



INDIANA HOOSIER

2025 ISSUE 1



Rockport, IN hosted the most recent 3-digit meeting with National UPMA President, Tony Leonardi present and he addressed the members in attendance. Tony has been an excellent driver of immediate results and is strong in communication to the members across the Nation since being appointed as our National UPMA President January 1, 2025.



The 460/461/462 meeting held in Indianapolis was attended by (A)PM Indianapolis, Andrea Dallas. She spoke to the members about the importance of remembering why you do what you set out to do daily with family at the core. District Manager Christi Johnson-Kennedy spoke to the group and shared her excitement for her new adventure as (A)DM Texas I. At a recent PME class, Indiana UPMA Executive VP, Cynthia Reinhart recruited DM Christi Johnson-Kennedy as an official UPMA member!

Thank you to all members that have assisted in the efforts of recruiting and involving more of your peers daily.

Watch for 3-Digit meetings in your area



**Sign someone up today!!
Form 1187**





INDIANA HOOSIER

MEET YOUR BOARD MEMBERS

<https://IndianaUPMA.org>



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A REFLECTION of 2024 & A MISSION FOR 2025

JEFF R. JARRETT - PRESIDENT, INDIANA CHAPTER - 317-340-9979

It is amazing how time flies by, as this is my last year serving as your Indiana Chapter President, I look back at the past four years, and am overwhelmed by the work you have done to create the 10th largest Chapter in the Nation. We currently have 602 Active, 150 Associate, and 199 Retired members. Unbelievable what we have achieved by doing the work. In Indiana 90% of Postmasters, 37% of Managers, and 61% of Supervisors are members.

While looking back at 2024, it was filled with travel, training, networking, consultation, and representation. As I write this article the day after returning from the Membership Seminar held in Dallas, TX, I reflect on UPMA events of last year. Indiana UPMA hosted a Chapter Convention attended by over 50 retirees/actives that offered a wonderful opportunity to network and hosted a District Manager/MP00 panel that truly showcased our Indiana District Leadership talents.



Indiana Chapter Convention 2024 hosted in Evansville, IN

UPMA National Convention was held in Orlando, FL, at the Caribe Royale Resort where hundreds of retirees, active Postmasters, and EAS heard from PMG Louis DeJoy, DPMG Doug Tulino, CRDO Dr. Joshua Colin, and other USPS HQ representatives. Trainings were provided including new Retail & Delivery Initiatives and discussions were held on topics like, EAS carrying the mail, hiring issues, and the future of the Postal Service.



United Postmasters and Managers of America (UPMA) exists to assist, mentor, and guide all Postmasters, Managers, Supervisors, and other EAS Professionals—as well as anyone aspiring to these positions—toward achieving their professional goals. We are an avenue through which all United States Postal Service employees can help one another and themselves in matters concerning their careers. We provide the essential training and networking necessary for every member to be successful.

As an organization, we always strive to improve the conditions under which our members work and the compensation they receive. Our organization's leadership regularly consults with Postal Service management on policies affecting our members' welfare, happiness, and morale.

Our leaders at the chapter and national levels are current USPS employees. We believe this is fundamental for staying in touch with the priorities and concerns of our members. After all, who is better equipped to represent you than your fellow Managers, living and working in the same conditions you do every day?

See you at the Indiana
Chapter Convention
Carmel, IN April 6-8, 2025



A strong UPMA presence was felt on The Hill in Washington D.C. as over 200 UPMA members lobbied for H.R. 82 (Social Security Fairness Act), and planting seeds for Title 39 reform. Indiana UPMA had 10 members attend this event and we look forward to taking even more next year. On March 15-19, 2025, Indiana UPMA will once again be on The Hill in D.C., and I have been assured that we will be expanding the discussions to Title 39 (Enhancing our Rights). If interested, please reach out to me.

Code RED

RECRUIT. ENGAGE. DEVELOP.

We will be recruiting like never before, we will be engaging at the local Chapter level, and will ensure the development for all those wishing to be a better member, a better Postmaster/Manager and EAS Professional. A special focus on our future starts with reaching out to associate members. Craft employees are welcomed to join UPMA, as we can assist in sharpening their skills to “get to the next level.”

