



The Cascade Connection

Volume 2 Issue 4

Fall 2018

Washington Chapter of United Postmasters and Managers of America

Fall Conference October 5-7

Have you reserved your hotel room? The room block expires Sept. 14. Find the registration form and hotel information on the last page of the paper.

Upcoming Events

Fall Conference

October 5 - 7, 2018
RL Hotel
Olympia WA

Legislative Summit

January 28 - 29, 2019
Arlington VA

National Convention

July 27 - August 2, 2019
Mohegan Sun
Uncasville CT



2018 UPMA National Convention
Washington Chapter

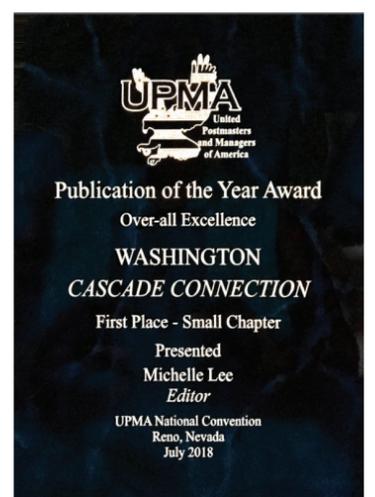


President Wendy accepting second-year-in-a-row Star Chapter Award



Gordon Williams, award-winning author: Third place, Best Editorial

National Convention 2018



...second year running

Washington State Chapter of United Postmasters and Managers of America
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November 30, 2018

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Wendy Fleming President Is your life in balance?

Greetings, Washington Postmasters, Managers, and Associates,

I am safe to say we are all feeling this statement: "It has been a rough couple of months working at the Post Office!" I receive phone calls from fellow EAS almost every day telling me about issues that are going on their neighbors' offices, and that they have referred the Postmaster or Manager to me. I wait, and the phone calls never come. As your chapter president, I will be your voice to your MPOO, your District Manager, or even to Headquarters, but I must hear from you first. It is sometimes a hard step to take, standing up for yourself, but you are the one who must do it first. I would not take anything to an MPOO or District Manager if it was generated through the rumor mill. Please call or email me. If I do not call you back in one day, call again and make sure you leave a clear message and phone number. I was unable to call a member back a few months ago because I did not understand his name, and I only got half the phone number. Yes, I could've hit redial, but who was I to ask for?

That leads me to ask, "HOW IS YOUR WORK LIFE?" Has your work life become so hectic that it has caused your personal life to be hectic and unbalanced as well? The growing demands of work and personal life challenge us to manage our time and priorities more than ever before. This hectic unbalance can prevent you from enjoying life, interfere with productivity, and be a detriment to your health. If you have time and energy, and feel good about yourself and your life, it is likely that your work and personal life are in good balance. You may be out of balance if you are experiencing some of the following: having trouble sleeping, being overwhelmed, becoming forgetful, having conflicts with those around you, having trouble concentrating, showing signs of physical illness, or not having interest in the things you have always liked to do. Unfortunately, there is no magic fix-it formula, but, I learned this week that EAP offers coaching! I have listened to EAP talks and presentations for years, but I must've had my selective listening ears on, because I totally missed that opportunity! I learned that coaching can even be done over the phone; it doesn't have to be in person. That interested me because I don't have extra time to leave the office during the day, do you? You deserve to be happy, and you deserve to not only be successful but feel successful. One last tidbit about EAP, they have a great website at www.EAP4YOU.com. Check it out!

Fall is quickly approaching and, after the hot, fire-filled summer we have had, the cooler, wetter days will be a welcome change. Our Fall Conference is only weeks away. I hope you have made arrangements to attend the training offered. Some of the meals are even provided!! Conventions are a great way to make connections with other Postmasters and Managers who themselves are also having to juggle and balance life. Relationships and camaraderie are what conventions are made of. Come see for yourself!

Welcome New Members!



- Karen Cox - Postmaster, Northport
- Kristina isenhardt - Postmaster, Olalla
- Jeremy Kurth - Supervisor, Pt. Angeles
- Jackie Muck - Seattle District Safety Mgr
- Corey Swolgaard - Postmaster, Lakebay

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Address: PO Box 9874, Yakima, WA 98909



President Wendy and husband Dan



President Wendy voting

Cyber Security

Brian Ireland
Executive Vice President



As all of you well know, we have required training to complete every year. So, while recently taking CyberSafe Fundamentals Parts 1 and 2, I was reminded that nobody is supposed to plug in any personal device—including mobile phones, tablets, or anything else that can be connected via USB drive—into a postal computer. Mobile devices are computers, able to share information when connected to other devices. Also, in the training, we are told to never connect a non-encrypted mobile device or a non-encrypted flash drive into postal computers.

When working remotely, never use USPS equipment on a public wi-fi network. They aren't as safe as you think because, even with a password, you're sharing a network with everyone else.

And remember, if postal equipment is lost or stolen, report it immediately.

Keep in mind the ethical aspects of using postal issued equipment by adhering to the following:

- Don't make configuration or settings changes
- Don't use USPS equipment or networks for any personal reasons, from conducting private business, to checking personal email, to using social media

There is more to be said about online safety and more to think about in regard to posting personal things on social media. If you wouldn't say something on a telecom or at the water cooler at work, don't post it online. It is similar to things that you would say in a professional setting; if it's going to sound arrogant or condescending, don't post it. There are many examples of people who have posted something online and the poster was out of a job because of it.

Keep personal details of your life private and remember that anything you post on the internet is there to stay. Always make sure that your posts are professional so that they don't come back to bite you. When commenting, ensure that your posts are thoughtful and relevant. My advice would be not to post anything that you wouldn't want your boss, HR Manager, or District Manager to see.

While taking Part 2 of this training, I heard for the first time the word "smishing." Smishing happens when you're tricked into downloading malware from a text message that is sent to your personal device. To avoid smishing, do not click on links in text messages even if it's from a friend; verify first that it was your friend who actually sent the link to you.

Phishing emails are probably something that we all have seen at one time or another. Some of us have even seen them at work. To help employees learn to identify phishing schemes, the Postal Service Corporate Information Security Office performs periodical phishing email tests. Whatever you do, if you encounter a phishing email, don't ignore it, report it. To report it, on your Microsoft Outlook Toolbar Ribbon is a Report to Cyber-Safe Security button that you should click.



Bill Carlton
Vice President - Adverse Action

UPMA is here for YOU

Hello, my fellow Postmasters, Managers, and UPMA members.

Let me start off by stating that Reno did a fantastic job of putting on our 2018 national convention. There was plenty of informative training, nice tourist events and attractions, and we elected a national president who I'm sure will do great work for our members.

