The Cascade Connection

Volume 1 Issue 2

Spring 2017

Washington Chapter of United Postmasters and Managers of America

Important Dates

Executive Board Meeting

March 25, 2017
11 a.m.
Best Western Hotel
Ellensburg
(Please note: date and time have changed)

Making a Difference Award

Cut-off date
April 1, 2017

UPMA Collegiate Scholarship

Cut-off date
April 3, 2017

State Convention

May 4-7, 2017
Sun Mountain Lodge
Winthrop, WA

2017 National Convention

August 5-10, 2017
Galt House
Louisville, KY

Postal Reform in 2017?

Quite possibly.

This optimism comes straight from the mouths of House Committee on Oversight and Government Reform Chairman Jason Chaffitz (R-UT) and Subcommittee on Government Operations Chairman Mark Meadows (R-NC) who spoke to UPMA Advocacy Day attendees in Washington D.C. on February 27.

The reason for this, our own Director of Government Relations Bob Levi tells us, is because, for one, H.R. 756, Postal Service Reform Act of 2017, has consensus among not only the management organizations and unions, but the USPS and direct mailers. As Bob says, no group agrees with the bill one hundred percent—each group has had to compromise—but to get the bill through Congress, each group is able to live with the compromises made. This is no small thing.

Also significant, especially given the current political climate, is that the bill has bipartisan support. In fact, Bob drummed his UPMA audience with "bipartisan, bipartisan, bipartisan," and when President Teri and Michelle Lee echoed that chant when meeting with legislators and their staff, bipartisanship seemed to be a very welcome facet of our presentations; it caught their attention. (Teri and Michelle met with Representative Newhouse, and staff in the offices of Representative Heck and Senators Murray and Cantwell.)

Though H.R. 756 has yet to make it out of committee to the House floor for a vote, Representative Chaffetz reported that the committee had met several times with the White House, including President Trump, an indication that the bill is strong and will succeed. The bill first needs to go through mark-up (where all committee members have the opportunity to comment, debate, or rewrite the bill), but with six major Congressional postal players pulling together in the same direction, it should move to the House floor without significant change, and all indications are that the bill will "sail" through the Senate.

There are controversial aspects to the bill, particularly the Medicare component which would require all retirees to enroll in Medicare B (physician charges), but the thought is that without that component, the bill would die. The Medicare component is, in a roundabout way, the lynchpin to satisfying our retiree healthcare pre-funding requirement.

Deputy Postmaster General Ronald A. Stroman spoke with us, stressing that postal reform needs to be enacted soon. If it doesn't, and the USPS pays all of its bills, the USPS will run out of cash by September 2018.

Because of short lead time for the Advocacy Day, and, perhaps, also due to the absence of officer training, there was a relatively small attendance of about 300 folks, but admirably, all but one state was represented. It's already been stated that there will be a similar program next year, likely in February, and that though it will be a down-sized affair like this last one, national will arrange a hotel room block.

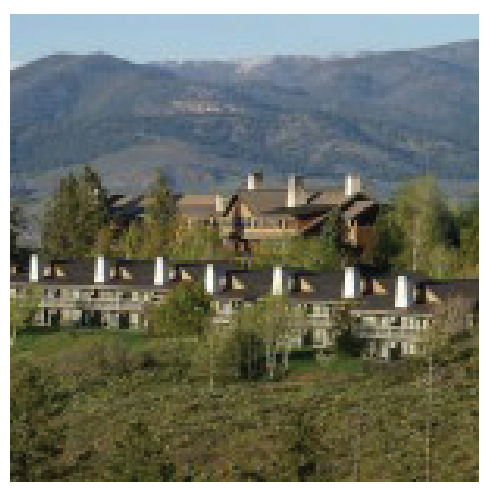
For more on H.R. 756, please see Legislative Chair Teresa Goss's article on page 2.

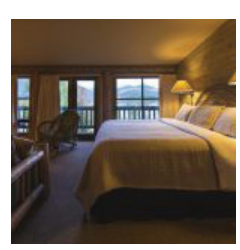
Washington UPMA State Convention
Sun Mountain Lodge
May 4-7, 2017

Networking, Training, Fun

Active Members $85 (rates go up on May 1)
Retirees and Guests $75 (rates go up on May 1)
Rooms start at $91 per night

Find the registration form on page 8
or at www.washingtonupma.com





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Teri Johansen
Co-President

May 4 -7 will see our first UPMA convention. We will be meeting together as UPMA members for the first time, so please come and join us. Meet fellow Postmasters, Managers, retirees, associate members, and spouses. Come to gain valuable knowledge and inspiration and to have some fun and relaxation.

Milly Kropp has organized a wonderful convention at the beautiful Sun Mountain Lodge. Dawn Lui has been in contact with Doug Watson to get us some great training on rural delivery, RHWT, Rims, and DMS, just to name a few programs. We will have dinner and dancing on Saturday night. If you have never been to Winthrop, now is the time to come. JOIN US. YOU WILL BE GLAD YOU DID.

At the convention, we will be voting for the officers who will fill their positions beginning November 1, 2017. We need people who are energetic and spirited, and who want to help shape UPMA into a great organization. WE NEED YOU!!! Send Michelle Lee your candidacy announcement so that she can help get the word out. There are a couple of announcements in this issue, but even if it's for an office you're interested in, you can still run; competition is a good thing!

Then, August 5-10, the UPMA national convention will be held at Galt House Hotel in Louisville, KY. If you have been to a national convention, you know how fun and informative they are; it's like going home and seeing all your old friends. For me, this is the best part of the convention, talking to and meeting with people from every part of the wonderful nation. Bring a first timer so they, too, can enjoy the wonderful experience of making friends from all around the country.

Why do I belong to UPMA?

Last week, when I went to work, there were two HCR drivers sitting in my office waiting for me. And this was at 4:50 a.m. Meeting with them resulted in me filing a threat assessment. Thirty minutes later, I had a call from a postal inspector saying they would be in my office to investigate; not long after that, inspectors and an OIG walked in. My boss showed up soon after them. It was a long, stressful day, and I didn't leave work until 4:40 pm. It was not a typical day, but it does happen. But thank goodness I had a colleague to vent to, someone who I would not have met if it weren't for UPMA. Sometimes it's hard to talk to spouses, family, or friends outside of the Postal Service about just what it is we do, so, thank you to NAPUS, League, and, now, UPMA for making my life a little easier; it's nice to have someone who understands. If you ever need a shoulder to lean on, just pick up the phone and make a call. That is just one of the reasons you need to belong to UPMA.

Teresa Goss
Vice President: Legislative

Hi to all my fellow Postmasters and Managers! This is our second newspaper as the new UPMA. These are exciting times in the world of politics and government. No matter if you consider yourself more an elephant or a donkey, or neither one, you have to admit it has been quite the ride this last election! We are not sure what this will all mean for the USPS and, more personally, the Postmaster and Managers who are part of this large organization, but we are hopeful that the long drought of no postal reform will come to an end.

Right now, there is a bill in the House, H.R. 756, Postal Service Reform Act of 2017, House introduced by Oversight and Government Reform Committee Chairman Jason Chaffetz (R-UT) and ranking Democrat Elijah Cummings (D-MD). Original co-sponsors include Reps. Mark Meadows (R-NC), Gerry Connolly (D-VA), Dennis Ross (R-FL), and Stephen Lynch (R-MA). The legislation is similar to legislation passed by the committee last year. In part, the bill seeks to provide financial relief to the Postal Service and grant it enhanced flexibility.

Here are a few key points of the bill:

- It calculates USPS pension and health care liability on postal-specific data
- It reduces liability by integrating Medicare and FEHBP for Medicare-eligible postal retirees
- It restores 50 percent of the exigent rate adjustment and gives increased rate flexibility
- It encourages innovation
- It will pause rural Post Office hour reductions
- It will expand MSPB appeal rights to more USPS Managers

To read the full bill yourself, go to https://www.congress.gov/bill/115th-congress/house-bill/756W.

Washington state had two members representing us at the Legislative Advocacy Days, Editor Michelle Lee and President Teri Johansen. It will be interesting to get an update from them on what it was like rubbing elbows in Washington D.C. with the bigwigs! Basically, they went to the Hill to be a voice for Postmasters and Managers with the legislators who represent us.

