

**UNITED POSTMASTERS AND MANAGERS OF AMERICA**  
**GARDEN STATE**  
**TRIBUNE**



**INSIDE THIS EDITION:**

**State Election Results**

.....

**Joseph P. Ruffolo Scholarship Winners**

.....

**SFCU Board of Directors Nominees**

.....

**National Candidacy Announcements**

**NJ UPMA Retirees Annual Picnic**

July 20, 2017—12:30 pm

Captain's Inn, Forked River, NJ

.....

**UPMA National Convention**

August 5th –10th

Galt House - Louisville, KY

# South Jersey Postal Customer Council Annual Golf Outing—Avalon Golf Club, Swainton, NJ Wednesday, June 7, 2017



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Visit [www.snjpcc.com](http://www.snjpcc.com) on how to join!**



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**Garden State Tribune  
P.O. Box 667  
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**Welcome to Volume 1, Issue 3!**

**What a fantastic 1st Annual New Jersey UPMA State Convention! I am continually honored and humbled to work side-by-side with YOU; such hard working, talented, and dedicated members!**

**As one, unified state, we were truly honored with the presence of the USPS's Chief Operating Officer & Executive VP, Mr. David E. Williams, during this year's state convention, who shared with us his own personal "Mail Moments" stories.**

**As we go quietly through the summer months, may we reflect on our own "Mail Moments" and may we recognize how truly "sentimental" mail can be to each and every one of us!**



Disclaimer:

The views and opinions expressed in this publication are the opinions of the author and not necessarily the opinions or positions of the United Postmasters and Managers of America of the United States Postal Service.

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Special Thanks to:  
Lee White,  
Contributing Photographer  
1st Annual NJ UPMA  
State Convention

## Messages from

**Bernadette Puodziunas, Co-President**



As we are all enjoying our summer season, I think of the insurances we invest in to protect our interests. For instance, as we travel this busy vacation season many of us invest in AAA to protect us as we travel on the roads to our vacation destinations. We invest because we never know when we will

have an emergency and need assistance. Then I think about this big organization like AAA and how many of us don't take advantage of our full memberships, most just use it for free towing or a battery jump in an emergency. Well AAA reminds me a lot of UPMA. We Postmasters and Managers invest in UPMA as an insurance to protect our interests and only use UPMA in an emergency; like when we get the phone call to come down to the district for a PDI. And for those Postmasters who never get in trouble and don't get involved you are probably missing out. Why I ask do we not take advantage of our full UPMA membership? The UPMA benefits are not only for an emergency when you get in trouble or your POOM thinks you are trouble, it is for the good times also. We have so many great opportunities for Postmasters and Managers to network and learn together in a positive atmosphere, but how many of us utilize these opportunities? Let me say that there should be a lot more, if not ALL the Postmasters and Managers in New Jersey should be utilizing their full member benefits. If you get involved, you will benefit in so many ways and get your monies worth.

As a UPMA State President, I get to attend quarterly meetings with the two District Managers in the state of New Jersey. This is an excellent opportunity to bring up issues to the District Managers that they may not know about when it comes to their Direct Reports. One of the issues recently was the treatment of Postmasters and Managers by certain POOMs. The Post Office has invested millions of dollars in Employee Engagement, but some POOMs have not "bought in" to their part of engagement and the Postmasters and Managers are paying the price. Getting the opportunity to bring this up to a District Manager gives us the opportunity to have any unprofessional behavior corrected before another Postmaster or Manager gets themselves sick from the stress caused by the dishonorable behavior of their POOM. However, we need Postmasters and Managers to speak up when they are not being treated with dignity and respect, but we also ask Postmasters and Managers to remain professional at all times, especially when times might be tough.

So, I urge that all Postmasters and Managers in New Jersey get involved and learn about the benefits of UPMA. I can say I have learned to use ALL the benefits UPMA has to offer, as well as, ALL the benefits AAA has to offer. I will also tell you how I benefited from the additional benefits of AAA when I was on vacation traveling to Florida and a deer interrupted my trip in Virginia, five hours from home and caused \$7000 worth of damage to my vehicle. Apparently, AAA offers a trip interruption benefit as part of their membership and they paid me \$750, which I would not have known about if I didn't get involved and visit the AAA booth at a Chamber of Commerce event. I also have learned to use my AAA card to get discounts on admissions to museums and amusement attractions. So, please make use of your investment in UPMA and get more involved. Wishing everyone safe travels in your summer excursions, especially if you are road tripping to Louisville, KY.



**"Enjoying living was learning to get your money's worth and knowing when you had it." - Ernest Hemingway**

## Our Presidents

**Gordon Strater, Co-President**

**“Where there is unity there is always victory.” – Publilius Syrus**



UPMA. That is our organization going forward in these rather uncertain times. It is an acronym. Those simple four letters represents, or at least it should, represent unity. United Postmasters and Managers of America – **UPMA**. For me, the key word in our organization is United. This is the second such article I have written on unity. I cannot stress the importance of remaining united. Emmanuel Cleaver once wrote that “there is more power in unity than division.” What I am left pondering is why do we seem to forget those words of wisdom? As postmasters and managers, we have much more strength when we are united, so why do we give away what should be our greatest strength? The answer may be as simple as fear. We are afraid to remain united in the face of opposition. How much of our strength do we give away every day?

Fear has the ability to incapacitate. How many of us are afraid to question what we are told? There is no harm in asking why. All too often we allow ourselves to be at the mercy of a policy without questioning why. We simply do as instructed because we are afraid to ask why, or we fear incurring the anger of our superiors. We give away our strength because we are afraid to question why. Collectively, we have a very great strength. United, we can have a powerful voice. The power of unity can accomplish much. It has the power to suggest change, and that united voice can be an impetus for change. People can intimidate us. Unfortunately, we give them that power because we are not united.



When was the last time you attended a meeting? How many of you opted not to attend our State Convention? When we are together we have the ability to share ideas, and to suggest changes that will make it better for everyone. The numbers are on our side. If we choose not to take advantage of our numbers, then shame on us. We allow situations and policies which we wish to change to remain entrenched all on account of our lack of unity. We wish things to change. We wish that certain policies were rescinded. Those things remain because it is easier to do nothing. Instead of taking advantage of our greatest strength – our unity – we allow our circumstances to worsen because we do not care enough to make a stand. We choose to remain victims because we are afraid.

If you are unhappy with a situation, reach out. Be part of that voice for change. Many collective voices have the ability to change things for the better. If we suffer in silence, we allow the situations to control us. Instead of actively trying to make things better, we continuously

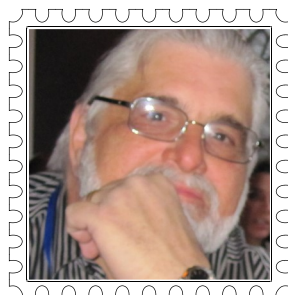
allow our circumstance to worsen because we allow it to do so. Change does involve a certain amount of sacrifice. We must give up some of our time in order to share with our colleagues our concerns. That requires meeting with one another. Much can be accomplished if we decide to take control of our circumstances rather than to continuously allow those circumstances to control us.

George Washington, a man familiar with grief, a man familiar with injustice sacrificed much for those that needed a voice. In the face of seemingly overwhelming odds, he united with his fellow patriots in order to make things better for everyone. He understood that even the smallest voice, if united with his brother, can make a difference. He felt compelled to make things better. He understood that collectively, there is great strength. He understood that without unity nothing would ever change. If we wish things to change, shouldn't we be assembling together to make situations change for the better of all? The choice is simple. Either we sit back and allow circumstances to remain the same, or we unite in order to make things better for everyone. The choice is yours.

**“Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved.” - Mattie Stepanek**

## Our President-Elect is...

### **"Determined and Humbled"**



**David P Sparano**  
State Vice President

My fellow Supervisors, Managers and Postmasters, as I sit to write this article, my first as your President-Elect, I have so many thoughts running through my head.

First I want to thank all who supported my candidacy. I am humbled by your faith in me. I also want to thank those who may not have voted for me but participated in the process. Involvement is the greatest thing for our organization. Thank you to Tom Wagner for running a good clean campaign, Tom, you will be needed going forward. Together we all must convince our leadership that the only way to move forward is through training and patience. How can they expect the best to step up if support is hard to come by?

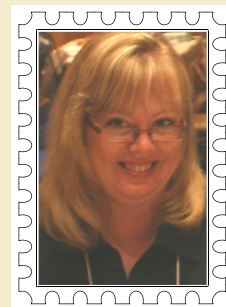
I also want to congratulate the rest of the candidates, those that won and those that did not. Every one of you will be needed going forward. Out Unity will convince others to join us. We need to grow our numbers and create a network of experienced leaders ready to assist where needed. We need to support those that want to move to the next levels of management. The Postal experience pool is running low and we need to help replenish it. We need to make District leadership see that they need to support you in the transition and not hold your feet to the fire after you agreed take the chance at the next level.

I also want to thank the retirees that participated in the years' convention. I thank them for their support. As our EAS positions decrease they will be a valuable asset. Their knowledge and passion will serve us well and they are ready to assist. I thank them also for organizing the beautiful Rose ceremony. This is when we honor those Managers that have passed during the last year. It is solemn and moving part of every convention.

Those of you that attended the convention certainly understand what a special time that is. From the comradery of Carmines to listening to both UPMA and Postal leadership talk about the possible future of the origination. If you could not attend this year, please put it on your calendar for next year. You will not be sorry. If you know anyone recently promoted or that has never belonged before bring them along. UPMA has so much to offer from a great credit Union, insurance offerings and retirement advice .National is also offering a special 6 month membership free. Get your friends to take advantage of it. And speaking of the national, many of us will go to the National Convention in Kentucky, in August. I am looking forward to this. It is necessary to keep our voice in the mix of postal reform. But more importantly it is a chance to meet with managers from around the country to trade ideas, get training on how to help our members and hear from UPMA and Postal leadership. If you are thinking of getting more involved, I highly recommend it.