So, as your adverse actions vice president, I have a few items I would like to remind everyone of. Please, take this to heart and jot it down if you need to. First of all, I want you to know that your fellow members of UPMA are there for you. Don't hesitate to call even if you feel like all you want is someone to listen to you or, even more importantly, if you have issues with your boss or employees. We members have lots of experience between us, in all aspects of our job, and I'm sure we can take away some of the anxiety we all go through from time to time. Please be thorough and timely in your duties and, if you need assistance, ask for it. This job, and the expectations that are put on us, is overwhelming almost all the time, nowadays. It doesn't seem like there is a slow time of the year anymore. If you get a chance to take time off, then take it, or else you might not get it.

I currently have an assortment of issues on my plate, most of which concern relationships, or lack thereof, between MPOOs and their subordinates. We have spoken about this at District meetings and at our conventions. It's time that MPOOs realize that they cannot speak like dictators to their subordinates and expect positive results. We hear Headquarters emphasize engagement because the problem is that communicating in a negative, demoralizing, and demeaning way is not going to produce effective positive results. You'd think that due to their position, MPOOs would know that. Well, obviously they don't. Now, I'm not going to put all of the blame on the MPOOs. We have other issues in this District, as well, and I'm hoping that with our new District Manager those issues that are affecting OUR daily lives will be addressed effectively. Wendy and I have opened communications with the DM, and we plan to work with him closely on these issues. Of course, we have our national officials to help, as well.

In closing, I just want to emphasize the importance of asking for clarification of expectations. If you are not clear on what the expectations are, then how are you going to meet them? And, if you feel like you are being addressed in an unprofessional manner, then document the incident. When you document an incident, be detailed. Always reference the DATE, TIME, and everything said. This information really goes a long way in preventing uncertainties. Don't delay in calling a fellow Postmaster or Manager if you have any concerns. Training will be provided at our Fall Conference in Olympia. That will be a great time to network, so please make an effort to attend. Thank you for being my fellow Postmaster, Manager, and UPMA member.....Bill



Teresa Goss
Vice President - Legislative/PAC

Action Needed

Summer has flown by, and I tried not to panic when I received two emails that were addressing peak season! For those of us who are still active, the phrase can cause a bit of anxiety. In my case, my little 18 office on Fox Island explodes, and the workload triples—and sometimes quadruples. The issue is, there's still only me and two PTFs. So, the search begins; I ask, and sometimes beg, neighboring offices for clerk help, so we don't collapse from ten- and twelve-hour days. My office also gets decoupled from Gig Harbor for Sunday Amazon, so I also work Sundays. Needless to say, for some of us, The Most Wonderful Time of the Year is not so wonderful! I would like to encourage all of you, though, to take one day at a time and remember that you are making it a wonderful time for others. This has helped me when I hear stories from customers who are mailing to friends and family, some of whom are far away in other countries. And some who are deployed and will not get to be with family. I also love it when I hand a package to a customer who beams as they see that someone remembered them and sent them a gift. This makes peak season a bit more bearable, and I feel proud that I work for the USPS, bringing so many loved ones and friends together.

On the legislative side, I am disappointed. There was so much activity on the Hill, but as of today, there have been no meaningful changes made to help the USPS become more financially stable, getting us on the road to operating in the black.

I have two requests. The first is to ask UPMA members from Congressional districts 3 - Jaime Herrera Beutler, 4 - Dan Newhouse, 5 - Cathy McMorris Rodgers, and 8 - David Reichert, to call their representatives for support on H.Res.993. That is the legislative resolution that opposes a White House proposal to privatize the U.S. Postal Service; the resolution has picked up significant support during the August recess. H.Res.993 expresses "the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization." This is a quote from Bob Levi on 8/22/2018.

The second request I have, that I've been trying to do myself, is to tell at least one person a week—whether customers, friends, or family—that the USPS does not receive any tax dollars! This is critical in helping our cause. So many people do not know this, and that is one reason why so many seem unconcerned about the financial crisis the USPS has found itself in.

In closing, I would like to say welcome to all the new members! This is a great organization, and you should know that you are supported and appreciated for all that you do in your places of work. If you are retired, you are very much appreciated for all the time and service you gave when you were active, and I am sure you are keeping busy and enjoying your retirement. I hope to meet many of you in October in Olympia at the Fall Conference at the RL Hotel.

WHY A UPMA PAC?

UPMA PAC helps elect members of Congress who will support legislation that will benefit active and retired Postmasters and Postal Managers . UPMA is legally permitted to communicate with members of Congress, postal regulators and employees of the Executive Branch, and to provide political education to UPMA members.

However, federal law prohibits UPMA from making campaign contributions to candidates for federal offices. Membership dues are not permitted for such use. Consequently, UPMA offers its members a means by which they may provide financial support to candidates for federal office. This is achieved through a "separate, segregated fund" known as a political action committee (PAC). A solicitation from PAC discloses to its contributors a clear explanation that the funds will be used for political campaign contributions



UPMA PAC CONTRIBUTION CARD

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

Yes, I want to contribute. Enclosed is:

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

Date: _____

Member ID: _____

Credit Card Contributions:

Name: _____

Acct # _____ CCV: _____

Address: _____

Expiration Date: ____/____

City State Zip: _____

Signature: _____

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

All USPS employees are welcome to join UPMA

Senate Confirms Two Board of Governors; President Nominates Two More

Posted to unitedpma.org by Bob Levi on 08/29/18

Yesterday, the U.S. Senate confirmed Robert Duncan and David Williams as members of the Postal Service Board of Governors by voice vote. In addition, President Trump nominated Ron Bloom and Roman Martinez IV to the Board of Governors.

Governors Duncan and Williams will join Postmaster General Megan Brennan and Deputy Postmaster General Ron Stroman on the Board. The position to which Duncan was confirmed expires on December 8, 2018; and Williams' position expires on December 8, 2019. Their terms may be extended for one year should the President not nominate a successor prior to expiration of their respective appointments. David Williams is the immediate past USPS Inspector General, and Robert Duncan a former chairman of both the Republican National Committee and the Tennessee Valley Authority.

Board of Governor nominee Ron Bloom occupied positions in a number of labor organizations and was part of the Treasury Department during the Obama Administration, with responsibilities in economic policy and manufacturing. In 2011, he was retained by the NALC to provide advice on postal reform. Nominee Roman Martinez has been a director at the Cigna Corporation and a partner of Lehman Brothers, where he served for more than thirty years. Bloom is being nominated for a board position that expires December 8, 2020. and Martinez is being nominated for a position that expires December 8, 2024. Should their nominations be confirmed by the Senate, there would remain 5 Board of Governor vacancies, all of whom must be nominated by President Trump and confirmed by the Senate.