Hey, and by the way, I just made my reservations for the state convention at Sun Mountain Lodge! Have you made your reservations yet? Try to get your reservations in by April 4 as rooms will be released for general sale on April 5. Also, note that the rate for the convention goes up, so get your registration to Linda Hallberg by the end of the month. Her address is PO Box 58924, Renton, WA 98058. See you in May!

Membership Promotion

At the November 12, 2016, meeting, the UPMA national executive board approved six months of free membership to any new EAS member (active). Join either online at www.unitedpma.org or by completing PS Form 1187 and mailing it to the UPMA national office. Any questions concerning promotion or free membership eligibility should be directed to the national office by e-mailing information@unitedpma.org or by calling 703-683-9027. Or, contact our state membership chair, Diana Schuler, at 360-201-4358.

Wendy Fleming
Executive Vice President / Co-Secretary

I am writing this article as I sit in my office on a Tuesday evening waiting for a required 6:00 p.m. rural telecom to begin. I am a bit frustrated because of the fact that it is after hours; all of my employees have already left for the day, and I was ready to go home forty-five minutes ago. I am not frustrated with the nature of the telecom; I feel it is a great way for the district to communicate with its offices. BUT, I am frustrated at the time of day this telecom was scheduled for. The last time I looked at my PS Form 50, it said my work hours were 8:30-5:30 M-F with a one-hour lunch. I have never worked those hours, and I always work until the job is done successfully as I take pride in the quality of job I do for the Postal Service, but evenings should be for me to decide.

When I was awarded this position nine years ago, I never anticipated I would be required to attend a telecom at 6:00 p.m. I have attended a few of these meetings over the past few weeks because of rural carriers working over ten hours in a single work day (which is not difficult to do when the route is evaluated at 9.4 hrs.), RCAs working over forty hours in a week (I have two RCAs who are full time on the routes they carry), and because of hours not being input into the RWHT. You receive an e-mail invitation prior to 10 a.m. the day of the meeting, and it is mandatory that you attend unless you are on scheduled leave. So, if you have prior commitments, you are out of luck. I have heard from managers who couldn't make it to their college class or kid's high school basketball game on time, and, as for me, I was late to my own birthday dinner party!

These telecom meetings are happening in the Portland District only; I have not heard of this happening in any other districts. I was told the meetings would never be a surprise, and that we will know a day before the telecom if we have to be on one. Well, I don't plan my life on a day-to-day basis; I am a scheduler by nature; if it is not on the calendar, then it doesn't happen. This meeting I am about to begin is because I had an RCA work over forty hours last week. She worked forty-four hours on a forty-three-hour route. Her carrier is on a 204b detail, so she is entitled to five days on the route. Tomorrow night I get to attend another one of these meetings because I had a brand new RCA, first day on the route, work over ten hours. My question is why are these being scheduled at such a late time in the day? Why is the rural telecom not being scheduled during the business day like the city delivery and normal rural telecoms? Why are the rural routes being treated differently? I will keep you posted on this topic.

Another topic I would like to talk about is integrity. Please, please, please do not sign a checklist, communicate in an e-mail, or sign off on a task or certification indicating you did something that you did not really do. I know we all hate being on lists for not completing tasks, but it is way better to be on a list than to lie and say it was done when it wasn't; there are auditors out in the field who will eventually catch you in the lie. It is not worth your job to falsify anything. If you need help completing a task or aren't sure how to complete one, reach out to a neighboring office. If you still need help after that, reach out to your MPOO. Most of our managers want you to be successful because that directly affects them also.

I hope to see all of you at convention in May so we can talk about these subjects and much, much more. Your voice will not be heard if you don't speak. If you don't speak, we can't help. We are in this together even when you feel you are alone.

Linda Hallberg
Co-Treasurer

During my forty-two-year career, I had never heard of NARFE until I became a Postmaster, and even then, I didn't join as a member until later. Now that I'm retired and concerned about my retirement, I find these issues to be extremely important. I hope that you don't wait as long as I did to research the importance of NARFE. I'm sharing part of an e-mail with you so that you can see the importance of joining NARFE. Check out their website (www.narfe.org), read about legislative issues, and see how to apply for membership.

Message from NARFE President Richard G. Thissen dated February 10, 2017:

I want to thank all those who registered for the 2017 NARFE Legislative Training Conference on March 12-15. Attendees will learn skills that will help them defend against attacks on their earned pay and benefits. One attack already introduced into the 115th Congress is postal reform legislation, which goes back on promises made to current postal retirees and sets a dangerous precedent that could lead to future harm for the rest of the federal community. Now is not the time to sit idly by. NARFE members should call and write their legislators and urge them to oppose H.R. 756, the Postal Reform Act of 2017.

Postal Reform Act Continues Committee Movement

This week, the House Committee on Oversight and Government Reform (OGR) held a hearing on the Postal Reform Act of 2017, H.R. 756. NARFE strongly opposes this bill on the grounds that it unfairly places the burden of fixing the Postal Service's financial issues on the backs of its retirees. The bill would require current postal retirees to enroll in Medicare, costing them an additional $134 a month (or more), or face losing their Federal Employees Health Benefits Program coverage. The Medicare late enrollment fee is waived under the bill. This breaks a promise to nearly 76,000 current retirees who previously had declined Medicare coverage. NARFE submitted testimony for the record to OGR in advance of the hearing, which can be found at (our website).

A mark-up for the bill likely will occur later this month, where it is expected to easily pass out of committee, as the hearing indicated. The previous version of the bill, submitted in the 114th Congress, was approved by OGR but failed to receive additional action on the House floor.

NARFE urges its members to write their legislators and ask them to oppose this bill. Changing postal retiree's benefits, after the fact, not only breaks a promise made to them but also sets a terrible precedent for the rest of the federal community. A letter opposing this bill is available at the NARFE Legislative Action Center and can easily be sent via the NARFE website.

The PAC Girl
Wendy Morris-Heller

Hello, everyone. I have had a great deal of dilemma over what to say in this article. What to talk about? I give the same talk in each paper about PAC and what it is about. I thought I would touch on something more personal this time.

I struggle with stress every day, and I've been working with a counselor to help me deal with the stress of work, home, and life in general. As a Postmaster, I feel the strength I require to get through the ever-changing demands put upon us can be overwhelming. I am sure I am not the only one fwho struggles with this. It is a topic that many don't want to discuss, afraid of showing weakness. I know that I am not weak; I am a fighter, and I will continue to fight. But some may need help to get through some things as I do. My UPMA family has helped me a great deal. Some of it is just knowing I am not in this alone, and I have people I can call to help get through some of the challenges. I hope that I have been able to help some get through their work struggles, also.

Attending our conventions has created bonds and friendships that have helped me along the way. If you are considering joining or attending the state convention in beautiful Winthrop, WA, I strongly encourage it. The classes will help you feel more confident in your position, and the people will help revitalize you. It is a wonderful atmosphere that allows us all to share and discuss triumphs and failures and that helps us to better ourselves. With the turmoil of everyday challenges, I am so looking forward to the state convention, and I hope I will meet new and wonderful Postmasters, Supervisors, and retirees who can help get us all through the journeys we face.

Diana Schuler
Vice President: Membership

Hello, UPMA, from the snowy northwest corner of our beautiful state. I know I am done with the snow this year and the hassles it has caused with mail delivery on what is usually the wet—as in liquid, not frozen—side of our state. What challenges we have faced with delivery, broken chains, and being stuck in snow drifts.

Then if like me, you are lucky enough to work in Area 2, you have had the ridiculous mandate to complete a complex A3 report—with graphs, charts, and pictures—for every one of the indicators your unit is failing in. We are told this is not a punishment but a process so that we can see what's causing the failures and identify the processes needed for the office to be successful. Now, don't get me wrong; the Lean 6 Sigma processes are effective in identifying, analyzing, and implementing positive changes. However, there is absolutely no possible way for a Postmaster or Manager to be successful in their offices when they are mandated, as Area 2 was in January, to complete, on average, eight A3s in a two-week period (at least one office had to do fifteen). One A3 takes at least several hours to complete; the POOM, who is highly skilled at them, has told us it takes her four hours. All the while, hourly, daily, weekly, monthly, and quarterly duties and checklists need to be completed not only on time but early, so that the office will not find itself on a list.