This year's convention was a great one! We got a lot of business done and yet still managed to find time to laugh and let loose a little. One of the important business items I had to finalize was the auditing of the books. With the steadfast help of Roberta Hoag and Wayne Orshak, we were able to successfully complete the audit and even come up with a few items that will make our future audits a little smoother and easier to follow.

**Darlene McNamee**  
Co-Secretary/Treasurer



I will be handing over all of my spread sheets, financial charts, and knowledge to Kathy LoGuidice this November 2017, as she was elected as our Secretary/Treasurer for 2018. Congratulations Kathy! I'm not going anywhere and you know where to find me for ANY assistance in your new found position. I would also like to congratulate all of our newly elected 2018 Executive Board members! I would strongly suggest that you make it out to Kentucky for our 1st UPMA National Convention. There is always so much knowledge passed on at our National Conventions that can help you to transition into your newly elected positions. If you missed the state convention, shame on you. Carmine's (as always) was so enjoyable and it is always very refreshing to be out with so many of our members, in a different environment, enjoying each other's company. It was so good to see everyone and get out of the office for a little bit.

On another note, I would like to thank everyone for electing me to one of the VP positions. It is truly an honor to serve each and every one of you. I look forward to making progress in our positions as we continue to transition into a well-organized and productive group of Postmasters and Managers of the United States Postal Service.

# Farewell from...

## "Ms. PAC aka PAC/PAM"

Elections were held during our NJ State UPMA Convention in Atlantic City, which yielded a combo Vice President and PAC chairperson.

**Pamela E. Wilmer**  
Diversity/PAC




### Live, Laugh, Love and Contribute to (PAC) Political Action Committee!

Please take advantage of **UPMA PAC** for Postmasters hassle free contribution opportunities. Please send an envelope containing processing information to UPMA PAC for Postmasters, 8 Herbert St., Alexandria, VA 22305-2600. Sign up today for ePAC via Direct Credit Card, Signature FCU direct transfer, Postal Ease Allotments and OPM to ePAC. UPMA ePAC contributions are the way to go! Become a \$1000.00 PAC contributor via ePAC.

We must engage in the political process! Reach out to Congress, to find your Representative visit [www.unitedpma.org](http://www.unitedpma.org), under Government Relations.

Thank you New Jersey Postmasters for your continued voluntary PAC contributions, we are truly grateful for your dedication and generosity. New Jersey UPMA sincerely appreciate your support of the Political Action Committee!

UPMA PAC CONTRIBUTION CARD	
 <p>United Postmasters and Managers of America Political Fund 8 Herbert Street Alexandria, VA 22305</p>	
<input type="checkbox"/> Yes, I want to join, enclosed in: <input type="checkbox"/> \$25 <input type="checkbox"/> \$50 <input type="checkbox"/> \$100 <input type="checkbox"/> \$200 <input type="checkbox"/> Other: _____	
Name: _____ Date: _____ Address 1: _____ Address 2: _____	
Credit Card Contributions: Account # _____ CCV: _____ Exp. Date: _____ Signature: _____	
<small>UPMA PAC for Postmasters will neither favor nor disadvantage a member based on the amount of a contribution or the decision not to contribute to non-partisan political action fund.</small>	

**Always remember to never let anyone steal your JOY or test your FAITH! The enemy comes to Steal, Kill, and Destroy, but we're not having it! The Task ahead of us is never as great as the Power behind us.**



## Chaplain's Corner

### Don't Leave Home Without Him

**Prescott Butler**  
Chaplain (Ret.)

Summer is upon us. We use this time to relax and unwind. It's a time to get away from the everyday pressures of life. It's also vacation time. The kids are out of school and they are looking for something to fill their day. During this period, some people go away on vacation. Some will go camping, fishing, golf, or sight-seeing, the list goes on and on. Sometimes all you want to do is sit back and read a good book.

The point is we must take time to refuel. I travel often, and sometimes I find myself staying in hotels in cities that I am unfamiliar with. When I unpack my bags, it seems like I always forget something. I forget to put the blue socks in my bag to match the blue suit. Or I will remember my toothbrush but I forget the toothpaste. I have the razor but I left the shaving cream. Has this ever happened to anybody else besides me?

One thing I don't forget is my Bible. Because it's on my phone. And depending on the occasion I may take a hardcopy. There are times when we leave the house and suddenly we realize that we forgot our phone. And if you have ever left your phone, if I was a gambling man, I would bet that you turned around immediately to get it. I believe that God should be more important than our phones. If we cannot do without our phones, how much more necessary is God?

In case of emergency, just like our cellphones, we should never leave home without Him. And wherever you go, go without fear, because He is with you.

**David said in Psalms 23: "Even though I walk through the darkest valley, I fear no evil; for you are with me."**

## “On Point” with the

## Audit Committee



**Wayne Orshak**  
**Postmaster Retired**

The Audit Committee met and performed a full audit prior to the 2017 annual state convention. This audit consisted of an examination of all expenditures and supporting documentation of the expense vouchers and property, and was presented at the state convention business meeting.

The financial audit covered the New Jersey League of Postmasters for the year 2016, and NJ NAPUS for 2015 and 2016. All statements, receipts, disbursements, and records were reviewed for accuracy and found in order. The NJ League of Postmasters electronically transferred \$13,885.23 to the treasurer of New Jersey NAPUS. The NJ NAPUS treasurer assumed responsibility for all financial actions on 4/13/17; as mutu-

ally agreed upon. The committee commends both treasurers for maintaining their records in an accurate and professional manner.

The following recommendations do not reflect any deficiencies or issues by either organization. They are merely suggestions for doing business moving forward as NJ UPMA:

1. Vouchers must be submitted for every disbursement of funds with the description and approving signatures completed check numbers or notation of payment type such as credit card etc. should be noted.
2. A registration cutoff date for convention should be established 10 days prior two State Convention. This would enable payments for the Convention by check be received and deposited in order to make funds available for expenses. Walk-in registration can still be made the day of the convention.
3. A registration committee for convention will operate with the assistance of the treasurer. The treasurer will prepare the lists but the committee will prepare name tags, handouts, and all associated items as well as man the registration table.
4. Discretionary spending should have limits. All monies over a certain amount should be motioned and voted upon. Only after an expenditure is approved will a disbursement be made with a voucher documenting the expense. Officers should have limited discretionary spending for normal business expenses (office supplies, postage, computer accessories, etc) with all other expenses requiring a vote of the executive board.
3. Each newly elected treasurer should be afforded sufficient training to enable smooth transition to the position and the ability to perform the position fully. See the officer training materials/guidelines on the UPMA website.
4. Detailed treasurer reports should be given at every Executive Board Meeting as per the by-laws. These reports should list all receipts and disbursements listing check numbers for approval to file for audit.
5. Audits must be performed as per the bylaws and/or financial policy in a timely manner. An audit report will be made at convention to the membership.

Respectfully submitted by the Audit Committee: Wayne Orshak and Roberta Hoag, Postmasters Retired

### **UPMA LEARNING CENTER:**

If you haven't visited the new UPMA Learning Center page on our website, [www.unitedpma.org](http://www.unitedpma.org), please go there and take a look around! Excellent training by excellent leaders! What a wonderful resource for our members! Bob Levi discusses the UPMA Political Fund and Rich Hui provides an overview of the new site created to assist and advance profession careers for postal managers. UPMA thrives on developing members to their fullest leadership potential. In addition to Bob Levi and Rich Hui, a huge thanks to Jim Maher, Tim Burke, John Galera, and Stephanie Jett! What a great benefit to your UPMA Membership!



## 2017 Joseph P. Rufolo

### Scholarship Winners

#### Roberta Hoag Scholarship Chair (Ret.)



Joseph P. Rufolo was a 38-year postal veteran and was Postmaster of Rahway, NJ for eighteen years.

Joe served two terms as the New Jersey State NAPUS President, as NAPUS National Postmaster Representative for 15 years and as the NAPUS National Vice President for the New Jersey, Delaware and Maryland areas. Joe's tireless dedication to the NAPUS organization is deeply missed, especially by the many Postmasters he helped across the nation.

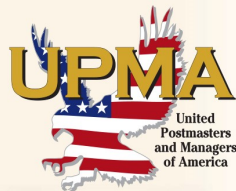
Joe was instrumental in instituting the NJ NAPUS Scholarship for children and grandchildren of New Jersey Postmasters. Following his death in September 2002, the scholarship was renamed the Joseph P. Rufolo Scholarship in his honor. I knew Joe Rufolo and am honored to be able to continue his legacy. This year my co-chair is Leonarda "Lee" White. She is Postmaster of Oceanville, NJ. For many years, our committee has also included Glenn L. Darden. Glenn is an Adjunct Professor at Fairleigh Dickenson University, Captain, Retired - New Jersey State Police, and a U.S. Air Force veteran. He earned his Bachelor of Arts Degree from Upsala College and a Master of Administrative Science degree from Fairleigh Dickinson University.

The Joseph P. Rufolo Memorial Scholarship committee is proud to announce the 2017 Scholarship winners:

Selection of the winners is often difficult and this year was no exception. Recipients of this year's awards distinguished themselves. Each winner received \$1000 to use toward their college education.