Bob Levi
 National Director
 of Gov't Relations

House Anti-Privatization Resolution Picks Up Support; Status of Presidential Postal Task Force Report Unknown

Posted to unitedpma.org by Bob Levi on 08/22/18

The legislative resolution that proclaims House of Representatives opposition to a White House proposal to privatize the U.S. Postal Service picked up significant support during the August recess. H.Res. 993 expresses "the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization." 67 members of Congress added their names to the bipartisan resolution during the recess, bringing the total number of cosponsors to 130. UPMA is providing a link for UPMA members to determine if their Representatives are H.Res. 993 cosponsors. If your member of Congress is not listed, please call his or her office to add the Representative's name to the resolution. The Capitol switchboard number is 202-224-3121.

In addition, President Trump's Task Force on the Postal System was directed to submit its report to the President "not later than 120 days after the date" on which the President signed Executive Order 13829, the Presidential action establishing the Task Force. The deadline was August 10. Thus far, there has been no White House statement relating to the Task Force, whether it was finalized, or if it was even submitted to the President. Nevertheless, there are tentative plans for a September 5 hearing on the Task Force findings before the Senate Homeland Security and Governmental Affairs. It is expected that the hearing would be postponed should the report not be finalized, submitted to the President and made public prior to September 5.



Teri Moore,
 Michelle
 Lee, Jackie
 Gurr, Bill
 Carlton



Brian Ireland, Kristen Luther



Dana Starfire, Sherry Kirk



Nora Jordin



Robin
 Walker,
 Vic
 Rohret



President Wendy, Dan
 Fleming, Rudy Johnson

Diana Schuler



Jackie Gurr,
 Rudy Johnson



Karen Cox

Find more national
 convention pictures at
washingtonupma.com



Gordon Williams
Vice President - Membership

National Convention, a Great Member Benefit

As I return from my twelfth national convention, I feel a little nostalgic about my twenty years in management—fourteen of those years as a Postmaster. These events are so fulfilling and inspiring, in that I see people whom I first met in 2005 who have gone on to national level positions. People who have dedicated their lives not only to their careers as Postmasters and Managers but also to serving the members in so many ways, seen and unseen. In my years in management, I have personally benefited from the support and efforts of these wonderful people of UPMA.

Some of these people are currently living the life that I hope to live soon (retired), but many are active Postmasters and Managers who care enough to work for the best interests of Postmasters and Managers. It is really a caring and supportive nature from truly extraordinary, exemplary people from all over this great country. Each year, I meet new people with different insights and knowledge that I can draw from for the benefit of my office and those around me. Being a veteran, I am especially proud of how the national group honors our veterans each year in so many ways. You see a lot of Vietnam, Korea, and even WWII veterans who are retired Postmasters and Managers, and I am always fascinated listening to each of their incredible stories. That is one of the more rewarding experiences of these conventions.

Another benefit of conventions is the unfiltered, direct HQ training on items we all deal with every day: DMS, SPM, and other Operations Programs. Direct from the source without all the add-ons we see at the Area, District, and MPOO level. We learn the ideas and purposes behind some of the initiatives that many times our Districts, and certainly, our MPOOs, do not understand or communicate to us effectively. Other areas are covered as well, such as marketing, inance, HR (always a big one), and even personal retirement and benefits training that can help us plan our careers and to best achieve retirement goals.

This year, I attended the national convention as your membership vice president for the Washington chapter, a first for me. I learned some very useful techniques to encourage more membership and to encourage more participation from all members. During these sometimes extremely challenging times, it is crucial for all of us to unite as one. And I tell you that as sure as I am sitting here on the tar mac waiting (for almost three hours now!) to fly home, that having one unified voice gives us tremendous strength on the issues we all struggle with every day.

I have been serving the management association since my first OIC assignment fifteen years ago, at the local, state, and national levels. We all want to see our job conditions improve and compensation to be fair and commensurate with the duties we perform every single day, and to that end, I decided I needed to step up, participate, and let my voice and opinion be known in a constructive and effective way.

UPMA as a management association is unique in that we have exclusive consultative rights according to Title 39 of the United States Code, the law of the postal land. I have seen with my own eyes how effective leadership at the national level establishes a mutually beneficial relationship with USPS HQ, and I have seen it at the state level with our District. I hope as we move forward that we can keep that positive relationship that benefits us all at every level of our organization.

At the state level, officers attend conferences using our own leave and with only partial defrayment of travel costs. The reward is knowing that in many ways—some large, some small—we are making a positive impact on behalf of our fellow members. Togetherness makes us strong. Since the convention in Reno, President Wendy and I attended two Career Awareness events in the Seattle District, and we had some productive conversations with craft and current EAS employees who asked, “What is UPMA?” One of the things President Wendy and I tried to articulate is the connections between the organization and the members. Connections such as this publication, the UPMA Leader, and the national and state websites. These platforms give members ways to be involved and informed. As an example of being informed, at the national website, unitedpma.org, three new presentations have been added to the long list of presentations available in the UPMA Learning Center: Choosing the Right Healthplan, Unit NPA Mitigation Process, and UPMA Membership.

To access the Learning Center, you will need your member number, which can be found on your UPMA Lead. Go to www.unitedpma.org, select Resources (you will be prompted to logon), select Educational, and then click ‘Enter the UPMA Learning Center.’ At that point, you can view the presentations available. When a presentation other than the Welcome is selected, you will be prompted one time during the current visit to enter your logon information.

Remember, we each can communicate with our fellow and prospective EAS co-workers the positives in what UPMA can accomplish on their behalf. I know that with the more people we encourage to be involved, our collective work lives and experiences can improve. We have an excellent opportunity to learn and grow together at our Fall Conference in Olympia, October 5-7, 2018.

I wish you all the best from the home of my empty nest. Stay strong, stay UNITED!

Read Gordon’s
article to see how to
access new classes in
UPMA’s
Learning Center!



Harriet
Stay,
Gordon
Williams



Gordon Williams,
Wendy Morris-Heller

UPMA Members are Family

Diana Schuler
Secretary



Hello, friends.

It is the last day of August as I write my article but, at least, it is early in the morning as I am writing and not midnight of the due date. Summer has gone by fast again this year, and everything pumpkin spice is back on the menu.

