

“Let Us  
Do Together  
What We  
Cannot Do  
Alone”

## Upcoming Events

### UPMA Board Meeting

Oct 22, 2016 10 a.m.  
Hampton Inn  
31720 Gateway Center  
Blvd S  
Federal Way

### State Convention

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

### 2017 National Convention

Aug 5-10, 2017  
Galt House  
Louisville, KY

### Do your share, contribute to PAC

Contact Wendy  
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# The *Evergreen* Postmaster

Fall 2016

Washington Chapter, No. 25, National Association of Postmasters of the United States



We just concluded our last national NAPUS convention, held jointly with League in the wonderful city of New Orleans. It was nice to see old friends and meet new ones.

I know the official merge date of NAPUS and League is not until November 1, 2016, but as of today, I consider us one—we are now The United Postmasters and Managers of America—UPMA. (Both NAPUS and League Washington chapters are publishing final state papers.) With these two great organizations coming together, UPMA will grow into a new and vibrant organization, benefiting all with its goal of securing the Postal Service's future. The merger will not only help our communities but each other. We are a family that reaches from coast to coast, and we are here for each other. We have laughed, we have

cried, we have celebrated, and we have mourned family members whom I would not have the opportunity to have met if it was not for NAPUS.

I remember Past National President Dale Goff saying that as our kids start driving and venturing away from home, we should tell them that if they need help, they should stop at a Post Office. Why? Because your kid should be able to find help; our postal family is close-knit and helping each other is what family is about.

At the convention, Postmaster General Megan Brennan confirmed that FY 2016 data would be used to evaluate all Post Offices, with applicable changes taking effect mid FY 2017. But, she also stated that a Post Office would not be affected until it becomes vacant. You just may be the last Postmaster in that office—be sure to be the best you can be so that the community will remember when there was a Postmaster who took care of them, helped them, and watched their kids grow up and move away. But most of all, your community members know you knew them by name.

NAPUS and League have scheduled a joint board meeting. This meeting is also open to all non-officers of both organizations. Major topics will include the budget and state convention. I would appreciate a head count for room set-up so either e-mail me or call me at 360-480-6208.

DATE: Saturday, October 22, 2016

TIME: 10:00 am

LOCATION: Hampton Inn, 31720 Gateway Center Blvd S., Federal Way, WA 98003, (253) 946-7000

I would like to take this opportunity to thank Milly Kropp for getting our first UPMA state convention going. It will be at Sun Mountain Lodge in Winthrop. She negotiated some great room rates, so take a moment and fill out the registration form. Be an important part of this new organization by voting at the convention for your very first Washington state UPMA board. The board members will have many challenges creating the perfect organization as they modify bylaws and articles to suit our state. But with the help of all members, it will be a much easier task.

WE ARE NOW THE UNITED POSTMASTER AND MANAGERS OF AMERICA!

*Teri Johansen* President

### Important Notice:

**It is intended that by October 15, 2016, the NAPUS website domain will convert from [www.napus.com](http://www.napus.com) to [www.washingtonupma.com](http://www.washingtonupma.com). There will be no redirection from the old domain to the new.**

**Find us on Facebook @ NAPUS/LEAGUE/UPMA WA State Chapter  
E-mail: [cascadeconnectionwaupma@gmail.com](mailto:cascadeconnectionwaupma@gmail.com)**

If you would like a copy of the DVD created by the NAPUS national photographer which includes 1570 photographs from the New Orleans convention and a video showing NAPUS members through the years, please contact our editor at [cascadeconnectionwaupma@gmail.com](mailto:cascadeconnectionwaupma@gmail.com).

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Deadline For Next  
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Nov 30, 2016

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**Happy Fall**

Going into the merger as UPMA, our state chapter is financially stable, and we will be able to operate as we always have; our accounts are in good standing. We will meet in October to finalize the budget for the first year as the Washington chapter of UPMA. Many decisions need to be made at the meeting, but I want the membership to know that our finances are being used wisely

and will continue to be.