We are preached to about CARE. CARE is the program directed at newer employees to make them feel part of the team, to make them feel valued, and to make sure they have a friend at the office. If you are EAS, you have just had the CARE training, and you know exactly what is expected on a quarterly basis to complete CARE so that the Postal Service can retain its most valuable assets, its employees. I ask you, where in the heck is the CARE for the EAS staff? It is not coming from the District office or, in my experience, from my POOM. My manager works thirteen-hour days. She chooses to be early to work so that her Postmasters can reach her and to be there until the last carrier in her Area returns. She will listen to our concerns. These things I will give to her. But her Postmasters don't feel part of the team; we don't feel valued or that what we do is ever enough. We are told that the way of business is changing, and that we need to be able to change with it. How does a Postmaster or Manager, working ten to twelve hour days then taking work home, have any quality of life? There is no eight-hour day or forty-hour week in any Postmaster's office; even effective time managers can't complete all the work in that amount of time. There is no possible way to stay within budget. Area 2 Level 18 Postmasters and Level 17 Supervisors are told to report to other, short-staffed units to complete EAS functions; or, those EAS are placed on detail in those units. Are we not to Work to Live and not Live to Work?

Do you have a best friend as a peer you can trust? In my twenty-one years as an EAS in the state of Washington, I have found best friends in UPMA. I have felt heard and valued. Because of UPMA, I have laughed and traveled, and I have been trained to be more effective in my job. The networking, fellowship, training, and support helped to make me a successful Postmaster. I implore you to take the time to attend the UPMA state convention at Sun Mountain Lodge in May. Invest in yourself and your career.

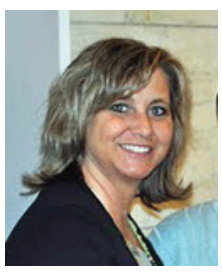
I hear some people ask, "What have NAPUS or League done for me? What is UPMA doing for me?" REALLY? Are you looking at the environment you currently work in, at how much is required of you and how the workload increases not decreases? If you don't think you will need help in the future from a skilled Adverse Action Member Advocate, think again. If you get in trouble, that is not the time to be joining; join now. We are not a union—we do not have bargaining rights for our wages, benefits, or NPA—but we do have consultative rights. If our membership numbers decrease because people choose not to be dues-paying members, why would the Postal Service continue to sit at the table with us and listen to our UPMA leaders about our concerns or include us in developing programs? Apathy is the reason things get worse. Have a voice and get involved.

If you are a craft employee and are interested in moving up, UPMA is the place to be. It is where you can forge connections and friendships to help you do your job and get training to do it right. Anyone can be a member. Please join.

On a personal note, I became eligible to retire last June when I turned 55; I had planned to retire in January of 2018. I notified my POOM on February 15 that I am retiring on April 1, 2017, and, no, it's not an April Fool's joke. I explained that there were many reasons I'm going earlier than I ever planned to. I did try to get a downgrade to a Level 18 office in my Area to ease the stresses of the Level 20 workload, but I was denied. I was told by my POOM that she has to do what is best for Area 2. I am to assume that was not me. I'm leaving now for that reason, plus because of the exceptionally heavy peak season of 2016 (I do not want to do another one), the new business model of completing an A3 for everything imaginable or just because, and because I no longer feel I am an invaluable team member of Area 2 or the Postal Service in my position as Postmaster. I am going to put my mental and physical health and my family relationships ahead of my job. My last day on the job was March 10, and I will be on annual leave until my retirement date. I will miss my fellow Postmasters, but mostly, I will miss my co-workers at my final office, Ferndale. My thirty-six years and three months working for the Postal Service have been a wonderful season of my life, and I thank each one of you who have worked with me during a career I am proud of.

Diana Ehlers-Schuler
Postmaster Ferndale
RETIREMENT PARTY

Come help celebrate Diana's 36 years of service with the USPS.
Saturday April 29th Celebration begins at 5:00 pm ends at 9:00 pm.
4230 Ankar Park Drive Bellingham, WA 98226 please park in visitor parking spots not numbered spots.
We will be serving dinner, cake, coffee and sodas.
Please RSVP to Diana at cell 360-201-4358 or email ehlersdg@yahoo.com
Mailing address 4206 Ankar Park Drive #227 Bellingham, WA 98226

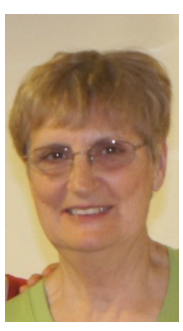


Kristen Luther
Co-Treasurer

NAPUS and Leagueconsolidated. We have dual officers on the executive board and a new constitution and bylaws have been adopted.
Michelle Lee, Deanna Nielsen, and I have been working hard creating constitutional and bylaws amendments to present to the body in May. We need all members to come to the May convention to vote for new officers, vote on constitutional changes, vote in support of national officers, and to help move forward with our organization. We need everyone to be involved in making this organization a great one.

It is up to you to make your goals a priority, to take the time to get training and to network with people who understand what you are going through. As a group, we can help each other; as individuals, we may get lost in the shuffle.

Please remember, I am always here to assist you, and if I can't, I will contact someone who can. Have an amazing spring.



Autie Bergman
Co-Retiree President

I am looking forward to hearing from those members who traveled to D.C. I know we were well represented by our Washington state delegation. I am hoping they return amped up for grassroots activities and perhaps encouraged by a few words or actions they heard and witnessed while in the Capitol. I am guessing they will share at our executive board meeting on March 25. See you all there!

I have sensed an unease from my community where I volunteer. As a whole, citizens feel tense and unsure about decisions being made, or not made, on their behalf in D.C. Many express concerns relating to keeping the healthcare they have so enjoyed the past few years. We have a large migrant population, also, and they are more wary than normal.

My own spirits rather match the weather here: grey, overcast, and rain, rain, and more rain. I keep telling myself I was just in Hawaii in November, and I should not be complaining. I am keeping busy to avoid feeling sorry for no sunshine. I love the sunshine!

Why not share this newspaper with others in your office?

Gordon Williams
Postmaster Hoquiam

No Man Is an Island

No man is an island,
Entire of itself;
Every man is a piece of the continent,
A part of the main.
If a clod be washed away by the sea,
Europe is the less.
As well as if a promontory were.
As well as if a manor of thy friend's
Or of thine own were:
Any man's death diminishes me,
Because I am involved in mankind,
And therefore never send to know for whom the bell tolls;
It tolls for thee. - John Donne

This poem captures the essence of what Postmasters and Managers are experiencing today. USPS is struggling with transitioning to a different paradigm of our core vision, mission, and goals. Our management associations are dealing with the details of unification at all levels.

Written in the sixteenth century, today, the poem could easily have been titled *No Person is an Island*. As Postmasters and Managers, we cannot let our professional challenges deter us from relying on each other. There are those within USPS management who work to divide us, one against another.

We serve our communities with integrity and ethics, and within the bounds of our processes. This tradition of serving, the pathway that we follow, was forged by those who went before us as a management organization and as employees of a well-respected agency of our government and country, the USPS.

We each go to work for different reasons; some of us have career ambitions and some of us desire solely to serve our customers and go home to our families. But as League and NAPUS come together, and hopefully, NAPS, soon, we should all support each other in our goals, help and encourage each other to achieve our dreams.

The daily minutia that seem overwhelming to us—e-mails, programs, reports, and so much more—simply detract from our core mission of connecting our fellow citizens of this great country with a collective, unifying network. Hopefully, that allows us to achieve the life, liberty, and pursuit of happiness our founders envisioned.

There are many instances of Postmasters being required to spy on or investigate other Postmasters. In the more rural areas, Postmasters are being instructed to perform duties in offices fifty, seventy, or more miles away from their homes. Postmasters are instructed not to network with other Postmasters on various areas of their responsibility. While many of these divide, isolate, and conquer tactics have always been around, lately they seem to have been incorporated into the District level ethos at an alarming pace.

So, what can we do to sustain our proud and honored 240-plus year tradition as Postmasters and Managers? My belief, and hope, is that we can unite regardless of EAS level or Post Office level, and give and expect respect from those we report to, and to those whose job it is to support us and the communities we serve.

UPMA, at the national, state, and local levels, is going through some transitional challenges right now. It is up to us in our local and regional geographic areas to organize, meet in person, and speak out on issues that affect our ability to have the autonomy to complete our responsibilities with the dignity and honor that our positions require. New leaders need to step up, to be leaders of leaders, and experienced leaders need to guide and encourage those willing to serve. This will benefit all of us, the USPS, and the people of this great country that we serve.