I have spent this last week of August with my Post Office mom, BJ Kenney. She was my OJI when I started the PO, thirty-seven years ago. I was a newly married 20-year-old who was so excited to start at the PO. So, at 2:00 am, there I was in Thousand Oaks, California, ready to go. I need to mention that BJ, as many in the PO, started out in the military. I had never been around anyone in the military. My BJ was retired from the Marine Corp as a Master Gunnery Sergeant. She laid down the law and let me know her expectations. One story that I always share is about the schedule. In my face, Marine-style, she let me know I was to be at work as scheduled and ready to work when I hit that time clock, and that if, for any reason, I called in sick, it better be from the hospital on a gurney. I was very intimidated by her, to say the least. She was thirty-three years my senior and worked circles around the almost every one of the 100 clerks in the unit. BJ trained me well.

We became great friends and then became family to each other; she had never had any children of her own. She was my PO mom and treated me like a daughter. Five years later, when I became a mom with Rob, my son, she was Gramma B to him, and then, Heidi. When one child, then the other, got the chicken pox, Mama B came to the rescue, so I could be at work. I did not know how selfless an act this was of her until later when I found out she had never had the chicken pox herself. Yet, she still volunteered to come to take care of them. She still did not get chicken pox, fortunately. BJ will be ninety in November of this year, but she's been declining in health the last few years. She is a private person and would not let me come to see her because she wasn't well. Through all the years, Mama B has been my greatest cheerleader and was so proud of me when I became a Postmaster. Now I have the honor of being here for her, taking care of her, as she faces her final tour.

You probably are wondering why I am sharing this. As I drove the five hours to be here in Portland, I wasn't sure what to expect when I would be seeing BJ after so long, realizing I may lose her after, just this year, spending eleven days in hospice with my Dad and losing him. And I thought about the family we become to each other when we join UPMA and became active members. The key words in that sentence were "join," "members," and "active." When we invest in ourselves and our careers this way, we have this unbelievable network of support. Yes, we get the all-important training we need to do our jobs, but more than that, we get this family of Postmasters, Managers, and Supervisors who are in the trenches with us. They can give us moral support and an understanding ear. And the retirees are there to help coach you, encourage you, and be beacons of hope for what you someday can be.

There are so many EAS who are not members, and most may not even know they can be if they are Managers and Supervisors. Then there are the ones who are members but not active because they don't have the time. If you were to drop today, the Post Office would still go on tomorrow, so please take time to take care of *you*, and think about joining us in Olympia to connect with your peers or reconnect as a retiree. I once heard our outgoing national President Tony Leonardi speak to us about building our organization. He said, "I didn't ask you to build a mountain but to bring a brick." Some ways we can bring our bricks is to invite someone to join, or go to a local meeting, or go to a state event. Share a room with someone. I LOVE my UPMA family and look forward to seeing them each time and miss them when they are not there. I am so grateful to the US Postal Service for the career it provided for me, but most of all, I'm grateful for the family it gave to me.

I hope the fall brings us an Indian summer and brings abundant blessings to each of you. If anyone would like to send a get well note to my Mama B (or BJ, to you) please, mail it to BJ Kenney, 4262 Cobb Way, Lake Oswego, OR 97035.

Hugs until next time.



Kristen Luther
Treasurer

Stop the Disrespect from Above

Fall is in the air, and it's time to think about getting ready for our big season. Do you have your staffing in check? Do you have your supplies and equipment in order? Are you prepared mentally for the season?

At the national convention in Reno, a question came from the floor: "What can we, as Postmasters, Managers, and Supervisors do when we are being bullied, mistreated, or threatened?" We all know the USPS has a zero-tolerance policy, but it seems it is enforced only for our craft employees. When EAS are treated unacceptably, we tend to just bow down and try to stay off the radar to avoid any more harassment. No one wants to stand up to it. But standing up to bullying is exactly what we have to do to make it stop. If you are having issues with this type of treatment from upper management or other EAS, UPMA can help. We can take it up the command chain, but it has to start with a consultative issue log from President Wendy Fleming. If you'd like to see the log, you can find it at our website, washingtoupma.com. or on the national site at unitedpma.org. Contact Adverse Action Vice President Bill Carlton or President Wendy to get one started.

USPS Headquarters personnel have stated they will not tolerate harassing treatment by our upper management and that they will handle it once they find out about it. They take this issue very seriously and are really are wanting us all to be engaged at every level of the organization, which also falls on us as EAS. Take a look at how you are treating your employees. Ask yourself, "Is this how I would want to be treated?" If not, then change the culture around you. Start to engage your employees and ask your upper management for engagement. We all need to change the situations we are in to better our postal life and careers.

I hope you all can find the time and energy to join us at the next conference the first weekend in October in Olympia. We have many trainings planned for our members. We also have free events planned. If you have never joined us, now is the time. So please, come to see what we have to offer and join us in making it an amazing weekend of networking, fellowship, and learning.

Thank you for your precious time.

The Retirees' Corner



Harriet Stay
Retiree President

Retirees' Activities at the Fall Conference

October, October, October! It's my favorite month of the year, and it's just around the corner. I was born in the month of October, as was my hubby. We will celebrate our 54th wedding anniversary in October. If you take my birthdate, add the date of our anniversary, it will equal hubby's birthdate. While growing up, my cousin Allyn, also an only child and closer to being more my brother, was born in October, twenty days after me. I got to be the older kid, but it was he who always got us in trouble.

October is the time of year when the air is crisp, the leaves show off their dazzling colors, and pumpkins dot fields resembling orange bumps before transforming into scary Halloween jack-o-lanterns or becoming tasty pies, quick breads, and muffins. It's that special time of year to savor the whole outdoors. I can almost smell cinnamon and nutmeg. This year, October 5-7, is the UPMA Fall Conference in Olympia, aptly named Harvest Hoedown. When you drive to the hotel on Thursday the 4th, I was thinking we retirees would all go out to dinner together, perhaps to one of Olympia's breweries. Or, if you arrive early in the day, there is a farmers' market to wander, and perhaps we could take advantage of fresh and locally grown tidbits. How perfect!

You know I'm a list person, and that's what I've been doing, making lists. I should be more organized; I have lists all over my two desks. That's on my list, too...to organize my lists and my desks. I've been in contact with the Thurston County Convention Bureau asking for suggestions, ideas, and free places to sightsee, places not to be missed, and fun things to do. I realize Linda Ricketts is hard at work planning the entire shindig, but there have been occasions when retirees were forgotten. She promises that is not going to happen. She, too, is a retiree.

A word about our national convention in Reno that hubby and I recently attended: a correction is in order. The Nugget Hotel is in Sparks, not Reno. We had to drive to Reno when we decided to have a walk along the Truckee River and to see the Biggest Little Town in Nevada. What we accidentally found was the Bruka Theatre of the Sierra, celebrating twenty-five years. The posters announced the last showing of *The Untamed*, created by Bud Perry, that night. Glad we decided to attend. It was fantastic, a very unusual creation. It reminded us of some of the off-the-wall productions we find in Seattle. I can't begin to describe it; you had to have been there. Linda and I both found there will be a play production at a theatre in Olympia the weekend we're there. It's a possibility to investigate.

