



UPMA

United Postmasters and Managers of America

UPMA Representation Program

The United Postmasters and Managers of America (UPMA) representation program is second to none in the protection it offers you as a member. While as a postal employee in the EAS ranks, you hope you never get in trouble. But you cannot be sure it will not happen to you.

So, to assist you if discipline is possible, you need an organization that will represent you throughout the disciplinary process. The UPMA Chapter Member Representative (CMR) and the Adverse Action Legal Defense Plan (AALDP) do just that. The AALDP serves as protection against career threats.

The program begins with a certified Chapter Member Representative who is there to offer guidance and represent you if you have to meet with your manager or Postmaster on an issue that could lead to discipline. The CMR will ensure proper appeals to any subsequent

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corrective action, including Letters of Warning, 7-Day and 14-Day Suspensions.

Your local UPMA Chapter covers any costs associated with this representation as a membership benefit you enjoy from day one in UPMA. If you are issued an Adverse Action, a UPMA National Adverse Action Committee member will represent you in the initial stages of the process.

Once the Postal Service issues a final decision letter on an Adverse Action, our UPMA AALDP Attorney* takes over your representation. At this point, save for a small deductible,** UPMA pays 100% of any future costs until a settlement or a reasonable offer is received.

What Is an Adverse Action?

According to *ELM* 651.71: Adverse actions are defined as discharges, suspensions of more than 14 days, furloughs for 30 days or less, and/or reductions in grade or pay.

*You must be a member of UPMA for one year before initial issuance of the discipline to access the AALDP.

**25% of average case cost as determined by the UPMA National Executive Board.

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