- ✎ BREANNA GLEASON - daughter of Bill Gleason, Postmaster Willingboro NJ 08046. Breanna will be attending Ramapo College in Mahwah, NJ.
- ✎ EMMA PEREZ NAVARRO - granddaughter of Marcus Bud Shay Postmaster Retired Augusta NJ 07822. Emma will be attending North Carolina state University in Raleigh, NC.
- ✎ JANIYA PETERS - daughter of Jane Peters, Postmaster Morristown NJ 07960. Janiya will be attending Rutgers University New Brunswick in Piscataway, NJ.





# 1st UPMA National Convention

Aug. 5-10, 2017

## Official Registration Form

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 City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP+4 \_\_\_\_\_

Associate  
 PM Retired Cell Phone: \_\_\_\_\_

Spouse  
 Guest E-mail: \_\_\_\_\_

**First-Timer/  
PM Retired  
First-Timer?**  
 Yes  No

### Convention Registration (only one person per form):

Please circle the appropriate fee:

	<b>After 7/16/17</b>
Postmaster/Manager/Supervisor/ OIC/Associate	\$265
Postmasters Retired or Guest* <i>(PM Retired Luncheon included)</i>	\$223.75
Auxiliary/Spouse/ Postmaster Guest <i>(Does NOT include PM Retired Luncheon)</i>	198.75

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

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

Grand Banquet: Aug. 9, 2017

### Payment Information

Convention Fee: \$ \_\_\_\_\_

\_\_\_\_\_ Additional tickets for Postmasters

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 Sept. 1, 2016. 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 1, 2017.** 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, 2017, or all rooms in the block are sold, whichever comes first.

### Galt House Louisville

1-800-THE-GALT  
 (1-800-843-4258)  
 \$119—single/double/triple/quad

**Be sure to request the  
Postmaster convention rate.**

### Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by April 1, 2017, for 75 percent refund; and by July 1, 2017, for 50 percent refund. No refunds after July 1, 2017. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.



# National Convention News...

## and What a Convention it will be!

So far, there are 1125 people registered for Louisville, KY!

### **2017 UPMA NATIONAL CONVENTION PROGRAM:** *from Gerri Swarm*

Remember, this is a working document and subject to change in the next five minutes. However, most of it will remain the same. Keep up to date with the most current version of the program posted at [www.unitedpma.org](http://www.unitedpma.org). Click on events, then national convention, then scroll down to the convention program.

### **LOUISVILLE NIGHTLIFE:** *from Gerri Swarm*

Shelly Stigall, Co-Chairman of the 2017 UPMA National Convention, has provided a schedule of night-life events while in Louisville. Join Shelly and your fellow UPMA members at the following events:

**Saturday, August 7:** Come-As-You Are Party hosted by UPMA Retirees. Been traveling all day? Drop by to greet everyone, enjoy great music by popular DJ, dance a little and relax a lot!

**Sunday, August 6:** Welcome Dinner followed by Welcome Party....."A Call to the Post". Dress code: Business casual per EAS dress code (no shorts please). Event includes plated banquet dinner with ticket table assignments. Social and dance immediately following dinner.

**Monday August 7: from 7:30-10:30:** "Talk Derby to Me"...the ultimate Derby Infield Party. Includes Hat Parade/Pageant, Karaoke, and Derby Trivia with Prizes. Dress Code: anything goes! Preregistration for Hat Parade/Pageant encouraged. Prizes awarded. See website and Facebook page.

**Tuesday August 8:** The "Belle of Louisville" River Cruise with DJ. Boarding begins at 7:30; Cruise 8-10 p.m. Must purchase separate cruise ticket, cruise tickets are NOT included with convention registration. Cost is \$10.00 each includes unlimited soft drinks. Concessions will be available for purchase. Comfortable shoes encouraged. No outside food or drink or smoking allowed on board.

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Louisville Airport Shuttle Service to the Galt House: There has been a name change for the transportation company that will provide shuttle service between the Louisville KY International Airport and The Galt House. "Xtreme Transportation" will honor the previously agreed upon rates of \$15.00 one-way or a discounted round-trip cost of \$22.00. Don't forget to tip your driver! The driver will have a log of those who booked the shuttle and paid the fee. You will arrange the return trip from the Galt House back to the Airport at the Transportation Desk located in the Galt House lobby. The only change is that they do not have a Web site set up for you to register online, so you will need to call 812-218-5600 and arrange your shuttle service. Look for a black Mercedes Sprinter 12 passenger van with Xtreme Transportation printed in red on the side of the van. For those of you who would like to check out this transportation company and review their various services, visit [www.xtremetransportation.com](http://www.xtremetransportation.com). If you have any questions, call Xtreme Transportation at 812-218-5600, or simply call me, Charley Peters, UPMA National Convention Transportation Chair, 606-307-7483.



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**THE NEW UPMA MAGAZINE, THE UPMA LEADER:** *from Gerri Swarm*

Are you receiving the UPMA national magazine, The Leader, each month? If not, is your address up to date in our membership files? Not sure? Members can access the membership files and correct/change their address any time [www.unitedpma.org](http://www.unitedpma.org). Or call the national office at 703-683-9027 or email [gswarm@unitedpma.org](mailto:gswarm@unitedpma.org). We have been updating the address files since the November 2016 merger and have find quite a few active and retired members with out-of-date addresses.

## 1st Annual NJ UPMA State Convention Minutes Bally's, Atlantic City, NJ

### Day 1 - Minutes—May 31, 2017 Bally's Atlantic City

Presentation of colors- Bruce Belanger, PM Retired with Ted Stirling, Pm Retired

Pledge of Allegiance- Tony LoPrinzi, PM Retired

Anthems -Recording of Whitney Houston

God Bless America- recording of Kate Smith

Proud to be An American sung by Gary Carrasquillo, PM Retired

Invocation by Prescott Butler, PM Retired

NJ UPMA State Co-presidents Bernadette Puodziunas and Gordon Strater introduced themselves. Welcome remarks and convention rules outlined. Bernadette and Gordon both expressed the time each other has dedicated to the organization and fellow postmasters. NJ UPMA Retirees- President Ted Stirling spoke. Gave background of his postal career. Before 2005 there were 37,000 postmasters nationwide. In 2017 there are 14,400 postmasters. Ted gave info on the National Scholarship and this info can be found on the UPMA website. Ted made special acknowledgement of Veterans. Has them stand and be noted and thanks them for their service.

Roll call Executive Board:

Presidents Bernadette and Gordon- present

Vice President Dave Sparano- present

Vice President Alice Boland- present

Secretary/Recording Secretary- position vacant Sandy Terp took a PM position in PA

Co-Treasurers - Darlene M and Alice Boland- both present

Bill Gleason informed us of Audrey Papa unable to attend due to surgery

NJ UPMA Retiree President Ted Stirling- present

Past NAPUS President Gary Carrasquillo- present

Legal Advisor and chaplain- Prescott Butler- present

PAC Chairperson- Pam Wilmer-present

Scholarship Chair/Communications and Scholarship Co-Chair - Roberta Hoag and Lee White - present

Convention Chairpersons- James Fusco and Dave Sparano- both present

Motion made by Melissa, seconded by Dave to suspend the reading of the minutes from last year's state convention. Motion passed.

Darlene and Alice gave the Treasurer's report. As of this morning there are 93 registered. \$34,328.83 in the checking account. Other account totals \$7,363.55, \$2865.37 and \$20,911.21 for a total of \$65,468.96. It was announced that ALL prize winners must be in attendance. No exceptions. If you are not getting the Garden State Postmaster, please see Melissa Lomax.

Bylaws are in the Garden State Postmaster and the bylaws will be voted on today. Also, there are copies of the bylaws on each table. Motion made by Dave to suspend reading of the bylaws, seconded by Darlene. Motion passed. Scholarship Proposals: There is \$2,800 dollars in the scholarship fund after this year. Discussion on going forward. NJ UPMA gives three \$1,000 scholarships each year. Should we continue with the scholarships? Should we take \$1 from each EAS each month to compensate or have it as a line item in the budget? Discussions pro and con on each proposal. If we use the remaining funding from the League we can use a line item in the budget. Open to the floor: Roberta questions line item. How long can we support a line item from the budget? Membership continues to fall. We are unsure at this time of membership in a few years. Wayne talks about how scholarship started and how it evolved over the years. \$1.00 per month assessment has been used in past years. Roberta suggests a Plan B. She explained some of the scholarship process and independent judge outside of post office decides. This scholarship has existed over 30 years old and is a good opportunity. Retirees have contributed in past years and the assessment may be a better way to go. John Douds, Delaware President, Jeff Lightner, and Frank Cubba, NY UPMA President are introduced. UPMA National Co-President Tony Leonardi gave a Power Pont presentation of the hot topics. One is the decline in membership. The higher level offices are the ones where the membership is so low. Why is that? Tony said it is because of the dues structure. They pay more in dues. Tony explained the new "STAR" chapter. He explained each of the five points of STAR. Other topics were 2016 Retail Revenue change, PTPOs (salary issue), former EAS applying for jobs, Level 18 offices (5 indicators instead of 7) and DUO reversals. Tony spoke about the Consultative Issue log. Tony spoke about Level 20/21s budgeting methods. LDC 20/40- Supervisor hours. Add 150 hours for each 10 earned in SWCs. Tony spoke about 080 plan hours. Offices with just retail and those with delivery. The SWCs are vital for each office. Slides are available for this subject matter. Tony spoke about HR 756. The postal service needs this bill to get passed. It is also critical for MSB rights. Tony spoke about PostPlan. When DUOs and PostPlan went into effect, the PO said that they would save \$300 million. Have they saved that much? NO. UPMA wants a study on the savings they claim. Gordon remarked about the possible re-evaluations and that if HR756 doesn't pass, then more PostPlan and DUOs will happen regardless of proving the savings. Tony spoke about the 2018 National Convention and how a "free" day was added so to attract families and families making this a vacation. The three states hoping to hold the 2019 National Convention are CT, Maryland and Ohio. Tony wants fair F4 budgets. However there are issues with FDB. He highly recommended that each office go in and check their FDB. Level 18 offices look for anomalies, calculate earned work hours, and subtract 15. Gordon told Tony that 28% of level 18 offices are in a cell zero. Tony said that Level 20/21 with no delivery/ no supervisor are budgeted 2000 hours. Level 20/21 offices with delivery but no supervisor are budgeted 2424 hours. NAPS negotiates with headquarters on SWCs. UPMA can only consult on the use of hours. Tony spoke of the National change for the 2016 Retail. PTPO level 6. Prefaced for EAS returning from craft. He spoke about the resolving indicators for the Level 18 offices. There was a question about what happens to the property that belongs to both NAPUS and the League now that they are combined. Next year there will be 1 president and they will have to sell off properties that they will not need. Tony said that UPMA is in good financial shape. Another question asked was what the plans are for level 22 and above. Tony said that no plans yet. It takes a long time to get a fair budget for these levels. Tony spoke about the vacancies for levels 22 and above. How hard it is to fill them? The jobs are brutal and the offices are nightmares. They need to post Tony LoPrinzi again brought up the SWCS for level 22 offices and it is a very big issue and there is a team working with NAPS to look at the issues, particularly with Amazon Sunday and the window of operation. Roberta Hoag commented on the difference in SWCs for different size offices, Postmasters getting burned out and the people being promoted to the higher levels that are not qualified. There was a discussion regarding the month of July used in the calculations and the snow birds effect, the seasonal offices not being calculated correctly and the seasonal offices need further looking into. There are negotiations with Target and Walmart for their parcel volume. Discussion on how the volume is processed and the credit that isn't given for parcels. Amazon has not committed to the Postal Service for their volume since 2013. Productivity indicators have been skewed.