It can't be said enough: On **October 6, Saturday at noon**, lunch will be provided by the UPMA Retirees at no cost to attendees. Members, including those UPMA members not registered for the entire weekend, are invited to attend the luncheon along with one guest. This includes both active and retired members. What we are hoping is to provide an opportunity for all of us to socialize (talk, eat, and catch up). It's been a long time for some of our members since we've seen you. It will be at the RL (Red Lion) Hotel, 2300 Evergreen Park Drive, Olympia. Please fill out the Fall Conference registration form and mark "Sat. Luncheon," so we can have an accurate head count for the chef. You recently received the form in the mail that says "Lunch is on us." If you've lost it, call Harriet at 360-765-4432 or email hstay@hughes.net. We'll make it work. We miss you.



Retiree Officers

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In Memorium

A life that touches others goes on forever



Norma boohar - Postmaster Retired, Royal City
Jill Reed - Postmaster Retired, Salkum
Becki Jacobi - Wife of Postmaster Retired Sue Salamun
David Horsch - Postmaster Retired Heisson
Mike Iannetta - Postmaster Retired, Grand Coulee
Max Gaston - Postmaster Retired, Monitor
Rich Balmores, Postmaster Granite Falls
Sherry Martin - Postmaster Retired, Burbank



Vic Rohret, Area 15 Retiree Representative
Postmaster Retired Naches, WA
509-952-3311

What a great spring and summer! Northwest UPMA families gathered for annual state conventions in Alaska, Idaho, Oregon, Washington, and Montana! When Retired President Jack Wilkins asked me to consider the position of Area Rep, he didn't mention that the area included 28% of the United States land mass! Luckily there are only five states! and I am very happy to represent them!

April 20-21 in Sitka was chilly (I heard). Although I was unable to attend, I found that Jerry, Marcia, Renee, Lori, Linda, Elaine, Celia, and all the others convened and took care of business ... and had fun as well! Next year ... Anchorage!

April 27-28 in Boise saw a small group with great enthusiasm. Postmasters dropped in and out as they could before and after work shifts. New officers were elected! Susan Rice from Wedowee, AL was one of our speakers. Mike Quinn and Anita Pfeifer flew in to endorse national candidates Dan Heins and Rich Hui. The food was great!

May 18-20 in Medford OR was sunny and warm ... just right for a great meeting. Several managers made the 200+ mile trip down from Portland to present training! Safety training and supervision were the hot topics! The highlight of the convention was our jet boat cruise (rampage) up and down the Rogue River! Great fun and good food! Photos are of the new retiree officers and a boatload of Postmasters!

June 1-3 in Pasco was sunny and just right! National candidate Rich Hui was in attendance, as well as national Secretary Jim Maher! The convention had great presentations from Seattle District and Portland District speakers! Bob Levi skyped in with an update on FEHB and Medicare. Fun activities included a poolside BBQ and an ice cream social! Photos show Paddleboat on the Columbia River, retirees' caucus and general session.

June 14-16 in Polson, Montana, saw a great convention for mind, body, and soul: beautiful sunrises and settings over Flathead Lake, crisp and clean mountain air, and informative training classes! Speakers included aides from both Senators' offices, the District Manager and specialists, Sean Acord, and more!

Looking forward to more adventures in the upcoming UPMA year!

Area 15's Adventures!



National Convention
 Retiree Luncheon



Dawn Lui
Postmaster Shelton

Dear Editor Michelle,

National convention is a great event that I enjoy attending with my family every year. Just seeing friends from other states—talking the same business language and sharing the same joys and frustrations of work—is well worth the trip.

Idea sharing cannot be found except at the conventions as we are all so busy at our individual offices.

This year's unique training sessions were well planned. The EEO arbitrator's special class was impressive. I have been a Postmaster for fourteen years and, until now, no one has really discussed or outlined how to successfully work through the process. This class gave me the insight that will be valuable in future sessions.

Postmasters' pay talk results have been posted on the UPMA website. I believe a couple items still need to be worked out with Headquarters, and there is a small change in NPA. If you have not read the article, please go to www.unitedpma.org to update your knowledge.

Postmaster General Megan Brennan has been working hard with Congress on postal regulation reforms, and UPMA and NAPS are teaming up to express their strong anti-privatization views. If you want to voice your opinion or thoughts on this important current issue, here is the number you should call: 202-224-3121. That is the Capitol switchboard number, where an operator will transfer you to your representative's office.

I was happy that Chief Human Resources Vice President Jeffrey Williamson spoke to us, elaborating on the new program named HERO. Many of us have started using HERO for non-career postings. HERO is meant to replace many current programs, becoming a "one stop shop" for HR. Mr. Williamson's presentation led to a great discussion by Postmasters on the lengthy hiring process and the lack of support by District HR departments. As Mr. Williamson always follows through on our concerns, it is my and all the other Postmasters' hope that improvement can be made soon. This is why the convention is so important—Postmasters are given a forum to express their concerns.

Some Postmasters ask what UPMA has done for us. I have been a member since I was an OIC in a Level 15 office. I was a dual member of NAPUS and League for many years. I have never regretted paying my dues as the national forums are critical to an organization.

Importantly, at this convention, one Postmaster addressed to COO David Williams the issue of unnecessary daily reports and telecoms. It was noted that in the previous week, all EAS employees received a survey link from Western Area Vice President Greg Graves regarding reports and telecoms EAS employees have to submit daily or weekly. This survey was the end result of voicing our concerns and problems to our chief operating officer. Our COO David Williams listened, and he stated he would take action to improve these requirements and the need to use the Postmasters' critical time in the most efficient manner. This is what UPMA is doing for you by giving a voice to your concerns.

Come and join us, Postmasters and Managers. I would like to see more active members attending national and state conventions. Thank you for the retirees' continued support to UPMA. I understand it costs money to attend these events. I suggest our state UPMA provide more scholarships or lower the convention cost to make it an affordable event at the state level. Maybe we should waive the registration fee for our next state convention as a start.

Thank you, editor, for your dedicated contributions to our UPMA. Your work was once again awarded at the national level. You make Washington state proud! I wish you the very best!



Justin Good
Postmaster Walla Walla

I finally attended my first UPMA convention. I have been a member for a while but failed to make an effort to participate. Blaming it on my busy schedule is easy to do and somewhat justified, so I often think. A fellow Postmaster talked me into attending the national convention in Reno. (No, not my good friend Kristen Luther—different Postmaster. Sorry, Kristen.) Might as well go big for my first time, I thought.