The line of the poem that hits home with me is "Because I am involved in mankind." Isolated, we are weak and vulnerable. Together we are strong.

Fur's Class Noncents
By Harriet Stay
Postmaster Postmaster

Sometimes the world sucks. Perhaps I should be in hibernation along with the mama bear and her three cubs, the ones that ran havoc over three of my apple trees, breaking limbs and, of course, eating all the apples. Next was the election. Hard to believe some people are so gullible, so oblivious to the truth. What are they reading, or more to the point, why aren't they reading? I suppose some are more perceptive and informed, and those are the ones I marched with in Seattle on January 21. Did you?

You all must understand or realize by now that I'm a chocoholic, but I also enjoy baking a variety of cookies, cakes, and pies that are not chocolate, and I especially love to try new-to-me recipes when invited to a gathering. You surely don't believe Larry and I eat all of this fattening food. Just a couple of weeks ago we were invited to a potluck dinner, so I decided to try a new chocolate (of course) Bundt cake recipe. Another disaster struck. The blank-itty-blank cake stuck to the pan. Tasted fine, but after getting it out, oh never mind. I shouldn't even mention the Philly Sticky Buns I made that didn't rise properly. This is a recipe I've used dozens of times. You see, I really should be hibernating.

I've reached an age where things are falling apart. Oh, those too, but I'm referring to household gadgets such as our microwave, our dryer, toaster, and of all things our modem. To show you how hexed I am, Hughes.net sent something other than a modem which meant we had to wait another week for the actual replacement.

But, the straw that broke the camel's back came at noon on February 17. NPR, via CBC, announced that it was the final broadcast of the Vinyl Cafe. I had already heard the week before on the CBC evening show that Stuart McLean had just died. There was an announcement prior on Facebook from Stuart saying he was quitting the show for health reasons. I suspect we all thought he would take off, get better, return. He was sixty-eight years old.

Saying goodbye to Stuart McLean was also saying farewell to Dave and Morley and their kids Stephanie and Sam. Oh, and Arthur the dog and Galway the cat, not to forget Mr. & Mrs. Turlington next door, Mr. Wong of Wong's Scottish Meat Pies shop, and, most of all, the world's smallest secondhand record store. How do I know all this… I've been listening to Stuart McLean's radio show The Vinyl Cafe for eons. I was fortunate to see and listen to him in person at the Paramount Theatre in Seattle. Stuart's Sunday broadcasts emanated from different towns all across Canada. He's Canadian. I think he adopted Washington. See, I knew we have a safe haven if need be.

I received a message from The Vinyl Cafe crew. One section stands out: "Stuart assured us that even in difficult times, we can find things to be grateful for and ways to laugh. Now that he is gone, we will try hard to do just that."

Stuart McLean was a humorist and storyteller unlike any I've ever heard and enjoyed so completely in my lifetime. Okay, maybe Billy Collins, my favorite U.S. Poet Laureate, reaches the same preeminence. Stuart, you will be missed.

I started out writing this in a funk. Read that carefully. I prefer not to end in a downward spiral. It snowed this morning. I love snow. Even if skiing is no longer an option, I can build a snowman. Okay, a small snowman. I always have carrots in the refrigerator and a house filled with hats.

Oh! One last note. I want to share a joke I found in the mystery book I've been reading while writing this. Of course, I'm reading a mystery book. But, before I forget, you should Google "books by Stuart McLean." There's a list of them if you want to have a big belly laugh or just feel good. I have Secrets From The Vinyl Cafe and Vinyl Cafe Unplugged. These are short stories, by the way. You knew that. Now, the joke: What never leaves the corner and yet travels around the world? When you know the answer, send it to me on a postcard addressed to Harriet Stay, PO Box 1201, Port Townsend WA 98368-0901. A prize? Hmm. I'll have to give that some thought.

NAPUS PAC CONTRIBUTION CARD

NAPUS PAC
8 Herbert Street
Alexandria, VA 22305

O Yes, I want to join, enclosed is:
O $25 O $50 O $100 O$200 O Other_____

Date:_____

Member ID: _____

Name: _____
Address 1: _____
Address 2: _____

Credit Card Contributions:
Acct.#_____ _____ _____ _____ CCV: ___
Exp. Date:___/___
Signature:_____

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

Chapter Constitution and Bylaws Proposed Amendments

Last year, each state chapter was given a template to initiate UPMA constitution and bylaws (C&B) that allowed for minimal flexibility. As we move toward our second year of UPMA, the Washington chapter of UPMA created a C&B committee which is comprised of volunteers Kristen Luther, Deanna Nielsen, and Michelle Lee. Below are the amendments proposed by the committee. The major changes to the C&B eliminates the co-officer positions required in the first year of UPMA, as well as shuffling of the executive vice president and vice president duties. As you can see, there is also extensive language tweaking to suit our chapter, as well as the introduction of or elimination of rules that the committee believes would make for a smooth-running chapter. All proposed changes comply with national requirements.

To aid reading comprehension, a copy of the C&B, if adopted as proposed, is posted on the chapter website at www.washingtonupma.com. Should you have questions about the proposed amendments, please contact any of the committee members. Their e-mail addresses can be found on the website and within this paper.

Constitution and Bylaws of the Washington State Chapter of ~~the~~ United Postmasters and Managers of America

Preamble

The purpose for which this chapter is organized is as part of the national organization United Postmasters and Managers of America (UPMA) which shall ~~be to~~ provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service: to foster a favorable image of public service; ~~to~~ assure the users of the mails the best service possible; to improve the conditions under which individuals work—having concern for salaries, hours of employment, working environment, and related issues; and to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I – Name

This organization shall be known as the Washington State Chapter of ~~the~~ United Postmasters and Managers of America ~~(UPMA)~~.

Article II – Purpose

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Section 1.

~~Any person as designated by the UPMA governing documents to be a member of the national organization shall be considered a member in this chapter,~~ Any person, as designated by the national UPMA organization, shall be considered a member of this chapter. ~~but no member in arrears for dues shall be recognized or permitted any member privileges at its conventions.~~

Section 2.

An active member shall be defined as a Postmaster, Postmaster relief, Manager, Supervisor, or any other EAS employee employed by the US Postal Service.

Article IV – State Meetings

Section 1.

The chapter will hold two (2) state meetings per year: one in spring and one in autumn.

Section 2.

~~The annual convention of the~~ Chapter state meetings shall be held at the time and in the city as set ~~at the annual convention one year~~ six months or more prior to that ~~convention~~ state meeting provided that the president may, with the approval of the majority of the executive board and for good and sufficient reason, change the time and or place previously fixed. ~~All chapter conventions must be completed prior to the start of the national convention.~~

Section 3.

Special meetings may be called by the president, called on request—in writing—by a majority of the executive ~~committee~~ board, or may be called on request—in writing—by ten (10) percent of the paid membership of this chapter.

~~The chapter secretary shall mail notice of meetings to members of the executive committee meeting at least ten (10) days prior to the date specified for such meetings.~~

Section 4.

In any ~~convention~~ state meeting of this chapter, all members who are present and registered for the ~~convention~~ state meeting shall constitute a quorum.

Section 5.

Elections of officers will be held during spring state meetings, except when filling a vacant position as provided for in Article V, Section 5 of the constitution.

Section 6.

Robert Rules of Order shall govern the deliberations of this chapter.

Article V – ~~Election of~~ Officers

Section 1.

The officers of this chapter shall be president, executive vice president, secretary, treasurer, immediate past president (who shall serve for a term of one year beginning on November 1 of the year a newly elected president ~~shall~~ assumes office), the president of the ~~postmasters retired~~ retirees, and editor, who together with ~~the four (4)~~ three (3) vice presidents shall constitute the executive ~~committee~~ board and the governing body of the chapter.

Section 2.

In 2017, the president, executive vice president, secretary, ~~treasurer,~~ editor, and ~~four (4)~~ the adverse action vice president shall be elected at the ~~annual convention~~ spring state meeting to serve ~~a~~ two-year terms ~~of one (1) years~~, with all subsequent terms also lasting a duration of two years. In 2017, the treasurer and the membership and legislative/PAC vice presidents will be elected at the spring state meeting to serve one-year terms; in 2018 and thereafter, these officers will be elected to serve two-year terms. ~~The~~ Terms of office shall commence on November 1 and will end on October 31. ~~The~~ Officers may serve an unlimited consecutive number of terms of office. ~~The secretary, treasurer, and the other four (4) vice presidents shall be elected at the annual convention in a subsequent year to serve a term of two (2) years. The term of office shall commence on November 1 and end on October 31. The secretary and treasurer may be elected to serve an unlimited consecutive number of terms of office.~~

~~The new executive committee shall hold an organizational meeting within sixty (60) days of November 1 of each year.~~

Section 3.