Respectfully Submitted By  
Lee White, Recording Secretary, New Jersey UPMA

Day 1 - Minutes—May 31, 2017 Bally's Atlantic City, Continued from page 12

Vendors were recognized: Signature FCU, DeVry, Equity Services, Young Living Essentials, Federal Benefits, EAP

Nominations for State Chapter UPMA President:

Tim Hunt nominated Dave Sparano; Colleen Baily seconded  
Mike Ciano nominated Tom Wagner; Cindy Yesgosh seconded  
Alice Boland nominated Bernadette; Bernadette respectively declined.

Motion to close nominations for president made by Cheryl Abaray, seconded by Tammy Bosler. Motion passed.  
Dave spoke about his platform for president. He will work with the District Managers on all issues, the necessity for training, level adjustments for offices, job descriptions with correct NS days, working with UPMA retirees, community involvements and time studies needed. Tom spoke about his platform for president. Promote within, teach and train within, honesty, integrity and strength in unity, loyalty and keeping discipline realistic.

Nominations for State UPMA Secretary/Treasurer:

Pattie Madden nominated Kathy LoGuidice and Patti Gallo seconded.  
Tim Hunt nominated Pam Wilmer; Dave Sparano seconded.  
Cheryl Abaray made motion to close nominations for Secretary/Treasurer; Janice Peters seconded, motion passed.  
Pam spoke about her experience with budgets and money. Owns her own tax service and also owns Enterprise Marketing Unlimited. Knows how to manage budgets - "spend a little save a lot." Kathy spoke about her experience in budgeting and her budgeting in her own office. She has been a postmaster for 11 years. Also that she has her real estate license. And was secretary in other organizations.

Nominations for State Executive Vice President:

Patti Madden nominated Bernadette Puodziunas, Dave Sparano seconded  
At this time Gordon spoke about his decline for an office due to personal family obligations and his focus needs to be with his family. Dave made the motion to close nominations for Executive VP, Alice seconded, motion passed.

Nominations for 3 State Vice Presidents:

Pam Wilmer nominated Jaswinder Pujji, Melissa Lomax seconded  
Cheryl Abaray nominated Pam Wilmer, Melissa Lomax seconded  
Dave Sparano nominated Tim Hunt, Janice Peters seconded  
Kathy LoGuidice nominates Darlene McNamee, Dave Sparano seconded  
Alice Boland nominates Bill Gleason, Janice Peters seconded  
All accepted nominations.

UPMA National Endorsements:

National Secretary/Treasurer: Jo Oberly Postmaster East Petersburg PA, spoke about fresh ideas and being committed to the success of UPMA. Wayne Orshak spoke on behalf of Jim Maher who is the Postmaster of Wildwood, Missouri.

UPMA National Vice-President Candidates:

Angela Green who spoke about Postmasters and managers being the heartbeat of USPS and of UPMA and how committed she is to UPMA. Susan Rice spoke about the value in UPMA membership, that success takes hard work and she will work towards getting the respect due to postmasters. Linda Gurka - Bernadette Puodziunas spoke on Linda's behalf.

Jim Fusco spoke about the Signature FCU. The dance contest winner was chosen by the Postal Inspection Service; \$50 to Janice Peters \$25 to Pam Wilmer.

John Walker from the Inspection Service in Philadelphia, Dan and Scott- Postal Inspection South Jersey team leaders spoke about the current money order fraud. Tony commented on the importance of making this a fool proof solution. Discussion on ideas to prevent this fraud that is costing millions. If you want, the inspectors will come out to post offices and do demonstrations and presentations. They spoke about Active Shootings: Call out, Get out, Hide Out and as a last resort- Take out.

Daily Prizes: 2-Pack portable power bank went to Wayne Orshak, 14" laptop went to Melissa Lomax, 32" TV went to Marg Howard.

Team exercise - Musical Chairs: Dorothy Gibbs \$50, Tim Hunt \$25. Motion to adjourn made by Peggy Clifford, second by John Lovett, motion passed. PAC winning tickets: Amazon Echo went to Lee White, 50/50 went to Tom Wagner.

DAY 2 - Minutes—June 1, 2017 Bally's, Atlantic City, Continued on Pages 24 and 25

Ted Sterling, Retiree NJ State President led the Pledge of Allegiance.

Memorial Service:

Gary Carrasquillo read the poem "Soldier"

Slide show with music "I'm Already There"

Wayne Orshak read the poem "True Words of Wisdom"

Gordon introduced Davis Williams, USPS Chief Operating Officer since 2015. Gordon spoke about Dave Williams. Dave Williams spoke about "Mail Moments." He spoke about Gordon's letter having a profound effect on him and various mail moments that touch each one of us. He spoke about the beautiful Mass card that Linda Malone sent him regarding the passing of his father-in-law. Mail matters to people. Mail is important. Dave Williams spoke about the postal forum. He stated that the forum was a positive one. He met with CBS and he shared a story that CBS covered about Postal People. A customer needed an RX that was life or death and the Postal Service recovered the failure from a competitor. How much and what we do matters. Interactions with our customers creates our brand. We only exist because of our customers. 241 years of making our brand, we are here to serve our customers with the best possible experience. He stated that managers are to make sure that there are no barriers to serving our customers. He wants to make sure that managers are successful. Dave spoke about how most success falls on the individual. We don't wake up wanting to fail. Most important is that we make sure our customers are satisfied. Leaders can fail because they overplay their strengths. Dave stated that South Jersey is 9<sup>th</sup> in NPA and that North Jersey shows #1 in delivery performance and number 1 in deliveries per hour. South Jersey has an intense focus on customers. Both District Managers, Dave and Scott are responsible for lifting the mountain together.

# 1st Annual NJ UPMA State Convention



# May 31 & June 1, 2017—Atlantic City, NJ





# Legislative News

**Robert M. Levi**

Director of Government Relations, UPMA  
Tel: (703) 683-9027 Fax: (703) 683-0923



## **CONGRESSIONAL BUDGET OFFICE PROJECTS HR 756 SAVES \$6 BILLION:**

Posted by Bob Levi on 6/2/17 at [www.unitedpma.org](http://www.unitedpma.org)

Yesterday, the Congressional Budget Office (CBO) finally released the projected cost associated with enactment of HR 756, the Postal Reform Act of 2017. The CBO determined that the bill would reduce federal spending by \$6 billion over the next decade. On March 16, the House Committee on Oversight and Government Reform approved HR 756 by voice vote. The CBO estimate is a pre-requisite for a vote by the House of Representatives, and is an essential step for consideration by the House Ways and Means Committee and the House Energy and Commerce Committee. The legislation was referred to these two committees, since a provision in the bill impacts the Medicare program and the panels have jurisdiction over the program.

The major budget effects of HR 756 are as follows: The partial restoration of the exigent postage rate would increase postal revenue by \$8.6 billion; the phase-out of door delivery for business mail would save \$2 billion; and the creation of a postal health plan within the FEHBP, combined with Medicare integration, would increase spending by \$4.5 billion. Consequently, there is a net 10-year savings of \$6 billion. Additional revenue could accrue to the Postal Service as the result of providing services on behalf of state, local and tribal governments, and from changes in the manner that the USPS contracts with private entities. Moreover, modest USPS savings would result from using postal-specific data for calculating certain retirement liabilities. Medicare integration, a consequential element of HR 756, would result in USPS savings of \$4.7 billion. However, since Medicare will become the primary insurer for all Medicare-eligible annuitants, Medicare costs would grow by \$10.7 billion -- this includes Medicare Part B coverage and providing the USPS with a prescription drug subsidy. Interestingly, USPS Medicare integration would reduce non-postal FEHBP premiums by \$3.3 billion. Finally, CBO projects that the financial relief provided by the bill would enable the agency to resume modest investment in infrastructure and operations.