I had no idea what to expect. I arrived late Friday afternoon and was surprised at the number of people already showing up. I was overwhelmed with the turnout of retired Postmasters, and it was great to see how invested and involved they still are, making me realize how important it is that, as a younger Postmaster, I get involved myself. Saturday evening there was a baseball game at the local minor league ballpark. It was fun and a great opportunity to get know people in a fun, casual setting. There, I had the pleasure of visiting with our national president-elect, Daniel Heins. I think he will represent us well this coming year.

With President Trump's task force soon discussing their findings on the current state of the Postal Service, I was very interested in what our leaders at the national level thought about the different possibilities moving forward. Very quickly Monday morning, I started to see the message. The emphasis was definitely on the importance of legislation. This was reiterated by every presenter during the week. It is important for all of us—active and retired—to reach out to our representatives and make sure they know what we expect regarding postal reform. Postmaster General Megan Brennan spoke on Wednesday, along with COO Dave Williams. Although I might not agree with all their perspectives, I believe they have the best interest of the Postal Service in mind.

I found the training sessions very informative, and they were an opportunity to hear other Postmasters' struggles. Overall, I found the experience to be very educational and enjoyable. I encourage other members to attend and to become involved. I want to give special thanks to all the Washington members for making me feel welcome and part of the group.



Dana Starfire
Postmaster Orcas

Reno or bust! It's always nice to put a sign in your car's back window.

I was thankful to be able to drive to the national convention from the Pacific Northwest, this year. Main highways, side roads, and backroads made this summer vacation/convention combo an adventure of scenic rivers, lakes, and swimming pools. I also really enjoy the opportunities to visit different locations and activities at the national conventions.

This year's side trip to Virginia City, south of Reno, proved to be one of those memorable locations. I found myself in a museum, amazed at the history of the silver mines. The depths of the mines were almost as mind boggling as how many scans packages get nowadays. Like the silver mines of years gone by, one can hope everyone can experience a convention in person before we turn our conventions into videos and virtual transmissions.

As I travelled from town to town towards Reno, I sought out opportunities to take photographs of Post Offices throughout the western states. I enjoy seeing neighborhoods where people gather; they remind me of the connections we make by sending and receiving letters. Letter writing may be a craft that is becoming obsolete for the younger generations but, luckily for me, I still get to see the joy it brings people in my Post Office on Orcas Island.

This year's convention started out with a bang after current and retired USPS employees found their seats, which were grouped by state. We enjoyed an opening act of gunslingers as they portrayed the way of life back in the Wild West days. We were then ready to listen and learn from the leaders of UPMA. The big news was that Dan Heins will take the position of president now shared by Tony Leonardi (NAPUS) and Sean Acord (The League of Postmasters) as we continue to merge our leadership positions in the UPMA. The week-long event seems always to hit a highlight when Postmaster General Megan Brennan takes the podium. The audience wears matching shirts in solidarity whenever Megan takes the stage. UPMA members and guests were filled with anticipation, questioning PMG Brennan about our future within the USPS. It was encouraging to hear that delivery vehicle prototypes—a main topic of concern—are being narrowed down for the needs of the USPS.

My favorite part of this convention would be the short and long interactions with people from across our country. Attendees are willing to share ideas and encourage our common goal of impeccable service to our customers. (Scan, scan, scan.) This national event is what I wish for you during your career.

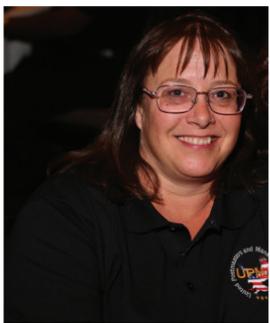


Milly Kropp, Dawn Lui

Justin Good, Wendy Morris-Heller,
 Harriet Stay



Dana Starfire, Sherry Kirk



Wendy Morris-Heller
Postmaster Brewster

Hello, from beautiful Brewster.

I have been back from the UPMA national convention in Reno, Nevada, for almost a week now, and have been reflecting on all I learned and enjoyed while there.

This year, we were given a mid-week free day, since so many of us have to take annual leave and spend our own money to attend these events. Important events that protect and educate us, so we can succeed in our careers as Postmasters and Managers for the great organization USPS. I took advantage of that free day and took a tour up to Virginia City. What an incredible story of how the city came about. And it had so many mines! At one point, the town had 28,000 residents; now it is down to 1200 residents. The stories of the old west, mining, gambling, red light districts, and founders was inspirational. Wow, what people can do when motivated.

I know there are days at work that we have that kind of motivation, and other days not so much. One motivation might be the new pay package for EAS employees. Some lucky Level 18 offices will get a small pay raise, and other offices will become 18B offices. I am one of those lucky offices. You have to have work service credits between 2076 and 5500 to become an 18B.

At the convention, we elected the first UPMA president, Mr. Dan Heins of Minnesota; I believe he will take us expertly into the future. Postmaster General Megan Brennan spoke to us about the state of the business. As well, COO Dave Williams spoke to us about operations, and the HR Manager spoke to us about the new HERO program rolling out.

I met Postmasters and Managers from other states who deal with some of the same issues we face. Knowing others struggle and then find ways to improve their workplace gives you strength. I spent time with my Wonderful Washington coworkers and greatly enjoyed their company and comradery.

Attending the convention was possible for me because after I registered, I requested a scholarship that helped pay for me to attend. If you consider joining this great organization, start with a state convention or conference. Our next conference takes place October 5-7 at the RL Hotel in Olympia. Consider going so you can network, take some great classes, and unwind with others who fight the good fight.

Teri Moore
Postmaster East Olympia



Thinking back to all the years I have been in NAPUS and UPMA—all the places I have seen and all the wonderful people I have met throughout this country because of the organizations—I am truly blessed. This is the first year I went to national convention not with chapter officer funding, but with the help of a Washington UPMA scholarship. Because of the scholarship, I was able to participate and enjoy the convention. Everyone should try to attend national conventions. You'll have the chance to listen firsthand to Postmaster General Megan Brennan, Chief Operating Officer David Williams, and Chief Human Resources Officer Jeffrey Williamson. And you'll be able to ask all of them questions, which is truly amazing.

We have seen results from these conventions that have benefited everyone. Last year, it was the reduction of A3s. David Williams said they were NOT supposed to be a punishment but were intended to get to the root cause of a problem. When he heard that we felt they were used as punishment, he said he would look into it. And as we all know, A3s have gone down drastically. Another district, very close to us, had to put the academy trainings for CCA and Rural Carriers on hold, which put a hardship on that district. When Jeffrey Williamson heard about this, they were reinstated in just a few days. We are also hoping to see a reduction in the redundant reports we do every day. These are just a few recent issues that have been brought up at national convention; see, we do make a difference.