Chapter Member Representation (CMR) training will be provided by the National UPMA Leadership. Topics of training and discussions will be my role in an I&I/PDI as a CMR, 650 Mediation, and ensuring the best outcome for the EAS personnel we are charged with representing. I am looking for more active members wanting to be CMR's, so if interested please reach out to me. Dates are TBD as of right now.

Three Digit meetings will be held in all MPOO groups. This is your opportunity to network and report issues face-to-face. Food is now provided when on a USPS site and at local restaurants! This is a real opportunity to network with MPOOs and other Postmasters/Managers that are selecting officials, as it is important to build your brand at every possible moment.



I do not want to pass up the opportunity to inform you of the current membership drive incentives. Currently, if you sign up a new EAS member you will receive \$100. The new UPMA member will receive a year free from dues after signing up. If you need an 1187, please call/text me at the number in my signature line and I will send at once. You will receive \$50 for signing up an associate (Craft) member.

Your Indiana Chapter Executive Board is hard at work daily for you, the membership. One of the wonderful qualities of our professional association is minority rights/majority rule. The power of the Indiana Chapter does not lie in the hands of the President, nor the executive board. You are the power that drives Indiana in the right direction.

I am asking for you to be active. Not everyone wants to or needs to, but if you signed up for more than the protections promised, this is the sign you have been waiting for.

This year at the Indiana Chapter Convention in Carmel, IN
April 6-8, 2025 you will be voting on:

New Chapter President
Executive Vice President
Vice President At-Large

If you are interested in becoming more active, I am most certain there is an opportunity to serve. I thank each of you for your time and attention and look forward to seeing you face-to-face.

As always, we are here for the trainings you want, the networking you need, and the protections you deserve. Never hesitate to reach out.

JOIN ME IN DOING THE WORK





CYNTHIA REINHART
EXECUTIVE VICE
PRESIDENT

CYNTHIAREINHART@HOTMAIL.COM



The theme of this Year is Compliance. The New Acting AVP, Raj Sanghera's motto is "Back to Basics". Mr. Elvin Mercado, CRDO, is focused on safety, attendance and getting people back to work. If you're anything like me, compliance is my biggest opportunity. Update your checklists, have a backup plan with other offices in place in case an emergency arises, phone a friend and lean on UPMA if you are struggling with anything in your office. Momentous changes will continue to roll out and there's little margin for error. EVERYTHING is visible. You ARE going to face staffing issues, heavy volume issues and vehicle problems. Remember you are not going to be disciplined for failed deliveries. You will face discipline and possible removal for falsifying, not reporting failed deliveries and scanning integrity. Stop trying to hide the challenges you are facing. The DM, MPOO's and CSOM's want nothing more than for you to be successful. It makes their lives so much easier.

Back to Basics - If your carriers are spending 3 hours in the office consistently then you're probably going to face failed deliveries. It's a downward spiral that can get out of hand quickly. Get with your MPOO/CSOM and offer assistance with 99s in your area. That's the quickest way to learn. When Jennifer Blackwell became the Postmaster of Decatur, she immediately recognized I was weak in F2, offered me up for 5 weeks of RCI's. I admit, at the time, I was less than pleased with her decision. Her sacrificing me, her SCS, eventually allowed me to become an RCI Team Lead. I gained valuable relationships all because of Jennifer and I'm so thankful. (She's still one of my closest friends in case you were wondering how that ended.)

The new UPMA National President, Tony Leonardi, hit the ground running just 19 days in the office. He along with newly appointed staff: Earl Husbands, Jim Dunlap, and Mari Beth Kirkland joined with the rest of the Membership Team in Dallas, TX kicking off the year with top-notch training. One of the highlights was Bruce Nicholson, Director Labor Relations Policies & Programs appearing at the board meeting, answering rapid-fire questions from President Leonardi and the National Executive Board. Associates and 204b's are the focus. Please reach out and sign them up, it's less than \$3.00 a paycheck, and you know they need the most assistance. In typical fashion, Jeff Jarrett, leading several of the presentations at the membership convention, stated, "Size Matters" and he's absolutely right. We are going into pay talks, *let's build our bench*.

UPMA doesn't just help with discipline; we help provide support, promotion, and networking.