I have been your chapter treasurer for nine years and take my position very seriously. My follow officers and I will continue to safeguard the chapter funds moving forward. Please plan to come to our convention in May 2017; we need all of you there to make this chapter amazing. Together we accomplish so much more than we can alone.

I hope you are all as blessed as Tim and I have been this past year. By the time this article comes out we will be ten months into our journey, and we have so much to be thankful for.

Seeing all the posts from national convention brought mixed emotions. I wanted to be a part of the final NAPUS convention, but I knew I was right where I needed and wanted to be. Tim still needs 24/7 care, but almost every day he accomplishes a new task or a new independent act. He is not out of the woods just yet, but he pushes the limits every day.

I have learned so much from his constant determination in face of his struggles. Life isn't easy, and if you want something bad enough, it will take determination, sweat, and tears. Don't complain, as it will not accomplish the task at hand. Just do it. He is always asking to try something new, and I'm always a bit worried. But if I don't let him try, how will we know if he can do it, and how will he get stronger?

A few things he has tried and accomplished are getting in and out of his pick up—even driving his pickup from farm to farm— and he was able to get on his backhoe and make it work, and get on his forklift and four-wheeler. He was so happy about all that. We do have to assist him so he won't fall, but he can do it. He has now gone three months without using his wheelchair. His left leg is still not totally working, but it works enough for him to walk with a cane. His left arm doesn't want to work much; he gets little movements. Not consistently, but he continues to try to get the signals to connect. We hope someday they will begin to work again. He is now able eat and drink without many issues. Once in a while he will choke, but not as much as he did; that is a huge relief. His speech is also doing well. We will start hyperbaric oxygen chamber therapy next week which will give him high doses of oxygen two times a day for twenty days. This should help with his energy, and hopefully his nerves' neutrons and cells will heal from the inside out. It is a new treatment, but shows good results with stroke patients.

Until next time. Hopefully I'll be able to update that Tim is able to be independent. That is the goal we strive for daily. Thank you all for your continued thoughts and

prayers. Many blessings to you all. *Kristen Luther* Treasurer



What an extraordinary accomplishment for National Presidents Tony Leonardi and Sean Acord, uniting NAPUS and the National League of Postmasters into one organization. True, it took hard work on the part of many to make it happen, but it took the vision and the negotiating skills of these two men to instigate the change and set it in motion. Tony and Sean took the multitudes of "buts," protestations of those who said it shouldn't be done and protestations of those who said it couldn't be done, and thoughtfully and carefully molded them into "yes we can, and we're going to." As others have noted, there are, and will continue to be, bumps getting UPMA going, but we have thousands of hands on deck to get the work done and straighten out what needs to be straightened out. We are an organization comprised of some of the best minds in the business: let us have faith in us.

And what a wonderful idea to hold a joint convention as we did in New Orleans. It starts the new organization on a solid note, giving us a visual of how much stronger one organization will be. Personally, I lament the merger wasn't done long ago, but now it has, and it's time to look forward. It's time to say that without a doubt we belong together; in this precarious world, any other route could have been foolhardy.

On an editor note, I'd like to share something that's been bugging me, and it might bug some of you, as well—I struggle with which titles to capitalize and which to not, and I always have. Yeah, I think it sounds kind of funny (the ha ha kind). I'm two-thirds of the way through a copyediting certificate program. How is this relevant? The style guide I use primarily, The *Chicago Manual of Style*, lays out which titles should always be capitalized and which are capitalized only in particular circumstances, and I have been following their guidelines. But in particular, "Postmaster" (without a proper name attached) and "Post Office" have been thorns in my side. *Chicago* says they need not be capitalized, but because of their importance in our postal world, I know I and others think they should always be capitalized. At a class in New Orleans, I found out that yes, indeed, when publishing the newspaper or the website I should spell Postmaster and Post Office with capital letters. Whew! So glad to get that cleared up!

