$95
UPMA Retired or Guest† (UPMA Retired Luncheon included)	\$171.25	\$190	\$208.75	\$227.50
Auxiliary/Spouse/ Postmaster Guest (Does NOT include UPMA Retired Luncheon)	\$142.50	\$161.25	\$180	198.75

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

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

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

Grand Banquet: Aug. 6, 2020

Payment Information

Convention Fee: \$ _____

_____ Additional tickets for UPMA \$ _____

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____

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

Signature: _____

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

Hotel Reservation

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

Marriott St. Louis Grand

1-877-303-0104

\$119—single/double/triple/quadruple

Be sure to request the UPMA group rate.

Registration Cancellation Refund Policy

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

Registrations are non-transferable.

**Questions?
 Call 703-683-9027**

Check out
www.explorestlouis.com



St. Louis Grand Marriot
 (Convention Hotel)



Free Registration to First Timers!

WASHINGTON UPMA ANNUAL CONFERENCE

Jan 17-19, 2020

Best Western PLUS

32124 25th Ave S Federal Way, WA 98003
 253-529-4000

Full Name _____ Nickname _____

Circle: Postmaster Manager OIC Supervisor Associate Retiree Guest

Current Office Name or Retired Office _____

Mailing address _____

City _____ State _____ Zip _____

Phone # _____ Email address _____

Check if First Timer _____ Special Meal Requests _____

3 meals provided with registration. Please choose from the following for the Banquet Saturday, January 18, 2020.

Roasted Pork Loin _____ Northwest Salmon _____

Please circle the appropriate fee below:

Rate cut off dates:	<u>11/28/19</u>	<u>01/01/20</u>	<u>Onsite registrations</u>	<u>Friday (only)</u>
Registration	\$50.00	\$60.00	\$70.00	\$25.00

The link for our rate is below, if calling group code is: UPMA Group code: 191-1
https://www.bestwestern.com/en_US/book/hotel-rooms.48171.html?groupId=7F9VX0K9

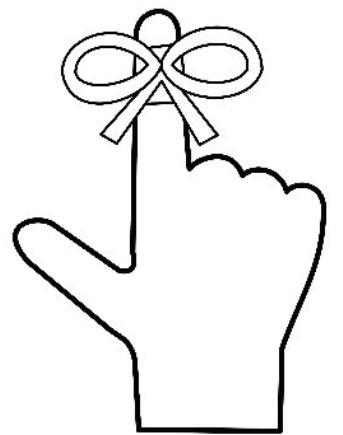
Total Payment: \$ _____ Make check payable to UPMA WA State Chapter

Mail with full payment to: UPMA
 c/o Jackie Gurr Cell: 360-580-7524
 313 Jackson Ave
 Raymond, WA 98577 Email: jjgurr8@gmail.com

Hotel reservations can be made by calling hotel directly at 253-529-4000 Mention group name United Postmasters and Managers of America (UPMA). Our reservation block is Jan 16-20. Nightly rates are \$129/dbl queen and \$129 Std king rooms. Reservations must be made by January 1, 2020.

Registration Refund Policy: Requests for refunds must be made in writing or email to Kristen Luther, Treasurer. The request must be postmarked by 01/15/2020 for a full refund. After that, it will go to the executive board for consideration.

Check our website, www.washingtonupma.com, for up-to-date information, including the weekend's agenda and roster of speakers.



Conference Checklist

1. Register
2. Book a room
3. Bring a friend!
4. Bring a door prize
5. Bring 50/50 cash
6. Be ready to have fun
7. Be ready to learn
8. Be ready to meet new people
9. See you there!

Free Registration to First Timers!

After attending a state meeting for the first time (state convention or annual conference), a Washington UPMA member may be reimbursed for their registration. To qualify for reimbursement, the member must attend the entire convention or conference.

All USPS employees are welcome to join UPMA