## **MEET REP. GOWDY, NEW OVERSIGHT AND GOVERNMENT REFORM COMMITTEE CHAIR:**

Posted by Bob Levi on 06/08/17 at [www.unitedpma.org](http://www.unitedpma.org)

Earlier today, the House Republican Steering Committee selected Rep. Trey Gowdy (R-SC) to succeed retiring Rep. Jason Chaffetz (R-UT) as chair of the House Oversight and Government Reform Committee. Chaffetz will be leaving Congress at the end of June. Rep. Gowdy is serving in his fourth term as a member of the House of Representatives and is a former federal prosecutor. As a prosecutor, he was awarded "the Postal Inspector's Award" for successfully prosecuting a multiple-felon who robbed two post offices. The incoming chairman gained national attention as chair of the House select committee investigating the 2012 attack on the U.S. consulate, in Benghazi, Libya. Rep. Gowdy currently serves on the Oversight and Government Reform Committee. He is also a member of the Judiciary Committee, the Ethics Committee, and the Select Committee on Intelligence.

## **H.R. 3031 – THE TSP MODERNIZATION ACT OF 2017:**



On June 23, 2017, Rep. Elijah E. Cummings and Rep. Mark Meadows introduced a bill, H.R. 3031, to provide more flexibility on TSP participants' withdrawal options. The bill would eliminate the restriction that participants cannot take partial post-separation withdrawals if they've already taken an age-based in-service withdrawal. It would also permit multiple post-separation withdrawals. Additionally, the bill would allow multiple age-based withdrawals while a participant is still working. Participants would also be able to stop monthly payments and elect to purchase an annuity while receiving monthly payments.

### Key House Postal Players



**Trey Gowdy**



**Mark Meadows**



**Elijah Cummings**



**Gerry Connolly**



**Kevin Brady**



## My Own “Mail Moments” of Postal Connectedness By Melissa Lomax, Editor, New Jersey UPMA



I have always enjoyed being connected and I have always enjoyed expressing myself through the written word. It’s as if I have always been destined to work in communications. I’m not going to tell you that my life’s journey had a specific calling of writing or communications, but ever since I can remember I had a sort of knack for expressing myself. Moreover, the many journals that I kept through my childhood and young adulthood relate to some sort of greater calling and more often than I ever expected, provided many practices in spirituality and mental well-being by way of the many prayers and inspiring quotes that I would scribble and recite during my heights of not having writers block.

The other night while sharing a summer dinner with my in-laws, my mother-in-law, mentioned her newest piece of reading material: Highest Duty: My Search for What Really Matters, Captain Chesley “Sully” Sullenberger’s newly released autobiography. What she mentioned about “Sully” is said by Jacob Sahms at screenfish.com, where he states “not every moment can be explained away in facts. Some require the nearly holy recognition of the human condition – we have the capacity for wonderful acts of courage and moments outside of the realm of the expected. One might even call them...miraculous. Sullenberger’s life up until January 15, 2009, was preparing him for this moment.”

Thus, I’ve been inspired to contemplate my own “moment,” of what I have been preparing for in my entire life up until now, and that is having the opportunity to promote the greatest organization of all times – the United States Postal Service – by way of the numerous positive press releases that I write and the many postal events that I cover, right up to this very blessing of having this position of editor for our state chapter. Ultimately, my moment has yet to come to fruition; as I will someday write my own inspirational biography, but that is a whole other story for another time. For now, I am enjoying having my positive press releases published on our official blog. Check out my biography and a few of my stories posted so far at [www.uspsblog.com](http://www.uspsblog.com). Here you will be able to read about many other stories of “Mail Moments” and “Postal Connectedness” written by postal employees, in every position, throughout the country. Now that’s what I call being an engaged employee! See you in Louisville, KY this August 5 – 10, 2017 and let me introduce you to my biggest fans: my husband Peter, our children Sofia & Sawyer, and even my beautiful mother-in-law, Ellen, who will be joining me on this adventure. As Ellen’s family is from Louisville, KY and she will be able to share many of her own Kentucky Derby “moments” at the races in their family’s box seating!

Our postal comrade, USPS Postal History Research Analyst Steve Kochersperger, passed on this fantastic information that I was not privy to before. Perhaps you will be equally curious to check it out?

The New Jersey Postal Historical Society was established in 1972, to study and explore the many aspects of New Jersey postal history. The Society produces an award-winning quarterly journal which publishes articles on a variety of subjects relating to this theme. A typical issue is 50-60 pages, full of illustrations and articles of interest on all areas of New Jersey postal history, from colonial to modern. Visit our web site at [www.NJPostalHistory.org](http://www.NJPostalHistory.org), where you can see the tables of contents of journals for the last seventeen years. We meet annually at NOJEX, New Jersey’s largest stamp show. Payment of our yearly dues of \$15 can be made with personal check or online at Paypal – see the link on our website. Contact Information: Mr. Robert G. Rose, President, 18 Balbrook Drive, Mendham, NJ 07945, email either [RobertRose25@comcast.net](mailto:RobertRose25@comcast.net) or [President@NJPostalHistory.org](mailto:President@NJPostalHistory.org) Jean Walton, Secretary, 125 Turtleback Rd., Califon, NJ 07830 Email either [NJPostalHistory@aol.com](mailto:NJPostalHistory@aol.com), or [Secretary@NJPostalHistory.org](mailto:Secretary@NJPostalHistory.org).



For 60-pages of downloadable, NJ Postal Fun, visit <http://njpostalhistory.org/media/pdf/NJDPOPuzzlebook.pdf> !



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# National President

## Candidacy Announcement



### ELECT **RICHARD HUI** UPMA NATIONAL PRESIDENT

After strong encouragement and support from many postmasters and managers, I would like to announce my candidacy for National President, UPMA, 2019. I look forward to continuing the work to the successful implementation of our new organization, **United Postmasters and Managers of America**. I believe that my enthusiasm, experience, and demonstrated ability in representing postmasters and managers with dignity and confidence will be of great service to this great organization.

#### **PROVEN LEADERSHIP FOR A NEW ORGANIZATION**

- Transparency
- Dependability
- Honesty
- Collaboration

#### **Career**

Postal Carrier; Fitchburg, MA 1988  
 Supervisor; Fitchburg, MA 1995  
 Postmaster; Winchendon EAS 18 2000-2005  
 OIC Gardner EAS 21- 2001  
 OIC Maynard EAS 20-2002  
 OIC Wayland EAS 20- 2004  
 Postmaster Webster EAS 21 -2005  
 Acting MDO Shrewsbury P&DC EAS 22- 2006  
 Service Improvement Team-Massachusetts District 2007-2008  
 Postmaster Leominster 2009-Present

#### **Association**

2002-2004 NAPUS local chapter president 014-017 area  
 2004 – 2008 NAPUS Massachusetts Chapter President  
 2009-2010 NAPUS Massachusetts Chapter Postmaster Representative, 014-017  
 Rules Chairman, 2015 NAPUS National Convention; Mobile, Alabama  
 Rules Chairman, 2016 NAPUS National Convention; New Orleans, Louisiana  
 2012- 2013 National Vice President; Area 2 – CT/MA/RI  
 2014 Diversity Chairman, NAPUS  
 2014 - 2016 Postmaster Rep Committee Member, NAPUS  
 2015-2016 NAPUS Area 2 Vice President – CT/RI/DE/DC/ME/MD/MA/MI/NH/NJ/NY/PA/VT  
 2017 Adverse Action Member Representative – NJ/ME/MA/RI/NH/VT/CT  
 2017 UPMA National Vice President, East Area  
 2017 UPMA Learning and Development Committee Chair

#### **Special Achievement**

Manager of the year, Level 20-21 2006 Massachusetts District  
 Postmaster of the year, 2008 NAPUS  
 Employer of the year 2015 ESGR Department of Defense

#### **Education**

1980 Bachelor of Science (Economics) Northeastern University

#### **Personal and Community**

I have been married to my wife, Susan Valois, a retired school teacher, for 35 years. We have two sons, Christopher, a Licensed Banker, and Dustin, who is in the United States Navy.




Greenwood Memorial Swim Club; Team President  
 Greenwood Memorial Pool Trustee  
 USA Swimming National Referee  
 Coach Gardner Youth Soccer  
 Coach Gardner Little League  
 Eucharistic Minister; Holy Rosary Parish Gardner  
 Member Gardner Lion's Club

rghui@msn.com - 978.549.3360

## National President

### Candidacy Announcement

# HEINS



**2018-2021**



## UPMA National President

### ! Greetings to each and every one of you! !

I am announcing my candidacy for the National President of United Postmasters and Managers of America. It is important to have a President that brings proven leadership, extensive experience and commitment to our membership. With my years of service to our organization, I believe that I am the right person to lead UPMA for the future.

The last two years, our great UPMA organization has seen many significant changes. I served on the National Executive Board during the merger process and I was greatly involved in creating the documents that formed UPMA. My tenure as National Secretary-Treasurer has also prepared me for the position of National President.

I am looking forward to meeting each of you at the National Convention in Louisville to answer your questions and to listen to your suggestions. You may contact me at any time. My email address is [postmasterdan@ymail.com](mailto:postmasterdan@ymail.com) and my cell phone number is 507-438-2676.