*Michelle Lee* Editor





Trick or Treat

This is my favorite time of year—warm days and cold, crisp nights—and I love to watch the leaves change to the bright orange and browns. Fall is in the air! Store fronts are decorated with fall décor, and you can find all sorts of candy and costumes for the upcoming Halloween and harvest festivals in every retail store.

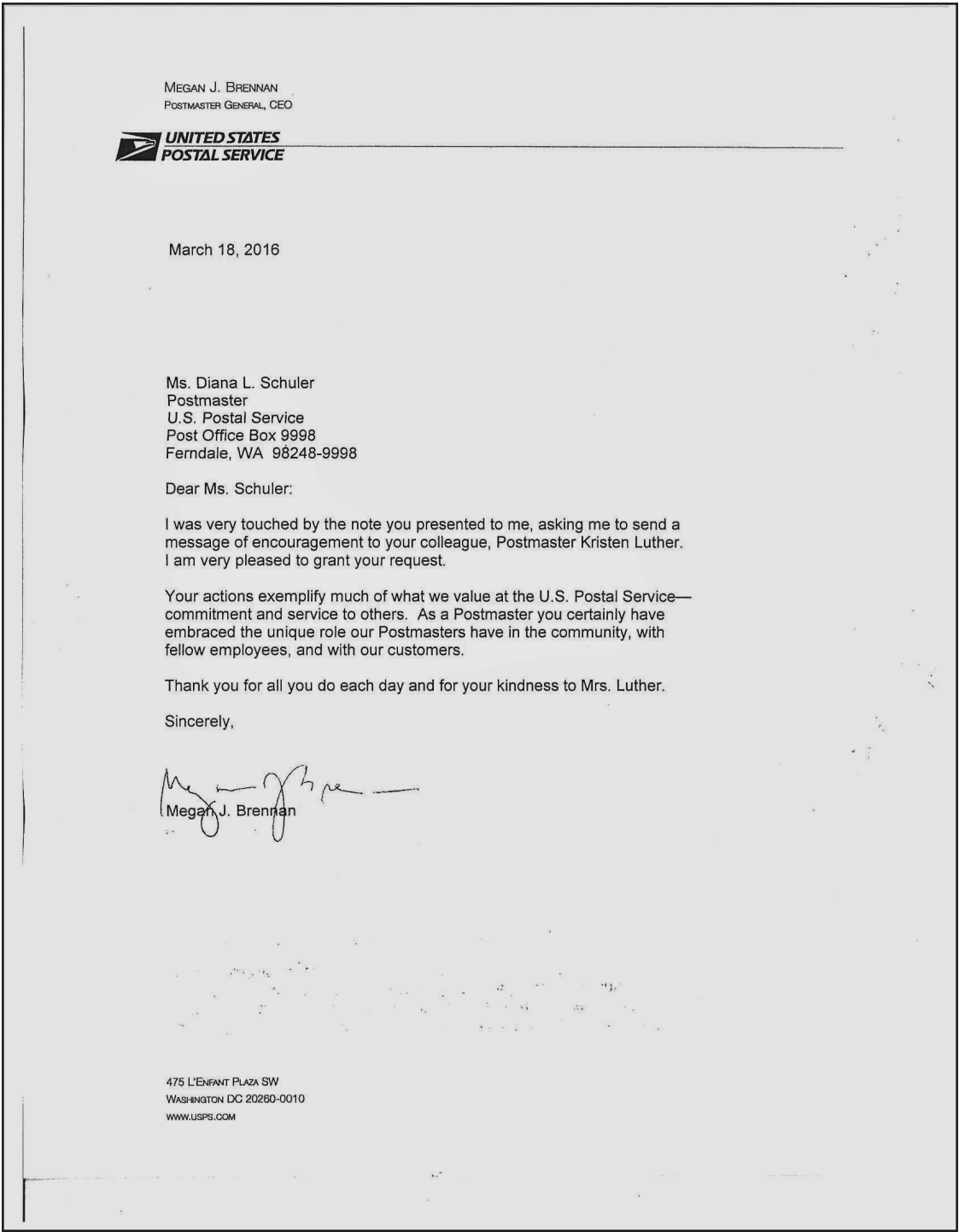
The fall season also brings the convention season. I just attended our last national convention as a NAPUS organization in New Orleans. Part of the convention we met jointly with the League which was amazing. I am excited to see where the new organization will take we Postmasters—and now managers! This convention was by far the largest group of postmasters in one room that I have seen since my promotion to Postmaster in 2008, and I can’t wait until the national convention in Louisville, Kentucky next year when we meet as UPMA.