~~Additional, or other nominations, may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election.~~ In addition to the nominations submitted by the nominating committee, nominations may be made from the floor. If seconded and approved, the nomination shall be included with those made by the committee. If there shall be more than two (2) nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast. With the exception of the positions of president and executive vice president, which shall be limited to active EAS members who are members in good standing of the organization, ~~retired postmasters,~~ retired EAS employees, Managers, and Postmaster reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken ~~and that no active EAS member seeks the office~~.

Section 4.

Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Section 5.

If a vacancy occurs, and there is no succeeding officer, the vacancy shall be filled, on an interim basis, by appointment by the chapter president with the approval of the executive board. An election for a position so filled will be held at the next state meeting, and the newly elected officer will assume duties immediately following that meeting.

Article VI – Recall

To recall an officer of the Washington Chapter of UPMA, the following procedure must be followed: A letter of charges stating the specific irregularities of office must be presented to the executive board. The letter must be signed by no fewer than ten (10) Washington chapter members. The executive board shall render a decision within thirty (30) days of receipt of the charges.

Bylaws

Article ~~VI~~ I – Officers

Section 1.

The president shall preside at all meetings of the chapter and shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive ~~committee~~ board and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. ~~The president shall receive such compensation for their services as the executive committee may provide.~~

Continued on page 7

Constitution and Bylaws Proposed Amendments, Continued from page 6

Section 2.
The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be a separately elected position and must be held by an active member. Should the office of the president be vacated, the executive vice president will serve the remainder of the term. The remaining term of a vacant position of the executive vice president shall be filled by the executive ~~committee~~ board.
In addition, the executive vice president shall serve as the ~~membership~~ education chair for the chapter. It shall be their duty to ~~promote membership for the organization and to insure the chapter always has a strong membership~~ work with the president in aligning training that is deemed necessary and appropriate for the membership. ~~The executive vice president shall receive such compensation for their services as the executive committee may provide.~~

Section 3.
The ~~at-large~~ vice presidents will be responsible for the following duties:
~~One vice president will serve as education chair. It will be their duty to work with the president in aligning training that is deemed necessary and appropriate for the membership.~~
One vice president will serve as the legislative and PAC chair. It will be their duty to handle legislative and PAC activity within the chapter.
~~One vice president will serve as the Political Action Committee (PAC) Chair. It will be their duty to handle any PAC activities within the chapter.~~
One vice president will serve as the adverse action member advocate. It will be their duty to advocate for active members facing disciplinary or adverse action.
~~The above four vice presidents will have their duties assigned by the executive committee at the executive board organizational meeting.~~
~~In the event of a vacancy in a vice presidential position, the vacancy shall be filled by the executive committee.~~
One vice president will serve as the membership chair. It shall be their duty to promote membership for the organization and to ensure the chapter always has a strong membership.
~~The vice presidents shall receive such compensation for their services as the executive committee may provide.~~
Section 4.
The secretary shall ~~mail notice~~ notify ~~of meetings to~~ the executive board members at least ten (10) days prior to the date specified for ~~such~~ board meetings; notification will be by postal or electronic mail.
The secretary shall record the proceedings of all ~~conventions~~ state meetings and meetings of the executive ~~committee~~ board and keep all records of those meetings. Minutes are to be submitted to the executive board within ten (10) days of the meeting for the purpose of seeking corrections.
~~The treasurer shall be bonded as provided in Article XIV hereof. The treasurer shall deposit, withdraw, and have custody of the chapter funds, and shall be responsible to keep an accurate and complete account of the receipts, vouchers, and the membership.~~
~~In the event of a vacancy in either the secretary or treasurer position, the vacancy shall be filled by the executive committee.~~
~~Both the secretary and treasurer shall receive such compensation for their services as the executive committee may provide.~~
Section 5.
The treasurer shall be bonded as provided in Article ~~XIV~~ VII ~~hereof~~ of these bylaws. The treasurer shall deposit, withdraw, and have custody of the chapter funds, and shall be responsible to keep an accurate and complete account of the receipts, vouchers, and the membership. The treasurer shall maintain all records pertaining to finances and shall report the finances at all general business and executive board meetings. Financial records shall be available for audit at each state and executive board meeting.
Section 6.
~~An editor may be appointed by the executive committee, at which time they become a voting member of the committee.~~ It shall be the editor's duty to publish the official newspaper of the Washington State Chapter of UPMA and to maintain the chapter website. ~~The editor shall receive such compensation for their services as the executive committee may provide.~~
Section 7.
Each officer shall receive such reimbursement for their expenses as the executive board may provide.
Article ~~XI~~ II – Executive ~~Committee~~ Board
~~The officers of this chapter shall be president, executive vice president, four (4) at-large vice presidents, secretary, treasurer, the immediate past president—who shall serve a term of one year beginning on November 1 of the year a newly elected president assumes office, the president of postmasters retired, and editor, who shall constitute the executive committee and the governing body of the chapter.~~
Section 1.
It shall be the duty of the executive ~~committee~~ board to carry out the orders of the chapter as expressed in the ~~convention~~ state meetings; it shall have direct control of all business of the chapter and its affairs; it shall be the power of the executive ~~committee~~ board to authorize necessary expenditures, to audit all accounts, and to approve the expenses of the executive officers; and, in general, it shall perform all the functions ordinarily attached to such a ~~committee~~ board.
Section 2.
There shall be four (4) executive board meetings per fiscal year.
Article III – Committees
Section 1.
The following committees, as appointed by the president, shall be known as standing committees:

Audit	Budget
Constitution and bylaws	Nominating
Policy	Resolutions

Section 2.
The president shall appoint any additional committees deemed necessary to carry out the object and purpose of this association.
Article ~~XII~~ IV – Sergeant at Arms
~~At the opening of~~ For each ~~convention~~ state meeting, the president shall appoint a master sergeant at arms and, ~~the~~ as necessary, an assistant sergeants at arms~~, and it shall be their~~ whose duty will be to maintain order at the state meetings and perform such other duties as designated by the president.
Article V – Representation
Each active member registered and present at a state meeting shall have one vote on each question and election.
Each retiree member registered and present at a state meeting shall be entitled to vote only on questions affecting their eligibility for membership or the dues structure of their membership category; they will be entitled to one vote on each of these questions.
There will be no proxy voting.
Article ~~XIII~~ VI – National Convention Roll Call Voting Procedure
When preparing for roll call votes to be cast ~~in elections, amendments, etc.,~~ at ~~the~~ national conventions, the vote shall be taken by paper ballot at the ~~annual chapter convention~~ spring state chapter meeting. The results of that paper ballot shall govern the procedure, by percentage, for how the chapter's votes will be cast at the national convention by the chapter president. The results of the votes shall be recorded by the national officer present at the chapter ~~convention~~ state meeting, as well as in the official minutes of the chapter ~~convention~~ state meeting. The national officer and the chapter president must send the results to the national office within ten (10) days of the conclusion of the chapter ~~convention~~ state meeting. On the issue of elections, the chapter's official vote must be taken at the chapter ~~convention~~ state meeting in the year that the election will take place at the national convention. This procedure cannot be changed prior to October 31, 2018, in accordance with the UPMA national bylaws Article XI, Section 1, paragraph 14.
Article ~~XIV~~ VII – Bonds
The treasurer shall be required to be bonded in the amount deemed sufficient by the executive ~~committee~~ board, with said bond to be executed by a surety company approved by the executive ~~committee~~ board and the premium on such bond shall be paid by the chapter.
Article ~~XV~~ VIII– Dues
The annual dues of the members of this chapter shall be the same as provided in the governing documents of the national organization.
Article ~~XVI~~ IX – Official Publication
~~There may be established an~~ The official publication of this chapter ~~to~~ will be published four (4) times per year. The publication will be distributed to the membership and others as deemed necessary. The official publication will be named The Cascade Connection. In addition, the chapter ~~may~~ will also maintain a website for the dissemination of information. The executive ~~committee~~ board, as the governing body of the chapter, shall have editorial control over the official publication and website.
Article ~~XVII~~ X – Amendments
All proposed amendments must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of ~~the annual chapter convention~~ a state meeting. The proposed amendment(s) shall be published prior to the ~~convention~~ state meeting. These bylaws may be amended at any ~~convention~~ state meeting of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendments shall be read at one session of the ~~convention~~ state meeting and voted on at a subsequent session; these amendment(s) shall become effective immediately upon the adjournment of the ~~convention~~ state meeting unless otherwise specified in the amendment.