**Thank you for your time and your consideration, Daniel Heins,  
Postmaster, Stewartville, Minnesota**



## 2017 Signature Federal Credit Union Nominees for the Board of Directors



**Carol Sue Carnes**  
**INCUMBANT**  
**Postmaster Retired**

I would like to take this opportunity to announce that I am up for re-election to the Signature Federal Credit Union Board of Directors for 2017-2020. The Nominating Committee has selected me as a candidate to run for the Board of Directors. I retired from the USPS after 36 years of service but have continued to remain active in my Illinois Chapter. I served as Illinois Service Representative for 30 years, Vice President of Region 4 for 2 years. I served as the County Membership Director for 17 years. I was awarded Postmaster of the Year in 1993 and in 2010 I received the Lifetime Achievement Award. I continue to be very active in my church and my community. I'm serving my 21st year as Secretary/Treasurer for St. Matthew's Church LWML, where I have also held the position of Altar Guild Chairman. My experience on the Board during these past years certainly qualify me for this position; having served as Secretary to the Credit Union Board every year since elected. It has been an honor and a privilege to have served on the Board and I certainly would appreciate the opportunity to continue in this position. If elected I will serve you, the members of our Credit Union, to the very best of my ability. Please remind mem-

active in my church and my community. I'm serving my 21st year as Secretary/Treasurer for St. Matthew's Church LWML, where I have also held the position of Altar Guild Chairman. My experience on the Board during these past years certainly qualify me for this position; having served as Secretary to the Credit Union Board every year since elected. It has been an honor and a privilege to have served on the Board and I certainly would appreciate the opportunity to continue in this position. If elected I will serve you, the members of our Credit Union, to the very best of my ability. Please remind mem-



I am announcing, my candidacy for a Director position on the board of the Signature Federal Credit Union. My name is Jacqueline (Jackie) Gurr and I'm the retired Postmaster of Ocean Shores WA. I was a member of the Credit Committee on the FCU board for a number of years. I stepped away from that role when the board asked me to fill a one year vacated Director position in 2015. I ran for re-election last year, and came very close to achieving my goal to become a member of the Board of Directors for the Credit Union. I appreciate all of you who have voted for me in the past. There are a lot of candidates to choose from but I'd like you to consider me as your choice. You will be well served as loyal members of our successful Credit Union. I have the energy, experience, and working knowledge for this position. You will find me to be dedicated, and always willing to give the utmost for the benefit of others. The ballots with all of my credentials will arrive in early July, so please take the time to vote and encourage all of your family members to vote for me as well. Thanks for your consideration.

**Jackie Gurr**  
**Postmaster Retired**



**Ron Karrels**  
**Postmaster Retired**

I am announcing, my nomination for a Board of Directors position with the Signature Federal Credit Union. My name is Ronald (Ron) Karrels and I am a Retired Postmaster from New Holstein, WI, a level 18 Office. I retired with 33 years of services, 26 as Postmaster in EAS levels 15, 18, and 20 during my Postal Career. I served as NAPUS National President Postmasters Retired 2008-2009. I served as the NAPUS National V.P. Postmasters Retired 2006-2007. I served as National Recording Secretary Postmasters Retired 2005. Most recently, I served on the National Retiree Legislative Committee. As an active Postmaster I served as National Vice President Area 12 representing Wisconsin and Michigan 2000-2001. I have been a member of the NAPUS Organization since 1976, and held every office in the Wisconsin Chapter except Editor. When serving as Membership Chairman, I achieved a 95% State Membership in Wisconsin. I appreciate all the support of my fellow NAPUS (UPMA) members over the years, and ask for your support once again for your consideration as a member of the Board of Directors, Signature Federal Credit Union. As always, I will work diligently, and with the highest level of integrity on your behalf to maintain a sound Signature Federal Credit Union. Ballots will arrive in the mail in July, PLEASE take the time to VOTE. Thank you for your consideration of my candidacy!

When serving as Membership Chairman, I achieved a 95% State Membership in Wisconsin. I appreciate all the support of my fellow NAPUS (UPMA) members over the years, and ask for your support once again for your consideration as a member of the Board of Directors, Signature Federal Credit Union. As always, I will work diligently, and with the highest level of integrity on your behalf to maintain a sound Signature Federal Credit Union. Ballots will arrive in the mail in July, PLEASE take the time to VOTE. Thank you for your consideration of my candidacy!

## 2017 Signature Federal Credit Union Nominees for the Board of Directors

The growth of our Credit Union has been amazing! We are now a \$300 Million (plus) financial institution! Success such as this does not just happen. This growth has been possible first and foremost because of your loyalty, the innovations of our knowledgeable staff, and the commitment to financial conservatism by a dedicated Board of Directors and other committee members who serve our Credit Union unselfishly.

**Joseph M. Gondola**  
**INCUMBANT**  
**Postmaster Retired**



As a member of the Board of Directors, I am running for re-election and I am asking for your vote, and those of your family members. No doubt, you are aware of the persistent unstable economic climate in our country. To navigate this challenging environment, we will require increased watchfulness and professionalism to continue to maintain our financial posture of stability, growth and excellence.

I served as Postmaster, EAS 24, Clifton, NJ between 1963-2006. Additional positions include NAPUS National President, 1982-1983, Member and serving as Chairman of the Board of Directors, Signature Federal Credit Union from 1982 to present; assets have grown from \$22.8 million in 1982 to over \$300 million today. (A) Mgr., Customer Services, Johnstown, PA; OIC in New Jersey's largest city, Newark, 1997; Extensive Committee assignments for headquarters, region and district offices. Recipient of New York Metro Vice President's Award. President, Bergin, Passaic, Essex, Hudson Counties PM Association; President, New Jersey State, NAPUS; Secretary-Treasurer, New Jersey State, NAPUS; Vice President, National NAPUS; Legislative Chair, National NAPUS. I'm happily married to my beautiful wife Dorothy and the proud father of Mark, Kristen, Jenifer. An even more proud grandfather to nine super kids, ages 10-30 and two adorable great-granddaughters. I promise to expend all of my energy to achieve this goal. Should I receive your support, be assured I will continue to work tirelessly to repay your good faith and confidence in me. Thanks for your vote.



**William OHalloran**  
**Postmaster Retired**

Retired, USPS after 28 years. Carrier, Carrier Supervisor; Postmaster, Nine Mile Falls, WA (Level 18) and Coeur d'Alene ID (Level 22); Customer Service Analyst, Spokane District, overseeing 500 stations and Post Offices ensuring compliance with rules and regulations. B. A. degree in Business Admin, Whitworth Univ., Spokane; Masters in Business Admin from City University; education in budgeting, costs analysis and basic accounting. Chairman of Board, Progressions Credit Union, overseeing name change, online banking implementation, new branch location and shared services.

Account Mgr., Combined Federal Campaign for United Way, 4 years; clients include USPS, Fairchild AFB and VA Hospital. Last year raised \$200,000 towards McDonald House, 2nd Harvest and other groups. President, Nat'l Association of Postal Supervisors (NAPS), local branch 60, with more than 100 members in Eastern Washington and Northern Idaho; assist with Postmaster and Supervisor job problems.

**SIGNATURE FCU VOTING OPTIONS:** copied from [www.Signaturefcu.org](http://www.Signaturefcu.org)

**Mail Ballot** - We still offer the tried and true method of paper mail ballots. They are set up a little different this year with the ID slip that you need to sign and send back at the top of your election letter and the ballot at the bottom. You will just detach each of those items, fill them out as needed, place the ballot in the ballot envelope and seal it, then sign and place the Voter ID slip with the ballot envelope inside the postage paid envelope.

**Online Ballot** - New this year is the option to cast your vote through our online option. To vote, please follow these instructions: (Note: members who have email address on file should have received an e-mail message with the following info along with your individual election code and voting password.)

1. Go to the voting site by clicking on this link or copying and pasting it into your browser's address field: <https://vote.election-america.com/SFCU>
2. Enter your Election Code: %Pin
3. Enter your Voting PIN: %Password
4. Click on Continue and follow the voting instructions.

**The election closes at 11:59 pm Eastern Time on August 4, 2017.**

# Retirees' Corner

**Ted Stirling, State President**



I hope everyone is enjoying the summer. It has started as it usually does in New Jersey, cold, then blazing! I hope that many of you used the opportunity to attend the 1st Annual NJ UPMA Convention. The festivities got off to a strange start. The color guard received mixed times for the beginning of the convention and could not appear. Needing a color guard at the last moment required some quick thinking by the executive board. Butch Belanger and I volunteered to carry the colors during the opening ceremony.

The convention opened without further incident and we began to conduct business. There were candidates for local and national offices present. There were speakers which ranged from local postmasters to the COO of the USPS, David Williams. Over all I would say that this was a great convention! On Wednesday evening we all met at Carmine's and enjoyed a delicious family style meal, which ended with cheese cake and cannoli. A great time was had by all who attended! The retirees presented the Memorial Service Thursday morning. There were 13 names of the postmasters who had passed away since our last convention. A rose was placed in a vase for each departed postmaster along with one additional rose for anyone who had been unknown to us.

We would like to CONGRATULATE the winners of the Joseph P. Rufolo Scholarship. They are as follows:  
~ Emma Perez Navarro, Granddaughter of Marcus Shay, Postmaster Retired, Augusta, NJ  
~ Janiya Peters, Daughter of Jane Peters, Postmaster, Morristown, NJ  
~ Breanna Gleason, Daughter of Bill Gleason, Postmaster, Willingboro, NJ

At our retiree meeting our new UPMA Bylaws and Standing Rules were adopted and elections were held. CONGRATULATIONS to the new officers for the NJ UPMA Retirees: President - Ted Stirling, Vice President - Gary Carrasquillo, Treasurer - Wayne Orshak, Secretary - Roberta Hoag.