One of my favorite parts of every convention is when Postmaster General Megan Brennan speaks to us; I am so grateful that she takes the time out of her busy schedule to address us. Her speech this year was especially important since the next phase of POSTPlan lurks in the near future for so many of us. I am currently working with about a dozen Washington state Postmasters to calculate where they are in the standings with their office numbers. Any office that was not a Level 18 prior to POSTPlan really needs to look hard at their office stats and do what they can to generate more revenue, protecting the office’s financial standings. Some offices were looking at a grim future. I say “were looking at” for a reason. Our PMG made an announcement at the convention that changed the future for all those offices teetering on the edge of a Level 18 office. The following paragraph is from our NAPUS national website (www.napus.org):

*The Postal Service is at the point where it planned to use FY16 data to evaluate offices. “We will run the data,” she announced, “but will apply the evaluations to vacant offices only. Also, we will equalize pay for Postmasters in part-time post offices.” She said part-time Postmasters in remotely managed post offices (RMPOs) have a difficult decision to make. She urged anyone who needs more information to contact their HR managers. “We’re committed to ensuring that part-time Postmasters in RMPOs have the information they need to make a decision that’s best for them,” she said.*

By the time this Evergreen reaches our mailboxes, part-time Postmasters in some of our RMPO’s will have already had to make the difficult decision that will affect their postal future; the deadline was September 16. I am sorry if you are one of those who found themselves in that position. For the other offices, you can take a deep breath and relax, at least for now—you are safe; Level 18 offices received a “treat” from the USPS for keeping your offices in the safe zone. All of you have a safe fall season, and let’s keep the “tricks” for the kids. And let’s do what we can to drive our business into a successful FY 17.

Wendy Allen Vice President/Secretary



Above is a copy of the letter Ferndale Postmaster Diana Schuler received from Postmaster General Megan Brennan. Diana asked the PMG to send a letter of encouragement to Mabton Postmaster Kristen Luther. (The Evergreen editor apologizes to Diana for failing to get the letter into the May edition as requested.)



Our best people (Deanna and Wendy) were on Postmaster General Brennan’s security detail!



Things that lurk in the night - New Orleans



Musical Legends Park - New Orleans





What a terrific send off to NAPUS we were given by the Louisiana chapter!

New Orleans was a great venue for our last national convention, and the week was spectacular. For those of you unable to attend, you missed a great time and a momentous event. Many thanks to Benny Daigle and all the folks who worked so hard to make this convention so special.

With the dissolution of two longstanding organizations that have had significant meaning for our members, it was an emotional time. However, it was amazing to see over 1600 attendees from both League and NAPUS come together and celebrate the formation of United Postmasters and Managers of America. The formation of UPMA has been a long time coming, and this new path we are all on is truly a success story for both organizations.

Along with all the other noteworthy events, PMG Brennan made an announcement to alleviate much angst and frustration of many of our members. She stated that while the USPS was going to review the FY 16 data, they would only apply the evaluations to vacant offices. She also maintained they will “equalize pay for Postmasters in part-time post offices.” That will correct an obvious disparity our members have suffered—not being paid at the same level as the clerks performing lesser tasks. More importantly, by not applying FY16 data to the remaining EAS 18s, it will keep those Postmasters in their jobs for the foreseeable future. Many thanks to the PMG for her fairness in correcting one of the many inherent problems with POSTPlan, as well as her wisdom in trying to avert additional issues moving forward.