Jeff Jarrett also led Indiana in membership, recruiting approximately 500 members total across the Nation. During his current reign as Indiana Chapter President, his efforts led Indiana UPMA from roughly \$20,000.00 a year to projecting around \$117,000 per year in the coffers. That's huge for our members - allowing us to give back and with Chapter Member Representation ramping up we are starting to give back to our customers. This is just one area of what this man has accomplished for the organization, going from 54% of the Postmasters in Indiana to roughly 90% now members of the UPMA, allowing us a much bigger voice over concerns in Indiana and across the Nation. While President he also holds/held the title of National Central VP, National Membership Board Advisor and Central Area Coordinator.

Jim Temple, Legislative/PAC VP, took it to a whole new level with his typical classy style, setting up meetings and relationships that ultimately ended up changing Senator Young and Senator Braun's vote from no to yes and assisted with the passing of HR 82 and support of USPS through Postal Reform and many others. This year his focus is on beefing up the local political events to maintain positive relations to capitalize on our visits to D.C. to gear up for Title 39.

I'm looking forward to seeing you all at the Chapter Convention being held in Carmel, Indiana. We've lined up Special Guest Speakers such as our very own UPMA National President Tony Leonardi and if it's like our Chapter Convention last year, put together by Jason Scholten, it will be epic.

2024

JIM TEMPLE

LEADER OF THE YEAR



Jim Temple was selected by the Indiana UPMA Chapter Board as an outstanding leader within the UPMA. The Leader of the Year is awarded to the board member that goes above and beyond their call of duties and leading the way within the organization throughout the year. Jim Temple is your VP of Legislative/PAC and has served in other roles such as Convention Chair. He is membership, education and information share oriented and excels at all efforts within the UPMA. Jim is on the National Committee for webpage development.

At the 2024 Indiana Chapter Convention, newly appointed board members took the oath and assumed their positions at large.

Those appointed:

Jim Temple, VP Legislative/PAC
June Harrington, VP Membership
Rob Briney, Secretary/Treasurer



*Chapter President Jeff Jarrett and
Executive VP Cynthia Reinhart
present Jim Temple with the Leader
of the Year award at the 2024
Indiana UPMA Chapter Convention*



OUR LEGISLATIVE TRIPS TO WASHINGTON D.C. AND THE PASSING OF HR82 INTO LAW

- JIM TEMPLE, VP LEGISLATIVE/PAC

Our legislative trips to Washington D.C. have always been a cornerstone of our commitment to advocacy and governance. These excursions are not just about visiting the nation's capital; they are an integral part of our efforts to influence policy and represent the interests of our members. A recent highlight of our legislative endeavors has been the passing of HR82 (Social Security Fairness Act) into law. This milestone underscores the importance of our trips and the collaborative efforts of our Indiana representatives.

Each year, our delegation travels to Washington DC with a clear mission: to engage with lawmakers, advocate for key issues, and ensure that our voices are heard at the highest levels of government. These trips provide an invaluable opportunity to meet face-to-face with members of Congress and the Senate and participate in discussions that help shape the legislative landscape.

HR82 has been a focus of our advocacy efforts since the passing of Postal Reform. This legislation repeals provisions that reduce Social Security benefits for individuals who receive other benefits, such as a pension from a state or local government. HR82 eliminates the government pension offset (GPO), which in various instances reduces Social Security benefits for spouses, widows, and widowers who also receive government pensions of their own. This bill also eliminates the windfall elimination provision (WEP), which in some instances reduces Social Security benefits for individuals who also receive a pension or disability benefit from an employer that did not withhold Social Security taxes. Our delegation worked tirelessly to garner support for HR82, recognizing its potential impact on our members and fellow Postal employees.



2025 Legislative Summit March 16-19

The passage of HR82 into law was made possible through the concerted efforts of many, including our dedicated representatives from Indiana. Prominent among them were Congressman Mrvan, Congressman Banks, Congressman Yakym, Congressman Carson, Congresswoman Houchin, Congressman Pence and Senator Braun, who all played a pivotal role in cosponsoring the bill.

Congressman Yakym of Indiana's 2nd District was initially not a cosponsor of HR82. During our Legislative trip in 2023 we meet with his staffers and discussed HR82. Shortly after returning home from our trip, we secured an in person meeting with Congressman Yakym at his office in Mishawaka, IN. In this meeting we discussed at length, the importance of this bill and how WEP and GPO has impacted civil service employees, teachers, police officers, firefighters and the list goes on. It was due to this meeting that Congressman Yakym signed on as a co-sponsor of HR82 on April 25, 2023.