1st UPMA State Convention

May 4-7, 2017

Sun Mountain Lodge: Where Your Spirit Sings

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

First Name _____**Last Name** _____**Nick Name**_____

Circle: Postmaster Manager OIC Supervisor Associate Retiree Guest

Post Office you represent: City _____**State**_____

Mailing address _____

City_____**State**_____**Zip**_____

Phone # _____**Email address** _____

Check if First Timer _____**Special Meal Requests**_____

Meals for unregistered guests may be purchased separately, although your best deal is to register even if you cannot attend the entire convention because of all the amenities furnished.

Please circle the appropriate fee below

	10/1/2016-2/28/2017	3/1-4/30/2017	5/1-5/7/2017
Postmaster/ Manager/OIC/ Supervisor/Associate	$75.00	$85.00	$95.00
Retirees and guests	$65.00	$75.00	$85.00

Total Payment: $_____ *Check payable to UPMA Washington State Chapter*

Mail with full payment to: UPMA c/o Linda Hallberg PO Box 58924 Renton, WA 98058-1924

Any registration questions, call Linda Hallberg at: Cell 206-240-2975 or Home 425-235-1321
or you may send an e-mail to hallberg66pcmc@hotmail.com

Registration Cancellation Refund Policy: Requests for cancellation refunds must be made in writing to a Washington state board member. The request must be post marked by 4/15/2017 for a full refund and by 5/17/2017for a 50 percent refund. No refunds after 5/1/2017.

WASHINGTON STATE CONVENTION

May 4-7, 2017
Sun Mountain Lodge
604 Patterson Lake Road,
Winthrop, WA

Reservations must be made by phone:
1-800-572-0493
Refer to: United Postmasters & Managers

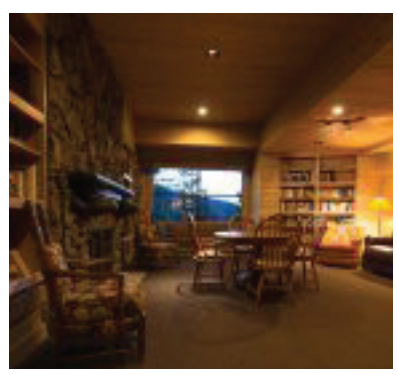
Reservation Deadline
April 4, 2017

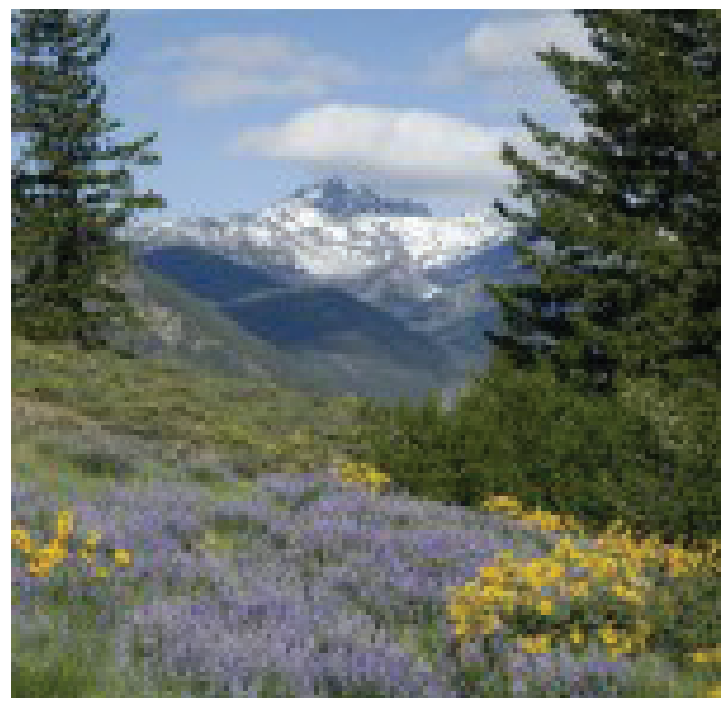
$91.00+ taxes for single/ double

Extra person charge per night: $30.00
Special accessibility requests are available.
Check-in: 4:00 p.m.
Check-out: Noon.

Rooms will be released for general sale on April 5, 2017. Requests received after this date will be accepted at the per diem rate on a space available basis. Every effort is made to honor requests for specific room types, so call now to reserve yours. You may call the hotel directly if you need further information on room types available: 509-996-2211.

CALL NOW! All reservations must be guaranteed with a valid credit card.





All USPS employees are welcome in UPMA

Convention Agenda *(Tentative)*

Thursday, May 4, 2017

3:00 PM	Registration - Main Lobby Hospitality Room open (Snacks, early bird gifts, and auction items can be dropped off here)
6:00 PM	Dinner
8:00 PM	First Timer get-together

Friday, May 5, 2017

6:30 AM	Breakfast buffet - Pasayten B
7:00 AM	Registration - outside Pasayten A
7:45 AM	Early Bird Drawing - Pasayten A
8:00 AM	Call to Order - Teri Johansen, Washington UPMA Chapter Co-President
8:45 AM	Wayne Francis, National Vice President
9:15 AM	Rural Delivery Training - Darren Engleheart, Operations Programs Specialist
10:45 AM	BREAK
10:45 AM	Retiree business meeting in Hospitality Room Bankers Life and Colonial Penn Insurance - Roberto Garza and Joe Norton
11:00 AM	Harassment/EEO - Jim Sykes, Labor Relations Specialist
12: 30 PM	LUNCH in Pasayten B - Honoring First Timers and retirees
1:45 PM	5p and LSSOIs - Sheila Grant, District 1 MPOO Retiree Event (TBD)
3:15 PM	BREAK
3:30 PM	Lim/Rim, Dms, Loc, Vap – Ina Denning, Operations Programs Specialist
5:00 PM	Announcements
6:30 PM	Meet the Candidates - pizza, cold drinks, and no-host bar
8:30 PM	Scholarship and PAC auctions, 50/50 drawing

Saturday, May 6, 2017

6:30 AM	Hospitality Room, breakfast on your own
7:00 AM	Registration and vendors, Pasayten A
7:45 AM	Early Bird Drawing, Pasayten A
8:00 AM	Call to Order, Pledge of Allegiance, Auction Results, Officer Reports and UPMA business
8:30 AM	Wayne Francis, UPMA National Vice President
9:30 AM	Wendy Averett, Seattle District EAP Consultant
10:30 AM	BREAK
10:45 AM	Douglas Watson, Manager, Operations Programs Support
12:30 PM	LUNCH on your own
2:00 PM	TACS-Rural TACS, online forms, pay adjustments - Dennis Ingham, Manager, Finance Programs Compliance
3:45 PM	BREAK
4:00 PM	UPMA business session, elections
6:30 PM	Happy Hour and banquet (Western theme, can dress accordingly)
8:00 PM	Dance - Methow Valley DJ Services

Sunday, May 7, 2017

6:30 AM	Hospitality Room, breakfast on your own
7:45 AM	Early Bird Drawing, Pasayten A
8:00 AM	Call to Order Retiree Report by Deanna Nielsen Legislative, Membership, and miscellaneous reports
8:30 AM	Wayne Francis, National Vice President
9:00 AM	NARFE
9:15 AM	TBD
9:30 AM	Memorial Program
10:00 AM	Round Table Training
11:30 AM	Brunch, Installation of officers, First Timer and other awards, scholarship winners

Executive board meeting to follow

Convention Checklist

- Approved leave
- Room reservation
- Registration completed
- Early bird prizes
- Auction item

Bring a happy heart, a good appetitie, and some money. This is the place to renew your spirit, relax, and then, fire up! You will benefit from the education and will take back to your workplace many ways to help you in your career and retirement. We need YOU.