It has been my privilege to serve NAPUS Postmasters on the executive board the last two years. It has been a tremendous opportunity to learn more about our organization and fight for the rights of our members. It has been a wild couple of years, to say the least.

That said, I am honored by the support shown to me by electing me to the first UPMA national board. I am looking forward to joining our League partners and helping to guide UPMA as we move forward.

To steal a new USPS buzzword, this has been a whirlwind of epic proportions. However, I am confident our leadership team will continue the path we are on, and I see nothing but positives for the organization moving forward.

Enjoy your autumn, and get some rest. Election season and the Christmas rush are right around the corner!

*Jim Maher* NAPUS National Vice President

National Convention 2016  
New Orleans



Dana Starfire



USPS COO David Williams



Deanna Neilsen &  
Wendy Morris-Heller



Diana Schuler



Milly Kropp



Wendy Morris-Heller  
& Rudy Johnson



Linda Dillard



Bourbon St



What a wonderful trip to New Orleans; it will be one of my most treasured conventions. The last convention for both NAPUS and League, it was a wonderful blend of two organizations that have strived for the same purposes: to teach, protect, and provide for the wonderful Postmasters of this United States of America. I was blessed by the combined force of both organizations.

As I am a dual member, the Washington branch of the League asked me to participate with them by voting for the new UPMA area vice presidents. It was a very interesting experience for me. NAPUS and the League conduct their business meetings in much different ways; however, I believe by combining the two organizations, we will create a force that will better protect the jobs we have all given much of our lives to perform. It was a joy to visit and network with the Washington League members in attendance. I see great new friendships and guidance in the future.

We have not yet seen the new contribution form for PAC; however, I do believe all who ePAC will have an easy transition, with very little or no disturbance to your current situation. Look to the new Washington UPMA newspaper, Cascade Connection, for PAC information. Or if you have questions, please let me know, and I will get the information you request to you.

*Wendy Morris-Heller* PAC Chair

Remember to give to PAC





**FUR’S CLASS NONCENTS**  
**By Harriet Stay**  
**Postmaster Retired**

Summer means sending postcards:

Hi David --- Flight was ho-hum, thank goodness. Our room is on the top floor and looks out over Big Muddy. Walked along Decatur St. to Café Du Monde and enjoyed their famous beignets and café au lait for dinner. Fat, puffed, square donuts, of course deep fried, then sprinkled with a mound of powdered sugar. Yum! We figure the walking in 90° temps with 70% humidity that feels like 90% will help shed those horrible calories. Love, H & L

Dear Annette --- Oh my, you will not believe what goes on in NOLA along Bourbon St. It has something to do with being rewarded with a necklace of brightly colored plastic beads. Naughty, naughty. We walked the French Quarter and it was difficult to hear yourself think let alone converse. Music shouted out of every door, all wide open, but never did see any flashing. Shoot! Love, the Gang

Hi Sis --- I took a paddle wheeler along the Mississippi and enjoyed the solitude, for a change. One can almost visualize Mark Twain at the helm. Missed the dinner ride but that didn’t stop me cruisin’ down the river. Pretty much still a working river with the banks filled with business-es and freighters being pushed by tugs. Kiss my pooch for me. Love & hugs, Teri

Hi Sue --- We finally decided on a tour: Swamps & Bayou. Met the local wildlife. Actually, we only saw two Great Blue Herons. Then, I say then, we had visitors come swimming up alongside of our boat. Yup! Alligators. Not giant ones but big enough. We were given long poles, put a marshmallow on the end, then held them over the side. The captain insisted we talk to the gators to attract their interest. It worked. Wonder if all those marshmallows are healthy for them? Now, this you won’t believe. I held a baby alligator, three years old and three feet long. Had a belly as soft as a baby’s bum. I can’t believe I had the nerve but honestly, it looked so cute. Really! No, we didn’t take pictures. You’ll have to believe us. Luv ya, L & H

Dear Paula --- Oh my, did we splurge for dinner. At Mr. B’s, the waiter tucked bibs around us before we feasted on shrimp cooked in the shell and soaked in creole brown sauce. Messy, messy, but WOW delicious. Wine, too. They could have rolled us out the door we were so full. Seems eating is what we do most. Hugs, Jackie