Over the past several years we have seen Postal Reform get passed into law as well as the Social Security Fairness Act. This is due to all the hard work that our members, past and present, have put in to ensure that our elected officials are educated on how and why we as Postal employees need their support with legislation. The passing of Postal Reform and HR82 into law marked a significant achievement for our delegation and the communities we represent. We will now ride this momentum into our 2025 Legislative Summit and will begin to discuss Title 39 reform, extending MSPB rights and expanding the non-deduction service that may be creditable under FERS (HR5995.)

I am currently engaged in conversation with all of our members of congress and senate trying to secure meetings for the 2025 Legislative Summit. As I receive additional information from our legislative team in Washington DC, I will be sure to pass that information on to You.

Jim Temple
IN UPMA Chapter
VP Legislative/PAC



June Harrington VP Membership

November this year, I will celebrate 27 years as a USPS employee. Boy, whoever said, “The days are long but the years are short,” hit the nail on the head! After interning for a few years, I remember being so excited when I officially promoted into EAS as Supervisor Customer Services. I spent the majority of those early years fumbling my way thru learning how to run an office and manage employees. Sadly, I remember also feeling quite often like I was alone on an island, with very few people to reach out to for questions and “know how,” much less guidance and mentoring. We have all been on that island at one time or another, and sometimes, more often than we care to admit. Another thing I remember is wishing there was some sort of support system specifically for EAS. I knew of the NALC, APWU, NRLCA, and NPMHU. I saw and experienced firsthand what these organizations did for its constituents. Why didn’t EAS have anywhere or anyone to turn to in times of need?

Enter UPMA. A little more than a year ago, I was approached by a very dedicated, engaged member.....ok, by none other than our very own Chapter President and found out I no longer have to be on that island alone! Finally! An EAS support system! I signed up that day and have not looked back. In the comparatively short time I have been a member, I have gained friendships, knowledge, and opportunities I would not have if not for UPMA. We work to empower and educate our members. We provide support and mentorship. We nurture and guide each other. We provide a shoulder to cry on if you need it, and have even been known to enjoy good times and good food together.

So what are you waiting for? I will admit, in these current conditions, there are days where I dream about being back on that island alone.....but let’s face it, it’s a lot more fun when you’re surrounded by like minded people who can sympathize and empathize. Grab an 1187 and let everyone know how joining UPMA can help them grow personally and professionally. If you have any questions, please feel free to contact me or any of your Indiana Chapter Board members for assistance.

JOIN OUR TEAM

BENEFITS OF UPMA KEEP GOING

- Quarterly 3 digit meetings for fellowship, discussion, and networking**
- Scholarships for prospective students both within the chapter and nationally**
- eCareer assistance / KSA review and coaching**
- Annual Chapter and National conventions for motivation and training**
- Chapter Member Representatives in the event of adverse action**
- Legal Defense Fund (with minimal out of pocket cost) after one year of membership**
- Current non-EAS members reap the same benefits as they navigate the journey into management**
- Recruiting incentives: \$100 for EAS, \$50 for associates**



Form 1187

Request and Authorization for Voluntary Allotment of Compensation for Payment of Employee Organization Dues
Fill Out Form and Send to UPMA National Office at the Address Below for Processing

Section A: All New Members Complete Required*

USPS Employee Identification Number (EIN)*	Date of Birth*	Gender Male <input type="checkbox"/> Female <input type="checkbox"/> Other <input type="checkbox"/>
Name* (PRINT First*, MI, Last Name*)	Personal Cell Phone*	
Home (Mailing) Address (Number and Street or PO Box)*	City*	State* ZIP* +4
Personal E-mail Address (not @usps.gov)		

Section B: From your current PS Form 50 (Check One):

Postmaster ☐ **Manager** ☐ **Supervisor** ☐ **Other EAS/PCES** ☐ **Associate (Craft)** ☐ **PMR** ☐

Form 50 Position* / Detail Position (If Applicable)	Finance Number of Form 50 Post Office/Home Payroll Office *
Form 50 Position Pay Schedule level	Work Location/City/State/ZIP*
Post Office/Work Telephone Number	Designation Code/Pay Location (All found on ePayroll*)

P

Section C: For Use by the Employee Organization

Mail completed form to: United Postmasters and Managers of America (UPMA)
8 Herbert Street
Alexandria, Virginia 22305-2600



Visit the UPMA website unitedpma.org for membership benefit information.