**Attention—all retirees and retirees-in-training (those who are retiring within 6 months):**  
The annual picnic/luncheon will be held on July 20, 2017 at The Captain's Inn in Forked River, NJ. Time, 12:30 PM Cost, \$10.00 per person. Alcohol NOT included. Further information will be sent via email and Facebook. Hope to see you there and also in Louisville, KY at the National UPMA Convention! Have a safe summer!



## Notes from the Gypsy PM

**Debbie Stubbs, Retired**

CONGRATULATIONS to all the newly elected officials of the NJ UPMA! I hope the convention went well and everyone enjoyed themselves. I left for San Francisco on May 5 and caught my two remaining flights to Kuala Lumpur, the capital of Malaysia. Flew to Taipei China then onto Malaysia. There were 4 of us on the "pre-extension" part of our tour in Kuala Lumpur. We all decided to extend the short proscribed tour and went to the Batu Caves, one of the most popular Hindu shrines outside of India and dedicated to Lord Murugan. A Hindu festival is held there yearly attended by millions of people. Onto the King's Palace and then to the Royal Selangor Pewter factory, the oldest in the world. It was very interesting to see the work being done. We visited a couple of museums in the city and saw the Petronis Towers - from 1998-2004 they were the tallest in the world, now the 11th tallest.



Oh yeah! 2 more countries, 1 bucket list item and 1 new visit to a Hard Rock Café accomplished on this trip!  
See y'all in Louisville!

The next day we flew to Kuching, Borneo. Our hotel was directly across the street from the Sarawak River and promenade, which was loaded with restaurants and shops. The following day we took a boat ride to the Bako National Park, the first National Park of Malaysia. We waded from the boat to the entrance and hiked through the park. We saw Macaque and Proboscis monkeys. Proboscis monkeys are very rare as they like to stay hidden and they look like Jimmy Durante! A few of us stayed on treacherous paths up a mountain. It was our guide said we wouldn't see any other! After a long day we re-promenade by the river.

We went to the Semengok Orangutan Rehabilitation Center the following day. We were really lucky as we had a bucket list item checked off!! We traveled by boat to the Batang AI resort which sits by itself on a peninsula. So beautiful and serene! The resort is built like a Longhouse which is what the indigenous people live in. It is one long building that is added onto when the population grows. We visited the Mengkak Longhouse where 38 families live. They are from the Oban tribe and used to be headhunters. In fact, during WWII when the Japanese attempted to invade these islands they were mowed down by poisoned darts.

Early the next morning we had to leave this gorgeous place as we had to travel by boat and bus to return to Kuching to catch our flight to Taipei then to Bangkok to continue our tour. There were an awful lot of cats in the city. After a 2 hour delay in Bangkok we were tired and cranky. Then I got into PHOENIX! Overlooked the Chao

The following day we went to the Emerald Buddha shrine. It's always mesmerizing seeing it again. The Emerald Buddha is 151' long, 50' tall and the feet alone are 16' high!

On our last day in Bangkok 6 of us signed up for an optional tour to the Floating Market. Before going there our new guide took us to the Maeklong Market, built around a railroad station. We visited a privately owned sugar processing place that makes brown sugar from the sap of the coconut tree flower. After 9 flights and some hectic and physical touring it was great to be home!



Phraya river with all its boat traffic. Then onto Wat Pho and the Reclining Buddha. I've been there before but it's always mesmerizing seeing it again. Then onto Wat Pho and the Reclining Buddha. I've been there before but it's always mesmerizing seeing it again.

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1st Annual NJ UPMA State Convention Minutes  
Continued from Page 13

DAY 2 - Minutes, Continued from page 13—June 1, 2017 Bally's, Atlantic City

Mr. Williams spoke about the revenue; 12 billion in February which is down. Revenue vs expenses- Income is at cell 1. We need to drive performance. Mail volume is down. We will not capture that volume. We need to get everyone up on the summit and control what is in our control. Dave spoke about how Rural Delivery is our biggest opportunity to capture savings. We need to find the gap then drive success and reduce expenses. Tony asks Dave about telecoms and the pit falls. The info can be dispensed in different ways and keeping the telecoms to a minimum. Bernadette spoke about a TACS app that would be for clock ring errors. Dave stated that user groups are coming up with plans. Tony commented that it is a balancing act. Wayne spoke about many instances of postmasters going above and beyond. He questioned the role of the postmaster in the future. Dave replied that postmasters are the chief marketing officers of their communities, to drive growth, and drive efficiencies, provide reliable service and they need to represent the brand. He has seen too many post offices lost in not representing the brand. He spoke about Amazon is not please when high percentages of people have to pick up their parcels. Postmasters must make sure that they represent a great brand. Postmasters hold a prestigious title- "Honorable." Tom Wagner brought up the telecom issue and stated that the telecoms are becoming punishing telecoms and that we are mandated to attend. Mark Howard stated that there is a breakdown in communications. Explain the purpose instead of instilling panic. Dave: Communication is the largest leadership challenge. Telecoms are useful tools. Discussion on explaining the purpose and provide tips and tools. Discussion on Webinars. Tony commented that the message that starts as a horse and end up as a giraffe. There are leadership issues. Prescott asked about why there isn't a permanent contract yet from Amazon. There was a discussion regarding working with NAPS as to why there is not a contract. Tim spoke about matching hours with workloads but parcels are not accounted for in base street time. Discussion regarding working on Rural Routes evaluating workloads and discussion on struggling with workload metrics. Dave spoke again about Gordon's efforts and wants every one of us to be successful at the end of the year. Thanks everyone for the opportunity to be at the convention. Bernadette spoke about a Linda Malone moment. BREAK. Scott Hooper (A) District Manager Northern New Jersey spoke about Delivery Strategies. He is proud of postmasters in how we serve our customers by the work we do. We create situations that insure customer service excellence. He shares his standing ovation that he received at the Postal Forum. He spoke about the 10 million packages at Christmas last year and how that volume will increase this year. He spoke about dedicated employees and various instances of dedication and loyalty. He stated that he agrees with us on certain examples of good communication tools and some not so good ones. Discussion on the web site started for the inaccurate scans. Scott meets with EAS every week. He spoke about how important training is and training people to color code. Also spoke about auto saving emails. Telecoms are supposed to be a coaching tool. Proactive not reactive. "Coach and Mentor" 817-205-3741. Communicate at every level and recognize people for what they do. Train your people up. Train the same message and keep it positive for your employees. Scott spoke about Old Bridge Township Day. Tony asks question regarding the new scanner issues and missed deliveries vs geo location. Dave Webster (A) District Manager South Jersey. Dave introduces his leadership team (POOMS). He thanks Gordon on his efforts and spoke about meeting with Bernadette and Gordon and his commitment to fix issues. He spoke about the Parcel Select failures. He spoke about telecoms. He spoke about looking at NPA; the problems in 5 offices and working with vital offices. Fixing problems can reduce telecoms but will do his best to reduce the telecoms all together. He spoke about clock ring errors and why there are day old errors not fixed. Dave spoke about learning something new. Do you manage or do you lead? Spoke about managers or leaders of today. And who will lead you to the top of the summit. He spoke about "no separation between postmasters and managers" and spoke about reacting to issues. He said to learn from mistakes and look at what cause leadership to fail. Learn and grow. Gordon asks about the level 18 offices that over their budgeted hours and how 28% are at a cell zero. Dave said that they are putting processes in place, one is excessing the people that hinder the operation (FT Regulars). Bernadette asked what happened to "Lunch with Labor" and can they bring that back. Dave said that they are working on a new format with different topics. Dave also spoke about leading people safely. Accidents are way up. Spoke about the book, "Leading People Safely". He gave two copies away. Patti Madden and Brenda Pearson won copies.



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Daily Prizes: 14" laptop went to Tony LoPrinzi; Bag and \$25 gift card to the Olive Garden went to Dimiter Topchev, PM Manahawkin. Retirees break out session. EAP Regional Account Manager, Tasha Binet spoke about understanding stress. What is good stress? She spoke about good stress (sports games, graduations etc.) She spoke about how we manage stress. Gave examples and even spoke about the new fidget spinners in reducing stress. Susan White spoke about meditation, yoga and exercise. Bernadette recognizes vendors - see notes from day one minutes. Guest speaker from (AALDP) Adverse Action Program Advisor & National VP-East Catherine Winnie. She spoke about the cost of a removal- 30-40K. 3000 demotions and 6000 removals. Spoke about the difference in NAPS Adverse Action and UPMA's. She spoke about level 23 EAS without MSPB rights. She reiterated that EAS must be paid members in order to get representation. And be a paid member for 6 months. She spoke about the importance of having chapter member reps trained. She spoke about certain cases and the overload of cases. The majority of the cases are financial, falsifying records such as eTravel and TACS. Do not falsify records, do not create financial issues. Use your integrity. Request help when you need help. Reach out to someone that you know may be having a problem. She spoke about "investigative interviews". Tony gave examples and said to use common sense. Tony said DO NOT GO TO INTERVIEW ALONE. Take and use your Miranda rights. Work with your rep for you to get the best deal possible. Always work together. Look at the lack of consistency with POOMS. Always look for recourse, get training for negotiating skills. A video on Louisville was shown. Louisville is hosting the 1<sup>st</sup> UPMA National Convention August 5<sup>th</sup>- August 10<sup>th</sup> at the Galt House Hotel. Daily Prizes: 2-pack Battery Pack and bag went to Jeff Hahn, PM Asbury; bottle of wine went to Rich DeSanta from Trenton; bottle of wine went to Cheryl Abaray from Peapack; bottle of wine went to Tim Hunt who declined, and Jeff Lightner, President UMPA Pennsylvania won. Darlene gave a convention report. 96 total registrants. Prescott butler gave the lunch invocation.