See you soon! Milly Kropp, Convention Chair

Making a Difference Award

Now is the time to nominate that special UPMA member you feel deserves the honor of the Making a Difference Award! The nominee must be an active or retired Postmaster, Manager, or Supervisor and a UPMA member in good standing.

In your own words, describe why you think your nominee deserves the award. Include service to UPMA (includes NAPUS and the League of Postmasters), community involvement, service to the US Postal Service, and any other awards or credentials that apply. Please remember to include contact information for both you and your nominee. As a reminder, do not use a penalty envelope to mail your submission.

By April 1, 2017, send your nomination to:
Angie Shapley
PO Box 606
Omak WA 98441
angilolly@hotmail.com

Washington State UPMA College Scholarship

To apply, you must be the child or grandchild of a dues-paying member of UPMA Washington Chapter. You must be either a graduating high school senior or an undergraduate student of an accredited college.

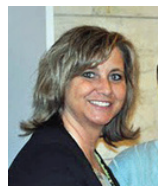
Application forms may be downloaded at:
www.washingtonupma.com

All completed forms must be received no later than April 3, 2017.

Questions? Contact Harriet Stay at hstay@hughes.net

Candidates' Corner

Kristen Luther for Treasurer



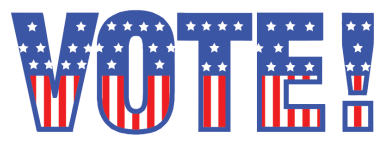
Hello, All,

I'd like to start my campaign by announcing that I would love to be your Washington state UPMA treasurer for the November 2017-October 2019 term.

I have been the NAPUS treasurer since 2007 and have enjoyed serving on the board these last ten years. So please come to the convention in May and cast your vote for Kristen Luther as your treasurer. I would like to continue to keep the finances in order and assist the president and the board in making good financial decisions for your chapter.

Thank you for your time, and have a blessed rest of your day.

:) Kristen for Treasurer :)



Michelle Lee for Editor

I love words! I love writing them and rearranging them, and finding just the right ones to convey the intended meaning properly.

I love punctuation. I love playing with the little marks that give words life and meaning and emphasis. Symbols that, if misplaced, absent, or overused, could make what has been said either incomprehensible gobbledegook or a rousing statement.

I have thoroughly enjoyed the past year as your editor, and I ask you to elect me to continue in the position. It's a selfish request, but it's a position that suites my abilities and inclinations to a tee. In fact, after recently achieving a copyeditor certificate from the University of San Diego Extension, I'm starting a copyediting business; my training will be valuable not only to me in a second career, but to the Washington UPMA membership as its editor.

Edmund Carley
UPMA National Vice President - West
Postmaster Lincoln IL

When I was a letter carrier, I used to tell a joke about the chain of command to all the new delivery supervisors who came in, and there were many! I would tell them, "I'll do anything you tell me to boss; if it's illegal, immoral, or unethical, I'll just need that order in writing."

These days, it seems that some managers are prepared to make operational decisions based not on smart business moves but by any means necessary just to stay off of a district list measured against arbitrary indicators. Have you ever been told to do something that you wouldn't normally do just to get a carrier back by 1700? Have you been told to violate the national agreements in order to avoid penalty overtime or, worse still, Full Day Off Overtime? Have you ever been instructed to make your employees do something so out of the ordinary that, in your opinion, it might be unsafe? I have! I debated and argued (imagine that), but the order was mandatory, I was told! So I asked for the order in writing, all joking aside, something I've never had to do before. That request was denied. I was informed that nothing mandated my manager to put an order in writing. I was amazed and frustrated, and I said that I would do my best to comply, but I made no commitments.

Then, I sent my manager an e-mail...

In the e-mail, I stated that further to our recent telephone conversation, I understood my instructions to be, etc.... Then I said that if I was incorrect in my assumptions for them to contact me immediately. No contact was made so, de facto, I had my order in writing.

As it turned out, the order was not necessary and never needed to be followed, but the story remains the same. Regardless of what District employees think, you, the installation head, are where the buck stops. Do what YOU think is right; don't waste postal funds chasing a number, and don't violate safety rules or contracts just to make a made-up target. If you ever feel that you are being made to do something against the best interests of you and your employees, get the order in writing. If your manager refuses to do that, then follow up with a clarification e-mail; that will cover you if anything goes wrong.

I hate that this business comes down to this, but I fear going forward it is only going to get worse. Contact me anytime if you need help with this kind of thing.

Your Attendance is Mandatory

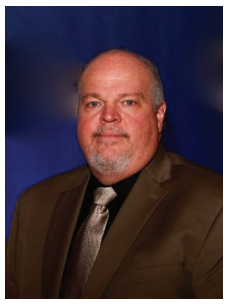
How many times do we hear that our attendance is mandatory? When we have a "failure" in our service scores or performance, perhaps there might be a mandatory teleconference. When we need to be trained, there might be a mandatory class, or worse, a mandatory Internet session. We are mandated to be regular in our attendance in many ways within our employment at the United States Postal Service. UPMA, however, has no such mandates and that makes the attendance at our events all the sweeter; we don't have to be there—we all want to be there.

Over 300 Postmasters, Supervisors, Managers, Retirees and guests attended the inaugural UPMA Legislative Advocacy Days on February 27-28, 2017, to take our legislative agenda to the Hill, and there was no mandatory attendance. They all wanted to be there; UPMA members from all but one chapter of this great organization came, learned, and disseminated information to our Congressional Representatives. It was a sight to behold and very humbling for Director of Government Affairs Bob Levi and me to see that so many people came when they didn't have to. It reinforces the fact that there always needs to be a legislative component to what UPMA does, and that if we provide the venue and the message, UPMA members will voluntarily give their time and efforts to work for true, meaningful postal reform. Thank you for your dedication!

UPMA needs you to come to another non-mandatory event this summer, your state convention. Please look within this publication and plan to attend the historic first convention of your UPMA chapter. At that convention, you will approve bylaws, elect officers, and set the agenda for the first steps in your historic new chapter. You don't have to be part of that, but I hope you want to be; it will be invaluable to, together, organize the three components of our mission: representation, education, and legislation. We stormed the Hill; now it is time to get together, learn from each other, and lean on one another to formulate a cohesive message for those we work for.

Remember, your attendance is not mandatory, but it is greatly appreciated because it is given freely and without condition. Thank you for your dedication and tireless work. I hope to see you on the convention floor very soon.

Edmund A Carley
Postmaster Lincoln IL 62656
National Vice President and PAC Chairman
United Postmasters and Managers of America



Jim Maher
UPMA National Vice President - West

After considerable discussion with fellow UPMA members around the country, I have decided to announce my candidacy for the position of national secretary-treasurer of the United Postmasters and Managers of America.

Along with serving on the first UPMA executive board as a national vice president of the Western Area, I held the same office on the final NAPUS executive board. These last three years serving our members at the national level has provided me a unique perspective as we blended the NAPUS and League organizations into UPMA, as well as giving me a comprehensive understanding of the focus of our organization as it moves forward. I also served on the national budget committee in 2015, and I have a thorough understanding of the financial position of UPMA.

On the state level, I have been the executive vice president in Missouri for the last several years, and I also served as a Postmaster representative when necessary.
My experience at both the state and national levels makes me uniquely qualified for this position. I believe there is value in maintaining continuity in our leadership at the national level, and I feel my experience and familiarity with the finances of our organization will benefit our membership moving forward.

I thank you for the confidence and support shown to me during my vice president campaigns. It is truly an honor to serve this organization, and I would greatly appreciate your vote to become your next national secretary-treasurer.

I am Brent Cofield, candidate for UPMA national vice president for the West. I am the Postmaster of Blair, Oklahoma, a Level 18 office.

I have been a dual League and NAPUS member for most of my postal career. On March 26, 2017, I will have twenty-nine years of service. Now age 54, I am nowhere near retiring; I enjoy working and being involved with our newly formed UPMA. I have served on the NAPUS national board as an Area vice president during the joining of the two great Postmaster organizations. In my home state of Oklahoma, I have served terms as president, vice president, and PAC chair.

I am asking you to give me a chance to work for you as, together, we make UPMA a strong force for Postmasters and Managers. I want to be your voice on the board and work with Area coordinators, state presidents, and you, individually, by taking problems and concerns to the national board for discussion. As your voice on the board, I will always vote for what is best for the organization and its members. We need to remain strong with our legislative views, training, and education.