Dear Tammy --- You missed a new adventure plus one of the most eye-opening speeches by past president Ted Carrico. You could have heard a pin drop when he told us how NAPUS and League could have changed the course of postal history...had they tried. It was a great convention. What is it going to take to get you to one, short of dragging you kicking and screaming? Next year it’s in Louisville, KY. If you don’t like baseball bats, you can at least drink the finest bourbon. Hugs, Har

Hi there Michelle --- I can’t believe we missed it. You know how your dad loves to mess in the kitchen. This would have been right up his alley. Two PMs Retired, Linda Dillard and Pat Flores, jumped right in and came home with recipes and know-how from The New Orleans School of Cooking. Linda mentioned how the chef watched the bubbles when deciding to move to the next step in praline making. So, it isn’t only the temperature. See you soon & hugs, Ma & Pa

Hello Julie --- While wandering the French Quarters, we happened upon the Audubon Aquarium. Being a fishy family, we didn’t hesitate. Spent hours among all the fishes you most likely would recognize. It was exciting to us just the same, meeting all the beautiful (unusual) creatures. Sorry, not a nudibranch in sight. Last stop there was Haagen Dazs chocolate ice cream cones. Yes! Love, Ma & Pa

Dear Danna --- Fifteen years ago, do you recall where we hung out the most? I searched for it, asked for help, then someone my age remembered: Margaritaville. And the song by Jimmy Buffett. The bad news is its gone, sold, being renovated. Snuck a peek inside. So much for fond memories. That goes for all of you who were there...then. Miss you too. Luv ya, Har

Hi Rayetta --- We kept wondering if we’d have a storm. Just wouldn’t be NOLA without one. It arrived our final night...lightning, thunder, with a sudden, drenching downpour that filled the street corners. Became a game of hopscotch, and hide and seek. You would have laughed at Dana, as did we: soaked head to toe in her boa debut. Her soggy boa. Hugs & luv, H & L

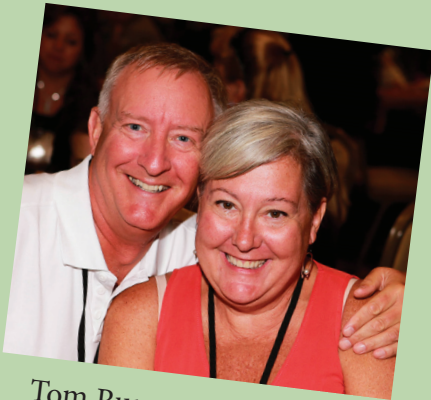


Dawn and Jim Lui

National Convention  
2016  
New Orleans



Deanna Neilsen, Wendy Morris-Heller and card-board people



Tom Runyan and Ann Dickie



Kevin and Teresa Goss



Teresa Goss, Linda Dillard, Linda and Gary Hallberg



Do we know these people?



Presidents Tony Leonardi and Sean Acord

## SOV/CSV

Message from President Teri:

This is very good information, and I can't stress enough for all offices to check their SOV/ CSV data. Make sure you are getting all your credit. If you are thinking about going to another office, please check that office's data, also, to make sure it would be a good move for you.

Offices will be re-evaluated again to see whether they should move up or down in level.

SOV can be found in the Variance programs in My Work on the Blue page.

Drill down to your office and run a query for the entire year.

When the query is run, you will get a single-line SOV. Click on the office name to the left. When the cursor hovers over the office you want to review, a line will appear under the office's name. Click on the office and the productivity data screen will appear.

If you look carefully to the right side of the screen, you will see a small, floating pick box; click on that box and a number of reports will come up. Click on the Delivery Admin selection and a data box will open.

Pay particular attention to the bold lettering on this report; they are district-editable workload elements. Make sure you are getting credit for those options.

I suggest a thirty-day survey be done that measures the actual times and amounts for the elements in boldface. SOV factors will detail how the credit is calculated; note that actual time is used in most instances.