Respectfully Submitted By  
Lee White, Recording Secretary, New Jersey UPMA

DAY 2 - Minutes, Continued from page 24—June 1, 2017 Bally's, Atlantic City

After lunch, a 30-minute wellness and stress reduction meditation was presented by Sylvia Lockwood. Jim Fusco, Past President (NAPUS) UPMA Retired Area #3 Co-president spoke. He said that elected officers accepted by-laws. There will be a \$50 gift card given away later. Ted Stirling spoke about upcoming meeting for the retirees at the Captain's Inn in Forked River on July 20<sup>th</sup> \$10 per person. Meeting is for retirees and retirees in training. Discussion on the website. There are 210 retiree members in NJ. There are 348 active postmasters in NJ. The Retirees Executive Board NJ: President is Ted Stirling. VP is Gary Carrasquillo. Treasurer is Wayne Orshak. Secretary is Roberta Hoag. OLD BUSINESS: Scholarship; there has always been 3 - \$1000 scholarships given in past years. Roberta suggested that possibly increasing- reflecting on the number of applications are received. A vote was taken on \$1 deduction vs line item. \$1 deduction won (28-10). Roberta is the scholarship chairperson, Lee White Co-Chair and Glen Darden selects the winners of the scholarships. Scholarship winners were announced and presented with their awards. A discussion regarding a new website that is in the process of being created. PAM PAC Chairperson reported that \$810 for the two days plus \$414 coming in- total from NJ Postmasters \$1224. Treasurers Audit report from Roberta Hoag for the year 2015-2016. Vouchers must be submitted by registration cutoff date and checks received and deposited. Convention registration committee recommends working with the Treasurer. Electronic deposit to UPMA April 15<sup>th</sup> 2017. Reports should be available at each Executive Board meeting. Discussion on discretionary spending. Discussion on UPMA website; member info and job descriptions listed. Dave Sparano and Jim Fusco Convention Co-chairs gave their convention report. Time and place for next year not picked yet. A motion was made to form a committee to explore options but the motion was withdrawn. Motion by Colleen to leave it up to the convention Co-chair Jim to do time and place within the same week for next year. Seconded by Alice Boland, motion passed. Jim gave out parking passes. Motion to accept by-laws made by Tammy Bosler with Brenda Pearson and Tom Wagner seconded, motion passed.



Election tellers:

President: Emad Attaalla for Dave Sparano and Mike Ciano for Tom Wagner.  
Executive VP: uncontested; Bernadette Puodziunas will be Executive VP.  
Secretary/Treasurer: Patti Madden for Kathy LoGuidice and Prescott Butler for Pam Wilmer.

National VP: vote for two. This is the first year for UPMA elections.

Tony distributed 40 ballots. Results: 28 Angela Green; 28 Linda Gurka; and 26 Susan Rice. There were 3 Abstain votes.

National Secretary Treasurer: 28 Votes for Jo Oberly and 12 for Jim Maher

Tammy made a motion to destroy those ballots, Darlene McNamee seconded, motion passed.

For NJ State elections distributed and collected. Dave and Tom for President, Executive VP uncontested, Pam and Kathy for Secretary/Treasurer. Bill Gleason, Jessie, Cheryl, Tim and Darlene for VPs.

Daily Prizes: 2 days 1 night stay at AC value \$250 went to Ernie Juarez, Richfield Park; 32" TV went to Steve Romero, Lakehurst; Essential Oils gift bag went to Patti Gallo. Winners of Match Game were Patti Madden a \$50 TJ Max gift card and Henry Alexander a \$50 Lowes gift card. Tim Hunt \$50 Best Buy gift card.

Election results:

Vice Presidents are Bill Gleason, Darlene McNamee, and Tim Hunt

Secretary/Treasurer is Kathy LoGuidice

President is Dave Sparano

Motion made by Emad Attaalla to destroy the ballots. Tim Hunt seconded, motion passed.

Jim Fusco swears in the newly elected Retirees and Tony Leonardi swears in the newly elected NJ State UPMA Executive board.

Daily Prizes: Prize of \$25 gift card went to Marti from Passiac; \$50 Target gift card from SFCU went to Ted Stirling; PAC 50/50 winner was Patti Madden. Motion made by Patti Madden to adjourn the convention, seconded by Cheryl Abaray, motion passed.



## South Jersey District's Career Awareness Conference Day

By Melissa T. Lomax, NJ UPMA Editor

"Lead, Engage Develop and Inspire Our Future...today and every day" was the theme of the South Jersey District's Spring Career Awareness Conference. The conference was truly top notch from start to finish and was coordinated by Robert Seaborn, SJ District's Manager of Learning Development and Diversity and his trusted team of Postmasters and district employees. The Spring Conference was held on Sunday, May 7, 2017 at the Wyndham Philadelphia Hotel in Mount Laurel, NJ. This successful, all-day event was emceed by fellow Postmaster, NJ UPMA Co-President, and SJPC Postal Chair Bernadette Puodziunas and began with a cordial meet and greet over a continental breakfast.

South Jersey District Manager (A) David Webster welcomed the crowd of over 100 eager, and ready to engage employees by offering words of wisdom on mentorship: "We must mentor and reach back to bring forth; become the WE because only when we become the WE can WE succeed." Keynote Speaker was Eastern Area Vice President, Dr. Joshua Colin, who enthusiastically readied the crowd by making his grand entrance into the room to Queen's classic rock song of "We Are the Champions." Dr. Colin then confidently quipped to the crowd, "Everyone needs walk-up music!" A surprise guest appearance by Chief Financial Officer and Vice President Joe Corbett, spoke on the USPS's efforts to merge marketing mail with email through "Informed Delivery." Mr. Corbett continued to update the crowd on H.R. 756. He spoke of three items needing to happen in order for H.R. 756 to be successful: 1. We must continue to efficiently run our business and provide Congress with mail innovation, 2. H.R. 756—Postal Reform Act of 2017 must get passed, and 3. the USPS must become more liquid by having the 10-year price cap extinguished, so that we can earn sufficient revenues to cover our bills. A valuable presentation by EAP representatives Tasha Binet, PhD, LPC, ACS and Susan White, MA, LPC, NCC was entitled: "Change Your Attitude, Change Your Life-Coaching with EAP."

Several other dedicated organizations presented as well: A-PLUS National President Henry Gibson III and A-PLUS National Convention Chairperson Lou Curry spoke on the importance of your eCareer Candidate Profile; UPMA Representatives Bernadette Puodziunas and Melissa Lomax provided a hands-on team building activity, and John Cousart from DeVry University mentioned the considerable USPS employee discounts available at DeVry University. Round table discussions were held with senior leadership team. An eCareer Profile Workshop was presented by Postmasters: Candace Bracy and William Ruiz. Afterwards, Robert Seaborn handed out each attendee their very own eCareer informational DVD. Individuals who registered for the Breakout session entitled: Spotlight On You, were given the opportunity to present their qualifications to the senior leadership panel. Closing remarks were made by the entire South Jersey Leadership Team.



## Northern New Jersey District's Career Awareness

By George Flood, USPS Corporate Communications, Northeast Area

"Find Your Future" was the theme of the Northern New Jersey District's recent Career Conference at Rutgers University Labor Center in New Brunswick on May 24, 2017. Nearly 130 employees eagerly took advantage of the professional growth and development opportunities offered at the Sunday conference. The all-day forum was designed to provide postal employees with practical information about career and personal growth, planning, and developmental resources.

Organized by Learning & diversity Manager, LaTrayer Sumter-Moreau and her staff, the conference highlights included: powerful workshops, panel discussions, presentations, and valuable networking opportunities. Interactive display tables were staffed by senior postal managers from various functional areas, the U.S Postal Inspection Service, and DeVry University. The Learning Development & Diversity team's goal was to assist attendees in identifying three key elements: 1 – What is your purpose?, 2 – How to prepare yourself for this purpose (Life vs. Work), and 3 – How to dare to be GREAT! Headquarters Network Operations Vice President Robert Cintron was the morning keynote speaker. Cintron shared interesting anecdotes from his career and emphasized, "Opportunities do not happen; you create them."

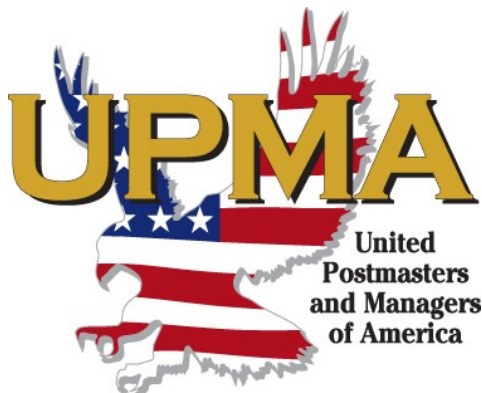
Houston, TX based Postal Inspector, Nathaniel Maxwell gave a dynamic presentation in the afternoon on how to develop a personal brand. The agenda concluded with a speed interviewing session entitled: "Sell Yourself in 5 Minutes." Participants got to do a 5-minute interview and receive feedback on areas of opportunity to improve their interviewing techniques.

### Opportunity knocks at Career Conference



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Place Label Here



**CONGRATULATIONS...**To the newly appointed Northern New Jersey Postmasters who completed the "Postmaster Essential 18-20" training at Northern New Jersey Metro in Teterboro, NJ this past April 2017.  
L to R: Rich Jones (West Caldwell), Doug DiTorre (Closter), Jason Wilson (Edgewater), Jackson Zhao (Whitehouse Station), Bill Weaver (Milford), Jack Kelly (Pequannock), and Evelyn Silva (Milltown). Facilitators: Barbara Spooner, Steve Pojeduniec, and Tim Hunt.