If I had not gone to national conventions, I would never have gotten to talk to Megan Brennan or David Williams, ridden in a hot air balloon, ridden a mechanical bull, seen lake Michigan, danced in a museum, or met a fantastic group of people. Please consider going.

The next national convention will be at the Mohegan Sun in Connecticut. Check them out online. If you would like to attend, find the registration form in this newspaper or at our national and state websites. And watch the Cascade Connection and our state website for a national convention scholarship; it will not pay for everything, but it does help.



Wendy Morris-Heller,
Teri Moore,
Kristen Luther,
Teresa Goss

In the
convention
hall



At a Reno Aces
baseball game



Karen Cox
Postmaster Northport

I really enjoyed the United Postmasters and Managers of America national convention this year in Reno, Nevada. I arrived a day early and got to see Three Dog Night—the show was awesome.

The convention started out with a wonderful bang with every state giving a shout out as their state was called. I thought the funniest one was Wisconsin shouting out CHEESE when their state was announced. The speakers were knowledgeable and open to their audience, leaving room for questions at the end. Just listening to the questions increased my knowledge. Megan Brennan, the Postmaster General, was the highlight of the event. The training classes were hard to choose from but informative for whatever subject was chosen. And having one complete day mid-week gave everyone a break and time to explore the great area we were visiting.

Over all, the best thing about the convention was meeting other Postmasters, sharing problems and successes. My connection with them and the support I got from the Washington members are assets every Postmaster needs. I know that if I have a problem or concern any one of them would be willing to help me find an answer.

There were fewer vendors this year than previous years, but the products they were selling were interesting. The 50/50 drawings were the largest ones I have ever seen, and the raffles were for items anyone would be proud of owning. The food was great, the company the best, and the time with other PMs an experience I'll never forget.

I'm looking forward to the Fall Convention in Olympia. It would be wonderful to see more Postmasters and Managers from Eastern Washington come to gain connections and to meet some of the Seattle District leaders who will show up as speakers and trainers.



Bill Carlton, Jackie Gurr

Bill Ireland and wife



Jackie Gurr, Kristen Luther, Teri Moore



Karen Lemmon, Rudy Johnson, Nora Jordin



PMG Megan Brennan



Pat Flores

A stormy Reno evening



Co-President Tony Leonardi swearing in President-elect Dan Heins



John Wayne, Harriet and Larry Stay

Karen Lemmon



Janice, Diana and George Schuler

Find more national convention pictures at washingtonupma.com

Milly Kropp, Teresa and Kevin Goss, Karen Cox



Robin Walker, Vic Rohret



Mohegan Sun Connecticut

3rd UPMA National Convention

July 27-Aug. 2, 2019

Official Registration Form

Registration also available at www.unitedpma.org

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

First Name: _____ Last Name: _____

Title: _____ First Name (for your badge): _____

Postmaster
 Supervisor Post Office You Represent City: _____ State: _____

Manager Your Mailing Address: _____

OIC

Associate City: _____ State: _____ ZIP+4 _____

UPMA Retired

Spouse Cell Phone: _____

Guest E-mail: _____

First-Timer/
UPMA Retired
First-Timer?
 Yes No

Convention Registration (only one person per form):

Please circle the appropriate fee:

	7/27/18-12/31/18	1/1/19-2/28/19	3/1/19-6/15/19	After 6/15/19
Postmaster/Manager/Supervisor/OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* (PM Retired Luncheon included)	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/Postmaster Guest (Does NOT include UPMA Retired Luncheon)	\$142.50	\$161.25	\$180	198.75

UPMA Retired or Guest* (PM Retired Luncheon included)

Auxiliary/Spouse/Postmaster Guest (Does NOT include UPMA Retired Luncheon)

Children (17 and under) \$75; includes child's meal at the Grand Banquet.

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

Grand Banquet: Aug. 1, 2019

Payment Information

Convention Fee: \$ _____

Additional tickets for UPMA _____

Retired Luncheon @ \$25 each \$ _____

Total Payment: \$ _____

Check payable to UPMA

Visa/MasterCard

Card number _____

Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)

Signature: _____

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

Questions? Call 703-683-9027

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Aug. 1, 2018. You must call the hotel directly to make a reservation. The National Office will not handle room reservations. **To make a reservation, you must make a deposit to the hotel in the amount of your first night's lodging; this deposit is non-refundable after May 15, 2019.** All room cancellations must be made directly with the hotel. To secure the special UPMA rate, you must identify yourself as part of the UPMA convention. The rate is available only until July 1, 2019, or all rooms in the block are sold, whichever comes first.

Mohegan Sun

1-866-708-1340

\$139—single/double/triple/quad

Be sure to request the UPMA19 group rate.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by May 1, 2019; no refunds after that date. All refunds are subject to a \$25 handling fee.

Registrations are non-transferable.

There are over 600 registered for the 3rd UPMA National Convention at Mohegan Sun! We would like to encourage people to register while the rates are extremely low! If you can't remember if you registered while in Reno, just drop Gerri Swarm an email and she can confirm.

Also, chapter officers can request a list of those attending from their chapter. To take advantage of the current low rate, you can register on-line at www.unitedpma.org, or here is the Mohegan Sun Registration form you can fill out and mail.

Just a little planning info to get you to/from Mohegan Sun Convention Center: Shuttle to and from Bradley International Airport, \$35 each way, will be available on July 26, 27 and August 1 and 2, 2019. Shuttle will be available on other dates, but at a higher rate. The link to make reservations will be posted on the UPMA website, and provided later in UPMA Gold.



The Last Word Michelle Lee Editor

I have a new hero.

They are hard to find these days, in this cacophonous world where, perhaps because there are so many ways to communicate, people feel they need to yell louder (and less politely) in order to be heard. But not Ruth Bader Ginsburg. And it isn't because of her stature as Associate Justice of the Supreme Court; her particular brand of advocacy began long before the Supreme Court beacons her.

A quiet, diminutive woman, RBG has lived her eighty-five years in a thoughtful manner. Fiercely intelligent, she chooses her words carefully, both in court and out, to great effect. Over the decades, with patient strategy, she has chinked away at legally authorized discrimination of women in the workplace and in their private lives.