I hope this helps to make things easier and assists you in getting all the credit you earn. The goal is to make sure the data we present to operations support, who can make changes to your variance, is based on actual numbers earned.

This information is found at [www.napus.org](http://www.napus.org) under Chapter Officer Login (you don't actually log in). On the left side of the page, under Quick Links, you will see Reference Documents. There you will find a list of very useful information.



### NO ONE DIED

I have a really hard time with goodbyes.

My mother tells a story of when I was five or six, set to fly across the Atlantic by myself. She took me to the gate and handed me to a stewardess (they still called them that in the '70s) who took my hand and walked me down the ramp. When we got to where the ramp turned to go into the airplane, the stewardess spun around so that I could wave goodbye to my mother one last time, and I didn't turn; I just walked onto the plane. I'm no different as an adult. Anyone who has gone to a party or other social gathering with me knows that I am great at the "Irish Goodbye," where one simply vanishes when it is time to go. I really have a hard time saying goodbye to people and to things; therefore, our national convention in New Orleans was especially hard on me, saying goodbye to NAPUS and the League.

That was until I realized that no one died! None of the people involved with NAPUS are going anywhere; we will all see each other in Louisville next year. Fall meetings will still happen—winter meetings, too. Postmasters, supervisors, and managers will still need representation, and the United Postmasters and Managers of America will be there to defend them. Executive board meetings will still take place where the leadership of the national organization will set the course for 2017 and beyond. At the state level, state executive boards will do the same thing; state conventions are already being planned and all the same people, plus some new people, will attend. We changed the name, we merged two great organizations into one even greater one, and in a hundred years it will be our names that will ring down the ages to members of UPMA as they celebrate and, perhaps, change our organization again.

Think about that for a minute—we are on the cusp of history. We, together, get to forge the future, laying the groundwork for a stronger, more dynamic UPMA. We get to use the foundation that was left for us for over 100 years by NAPUS and the League, and create a new tomorrow.

How often is an opportunity presented to us like that?

*Ed Carley* NAPUS National Vice President



My experience at only my third national convention confirms why NAPUS and League are better together than alone. Reflecting back, I see that the old and the new friendships are what really make a convention memorable. Thanks to all those nationwide who shared in the experience.

The biggest news, the merger of NAPUS and the League of Postmasters into United Postmasters and Managers of America (UPMA), came to light when, three years ago, I started planning to attend this year's convention in New Orleans, Louisiana. Now, at this event, the biggest news for me came from PMG Megan Brennan about Level 6 and Level 18 Postmasters. I was so excited when PMG Brennan announced that Level 18 offices would not be re-evaluated for POSPlan unless they are vacant. Also, Part Time Postmasters (PTPOs) in Level 6 offices will receive equalized pay (referring to clerks pay in Level 18 offices). This is BIG news! I feel like a weight has been lifted even though I know the rules can change again. But for now, I am happy our NAPUS family has new hope as we merge with the League family into UPMA. Change is here; let's embrace it with gratitude and participation! Now, if we can only speak English instead of acronyms. So remember, our new association is pronounced by saying each letter separately: *U, P, M, A*, unlike an acronym (unless the rules change again!)

Upon my return home, I was asked about my favorite part of my trip: sea horses in the aquarium came to mind first, then winning the fundraising drawing for a handmade quilt I gave to my sister. Also coming high on the list was a Bloody Mary, complete with a dangling crawfish and a free to-go refill; it was about as much fun as dancing in the rain with a rainbow-colored boa on Bourbon St. It was all fantastic!

I look forward to our first official national convention as UPMA in Louisville, Kentucky, next year. Mark your calendars, and let's make it a great one. It's only ten months away: August 5-10, 2017. And for those who want to start planning to attend in 2018, Reno won the most votes for the convention that year. I'm in!

*Dana Starfire* Orcas Postmaster 98280

The views expressed here are those of the authors and do not necessarily reflect those of the state or national organization of NAPUS.