To serve my fellow Postmasters and Managers as your area vice president in the West would be a great honor. I am Brent Cofield, and I need your vote. I will work hard for you; I am someone you can talk to and someone you can trust.

Gary L Choice
UPMA National Vice President - West
Postmaster Quitman TX

The UPMA national executive board approved six (6) months free membership at their meeting on November 12, 2016. The six (6) month FREE membership incentive is being offered for NEW EAS (active) membership and is effective immediately. Join on-line at www.unitedpma.org or by completing PS Form 1187 and mailing it to the UPMA national office (the address is listed on the PS Form 1187).

Benefits of joining UPMA as a Postmaster, Manager, or Supervisor:

- UPMA is the only management organization that can represent you at the Postal Headquarters on specific Postmaster issues, including the planning and development of pay policies and schedules and fringe benefits programs.
- All national UPMA leaders and state presidents are current USPS employees.
- National officers serve one (1) term only in their current positions.
- As an active member, you have the privilege to vote and hold leadership positions at all levels of the organization.
- A national website—www.unitedpma.org—that offers the latest information regarding the organization, legislative issues, interactive training, videos, and Postal Service information that affects your career.
- A national magazine and state publications that contain information important to you in your current position and that will help you in your future endeavors.
- Annual national and chapter conventions that offer training to help you be successful.
- After you have been a dues-paying member for six months, you have the benefit of our Legal Defense Plan and a network of adverse action member representatives, should the need arise.
- You gain a network of Postmasters and Managers who can assist you in your day-to-day duties and mentor you for future opportunities.

Benefits of joining UPMA as an Associate:

- UPMA wants to help you meet your goals, and it is the premier management organization that allows you to become a member before being promoted to an EAS position.
- A network of active postal employees who will help prepare you to take advantage of opportunities for upward mobility.
- All national UPMA leaders and state presidents are current USPS employees.
- A national website—www.unitedpma.org—that offers the latest information regarding the organization, legislative issues, interactive training, videos, and Postal Service information that affects your career.
- A national magazine and state publications that contain information important to you and in your future endeavors.
- Annual national and chapter conventions that offer training to help you become successful.

For further assistance or if you have any questions concerning the membership promotion, or free membership eligibility, contact the national office at 703-683-9027. We will be happy to answer any of your questions.

Go to www.unitedpma.org for a full-size, printable version of the national convention registration form, or to register online.

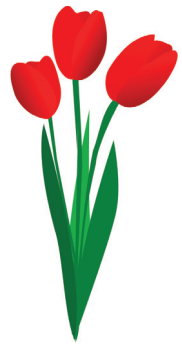
Airport shuttle: Sandollar will provide shuttle transportation between the Louisville International Airport (SDF) and the Galt House Hotel, offering a one-way fare of $15 and a $22 discounted round trip (discount code UPMA). To take advantage of these rates, you must make your reservation prior to arrival. You can book online at www.sandollarlimo.com or call 1-502-561-4022 to give them your arrival information and discount code.

From the Sandollar website, you can enter your travel and payment details. Enter the discount code "UPMA" in the comments section. You will receive an e-mail confirmation with your pick-up time. If you call them, be sure give them the discount code "UPMA" to receive the $22.00 discounted round trip rate. Pick up is outside the lower level baggage claim area. Look for a 14-passenger shuttle that says Sandollar on the side. The shuttle driver will have a passenger reservation list for verification of your shuttle reservation. To arrange your departing shuttle, visit the transportation desk in the Galt House Hotel lobby, where you will you will recieve a shuttle ticket.

From the Sandollar website you can review all their transportation services to include small or large groups, as well as transportation to other Hotel/Motels in the area.

If you have any questions or need help completing the reservation online, call Sandollar at 502-561-4022.

Cab service from the airport will cost approximately $18.00.



Think Spring!

Postal-Issued Smartphones

Posted to the UPMA national website on February 6, 2017

The Postal Service notified UPMA in December 2016 of its intention to expand eligibility for smartphones to all EAS-18-and-above exempt Postmasters. The notification cited that the reason for the expanded eligibility was to improve overall operational efficiency. Postmasters will have mobile access to real-time actionable information and mobile aware applications and not be dependent on a desktop computer or landline. The projected date of full deployment is Postal Quarter 4 of FY17.

Unfortunately, we have been made aware that some POOMs are instructing Postmasters that they must keep their postal smartphones with them outside of normal business hours and, when contacted, respond to phone calls and e-mails immediately, twenty-four hours a day. The deployment of smartphones to Postmasters has not changed existing postal policy, nor has it created a policy that would require that Postmasters be "on call."
There always have been service-related issues and emergencies, such as reports of employee accidents and security alarm notifications. Postmasters understand their responsibilities and have been responsive to these types of issues.
Personal use of your Postal Service-issued smartphone is outlined in Management Instruction (EL-660-2009-10). The policy limits personal use of your postal cell phone provided such use does not:

- Reduce or otherwise adversely affect the employee's productivity during work hours.
- Interfere with the mission or operations of the Postal Service.
- Violate the Standard for Ethical Conduct for Employees of the Executive Branch (5CFR 2635).

Be aware: you may use your postal-issued cell phone for limited personal use within these guidelines, but you have neither a right to nor any expectation of privacy. Use of the phone for Internet and email for personal reasons or purposes imply consent to the disclosure of the contents of any files or information maintained or passed through the phone and to monitoring and/or recording of such use, at any time, with or without cause.
Postmasters are responsible for keeping their postal-issued cell phones safe and for protecting any sensitive and critical information stored on them.

National
Postal
Museum

Postmaster General Megan Brennan speaking to UPMA members in the National Postal Museum, Washington D.C.

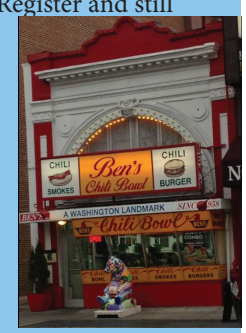
Street collection box, damaged September 11, 2001.

Located at 90 Church Street, across the street from the World Trade Center, this mailbox was scratched, dented, and filled with dust, but its body and the mail inside remained intact.

The Last Word

One great thing about going to D.C. is that even though this year saw my tenth trip, there are still so many things I haven't seen and done. And this trip gave me a slew of new experiences.

It's nothing new to eat one's way through D.C., but President Teri and I made it to places old and new. We visited the Old Post Office, a grand building that is now under lease by Trump International and serves as a hotel. Me, being the weenie, had reservations about going inside because our casual tourist attire didn't seem as though it might grant us access, but we breezed in, aided by a uniformed doorman, and sat down in the elegant interior. The bar's tasteful décor was a soft yellow (of course), and we paid $48 for two drinks and an appetizer of toast spread with avocado dip and adorned by a popcorn kernel. Hmmm. With the Old Post Office being on the National Register and still owned by the General Accounting Office, from what we could see, changes to the building were minor and superficial.



On the other end of the spectrum, we ate chili dogs and fries at the original Ben's Chili Bowl, a D.C. institution dating to 1958. It's one of those places where anyone who's anyone visits (think President Obama, Dr. Martin Luther King, and Bono), and their pictures are plastered on the walls. On a side note, Jimmy Fallon and I seem to run in the same circles: his picture sat just above Teri and me; his picture sat above me at a historic restaurant in New Orleans; and he sang with Paul McCartney at the last concert I went to.

For the first time, I went to Superior Court. Literally. The room was much smaller than I had envisioned, quite a contrast to the enormity of some of the decisions issued there. And this trip also included my first visit to the Holocaust Museum, such a sobering experience.

At the Library of Congress, Teri and I had the distinction of interrupting the entrance of Education Secretary Betsy DeVos. Teri and I exited, as directed, through the portico. Changing our minds about which direction to go, we walked in front of a woman coming from an SUV, and it took us a few moments to realize who'd we seen. By the time we did, it was too late to take a picture. Darn.

But of all the things I got to see and do, the bits that probably stand out for me the most were, first, that I didn't have to make a trip to the ER. My percentage of arriving home from D.C. unscathed has increased to 80 percent. Woo hoo! And second, for the first time, my puppy was actually ecstatic to see me. Now, I know this may not seem like a big deal. But my little terrier, an unusually chill dog when it comes to seeing her person come home, was a puddle on the floor when I picked her up at the kennel. Victory for Michelle!

Michelle Lee
Editor

Thank you for being a member!