Section D: Authorization by Employee

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

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

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

Signature of Employee*	Date*	Chapter Preference (If Applicable) *
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Section E:

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

Who/what most influenced your decision to join UPMA?

Person's Name:	Career Conference <input type="checkbox"/>	Other <input type="checkbox"/>	USPS Provided Training <input type="checkbox"/>
<input type="checkbox"/>			



2024

LISA HILL

MEMBER OF THE YEAR



LISA HILL IS THE POSTMASTER OF PITTSBORO, IN AND ASSISTS NOT ONLY MPOO GROUPS TO BE SUCCESSFUL BUT ALSO WORKS CLOSELY WITH HQ FOR ALL THINGS RRECS, LTM/DPM AND MMS. RETIRED POSTMASTER AND MENTOR FOR LISA, MARK JARRETT, PRESENTED HER WITH THE MEMBER OF THE YEAR AWARD AT THE 2024 INDIANA UPMA CHAPTER CONVENTION.

The Rural craft sure has changed over the years. The days of rushing to see how fast they can get home are over. I can remember as an RCA having my regular rural carrier phone me the night before and say I need you to cover the route tomorrow. I can recall getting done with my 9-hour route in 5 hours.

The rural side no longer manages itself, we as managers are now responsible for covering the routes.

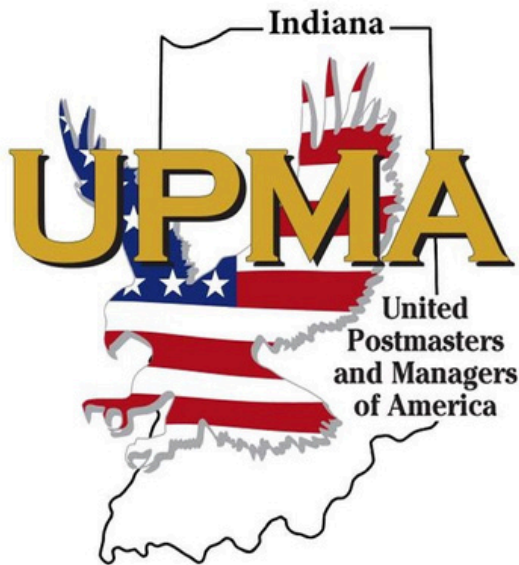
HOW CAN WE ENSURE PROPER COVERAGE AND COMPENSATION FOR THE CARRIER?

Timekeeping should be at the top of our priority list.
Every office should have a RDWL, a matrix and a schedule posted.

MANAGERS need to make sure our routes are getting compensated correctly. Verify the edit books are updated and RRECS mapping is completed with the carrier.

Are the employees making the proper scans? With the change in how the routes are now credited to determine their evaluated hours it is important that the carriers are doing all the scans. We as management should be verifying these scans daily and addressing issues. We should know what we have on our workroom floor. If you see there is a boxholder, do you see that in their scans and if so, how many do you see? If you see several load scans, did you verify they had to load the vehicle more than once and how long did it take?

WE HAVE THE TOOLS TO ASSIST US IN OUR JOB, ARE WE USING THEM?



Registration Form

Indiana UPMA Chapter Convention

Renaissance Indianapolis North Hotel
Carmel, IN 46032
April 6-8, 2025

First Name: _____ Last Name: _____

Your Mailing Address: _____

Form 50 Position: _____

Form 50 Office: _____

MPOO: _____

Retiree? Yes or No

First time attending? Yes or No

Email: _____

Phone: _____

One attendee per registration form

We would prefer that you register through our webpage. If you would rather pay by check/money order mail a copy of your registration form and payment to: Indiana UPMA, PO Box 6842, South Bend, IN 46660

Registration Fee:	Registration
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On or before March 15, 2025	\$55
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After March 15, 2025	\$80
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**First 20 Indiana Chapter actives/retirees that register and book hotel will receive \$200 cash incentive.*

If you would like to pay using PayPal, Debit or Credit Card, you can complete the registration form to the left and make payment on our webpage at: IndianaUPMA.org/chapter-convention

Hotel Information

Contact the Renaissance Indianapolis North Hotel at 317-816-0777 and mention UPMA Conference. The room rate is \$129 per night. This rate will be honored until March 14, 2025. Additional information, including a link to the hotel can be found at IndianaUPMA.org/chapter-convention or book your room using the QR code to the right.