As her reputation as a legal warrior grew, it wasn't beneath RBG to take on small cases, one of which will resonate to us postal women: In 1971, a female letter carrier contacted the ACLU, objecting that she wasn't allowed to wear the same hat that the males wore. The carrier said that the beret or pillbox hats (in 1971!) she was required to wear not only didn't have a place to attach her badge, but it didn't have a brim to keep the sun from her eyes, as the men's hat did. Ms. Bader's response? She wrote a letter to the Postmaster General, arguing that the difference in headwear for women and for men was arbitrary, having no function other than to create a distinction between the sexes. It's common sense positions like this one that has made Ms. Ginsburg and living icon.

The Notorious RBG

Washington Chapter Fall Conference

Agenda (subject to change)

Thursday, Oct 4

6:00-8:00 pm Registration: hotel lobby
 6:00-9:00 pm Hospitality room open: room number TBA

Friday, Oct 5

7:00-8:00 am Hospitality room open for Continental Breakfast
 7:30 am Registration: Hotel Lobby
 8:15 am Door prizes
 8:30 am Call to order by President Wendy Fleming
 Pledge of Allegiance and Invocation
 Singing of National Anthem
 9:00 am Seattle District Manager Darrel Stokes
 10:00 am MPOO Panel
 10:45 am Break
 11:00 am Portland District Manager Bill Schwartz
 11:00 am RETIREES MEETING – Hospitality Room
 12:00 pm Lunch (provided)
 1:00 pm Portland District Labor Manager Michele Grigorioff
 1:00 – 4:30 pm RETIREES MAGICAL MYSTERY TOUR
 2:00 pm Seattle Function 4 OPS Joel Oblero
 3:00 pm Seattle Rural OPS Linda Gentry
 4:00 pm Montesano Postmaster: Surviving Postal Management 101 Brad Schamber
 5:00 pm Dinner on your own
 7:00 pm Bingo Fund Raiser
 8:30-10:00 pm Hospitality Room Open

Saturday, Oct 6

7:00-8:00 am Hospitality Room Open for Continental Breakfast
 8:15 am Door Prizes
 8:30 am Call to Order and Announcements
 8:45 am Speaker – To be announced
 9:45 am Seattle District EAP Wendy Averett
 10:15 am Break
 10:30 am Seattle Ops Support RIMS Ian Denning
 12:00 – 1:30 pm Lunch provided by our Retirees
 1:30 pm Seattle District IV (Informed Visibility) Dee Emmett
 2:30 pm General Business Session
 4:00 pm EXECUTIVE BOARD MEETING – Room to be announced
 6:00 pm Social hour
 6:30 pm Banquet
 8:00 – 10:00 pm Dance/DJ
 10:00 – 11:00 pm Hospitality Room Open

Sunday, Oct 7

8:30 am Church Service
 9:00 am Brunch and Conference Wrap-Up
 11:00 am UPMA Tour of Capitol Building with special Docent
 (Did you know that the Washington state Capitol has the largest collection of Tiffany bronze in the world?)

SAFE TRAVELS HOME !



Karol
 Kusunose

One Little Candle

As a young child living in Connecticut, it was a treat to visit with a neighbor who owned a television set. It was a very large cabinet with a very small black and white screen. When the opportunity arose, I would sit on the floor in front of it, mesmerized by this magical device.

Occasionally, I would be there when the Howdy Doody Show was on. One day I arrived in time to view a man writing on a chalkboard a saying which has stuck with me through all these many decades: "If everyone lit just one little candle, what a bright world this would be."

At the time I didn't think about the saying beyond the obvious fact that extra candles would make a room brighter. But now, this single thought has evolved for me into how a single act may not have a huge impact but that many of us doing a small single act multiplied can make a difference.

So where am I going with this? Many of us visiting hotels or motels are provided with small toiletries and soaps for our use. Frequently, we do not use those items. So how can they be put to use? I suggest you gather them up during your travels and donate them to a local charity that assists the homeless or those living in poverty. Most homeless do not have room to carry around large items nor do they have the extra funds to purchase them.

In the community where I volunteer at a non-profit, we make toiletries available to those in need. If you don't have an organization nearby that gathers the items, bring them with you to the UPMA Fall Conference in Olympia in October. I will gladly take them off your hands and help put them to good use.

You can light just one little candle and help to make the world bright.

Harvest Hoedown



WASHINGTON UPMA FALL CONFERENCE "HARVEST HOEDOWN"



October 5-7, 2018
RL HOTEL
2300 Evergreen Park Drive
Olympia, WA 98502
360-943-4000

Full Name _____ Nickname _____

Circle: Postmaster Manager OIC Supervisor Associate Retiree Guest

Office: _____

Mailing address _____

City _____ State _____ Zip _____

Phone # _____ Email address _____

*Check if First Timer _____ Special Meal Requests _____

Please circle the appropriate fee below:

Rate cut off dates:	8/01/18	9/01/18	Onsite registrations
**PM/Mgr/OIC/Sup/Assoc	\$75.00	\$85.00	\$95.00
**Retirees and guests	\$65.00	\$75.00	\$85.00

Sat. Luncheon sponsored by Retirees - Free for member and guest Number attending _____

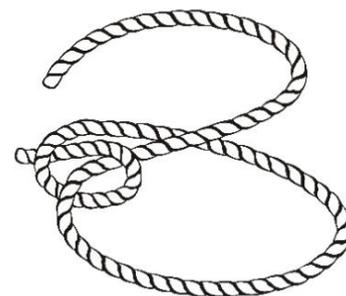
Total Payment: \$ _____ Make check payable to UPMA WA State Chapter

Mail with full payment to: UPMA
c/o Wendy Morris-Heller Cell: 509-393-2993
P O Box 614 Work: 509-689-3510
Brewster WA 98812-0614 Email: morris98812@yahoo.com

Fall Conference Checklist

- Reserve your room - **The room block cut-off date is September 14**
- Ensure you've completed and mailed your registration form
- Bring 2 doorprizes
- Pack excess toiletries for donation (See Karol's article on page 15.)
- Saturday's banquet is a Western theme, so rope the right clothes if you want to participate
- Attend (yeah, don't forget that part!)

Be sure you've sent in your registration form even if you only want to attend the Saturday luncheon; we need to tell the hotel how many meals we'll need.



Three meals are provided with registration. Meals for unregistered guests may be purchased separately.

Hotel reservations can be made by calling hotel directly at 1-800-RED-LION for group name: Unit 1004. Our block reservation covers October 4-7. Nightly rates are \$102/single king, \$102/double queen, \$112 triple, \$122 quad.

Registration Refund Policy: Requests for refunds must be made in writing or email to Kristen Luther, treasurer. The request must be postmarked by 08/04/18 for a full refund and by 09/04/18 for a 50 percent refund. After 09/04/18 it will go to the executive board for consideration.

First timers will be reimbursed their registration after attending the conference. To qualify, the first timer must be a Washington UPMA member.
