

UNITED POSTMASTERS AND MANAGERS OF AMERICA
GARDEN STATE
TRIBUNE



**HAPPY
NEW YEAR!**

**2017
2017**

INSIDE THIS EDITION:

National Candidacy Announcements



2017 Scholarship Application



UPMA Membership Form

**New Jersey UPMA
State Convention**

May 30th - June 1st

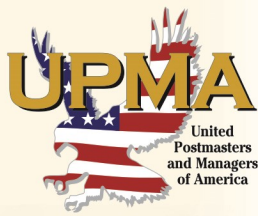
Bally's - Atlantic City, NJ



UPMA National Convention

August 5th -10th

Galt House - Louisville, KY



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
 Associate City: _____ State: _____ ZIP+4 _____

PM Retired
 Spouse Cell Phone: _____

Guest E-mail: _____

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

Convention Registration (only one person per form):

Please circle the appropriate fee:

	1/1/17- 3/31/17	4/1/17- 7/15/17	After 7/16/17
Postmaster/Manager/Supervisor/ OIC/Associate	\$215	\$240	\$265
Postmasters Retired or Guest* (PM Retired Luncheon included)	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ Postmaster Guest (Does NOT include PM Retired Luncheon)	\$161.25	\$180	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.

Louisville, KY





United Postmasters and Managers of America

2017 Interim Board

Co-Presidents
Bernadette Puodziunas
215-906-6131
poboxgirl@aol.com

Gordon Strater
856-448-0981
Gordon1524@yahoo.com

Co-Secretary/Treasurers
Alice Boland
856-905-8055
aliceboland@ymail.com

Darlene McNamee
856-364-0753
darlenemcnamee@comcast.net

Editor
Melissa Lomax
609-425-1329
honeybeelomax@yahoo.com

NJ UPMA Vice Presidents
Dave Sparano
201-280-7068
davyboy1960@verizon.net

Sandy Terp
908-249-2491,
sandyterp@icloud.com

Bill Gleason
856-343-8449
Billgleason6@gmail.com

Audrey Papa
856-986-3175

Retirees President
Ted Stirling
908-507-4492
stirlingt@aol.com

**Garden State Tribune
P.O. Box 667
Cape May Court House, NJ
08210**

Welcome to the Garden State Tribune!

Thank you for taking the time to read our inaugural issue!

As the incoming editor of our state's magazine, I am both humbled and honored to step into the multidimensional shoes of our former editor, Agnes Elam. Please join me in thanking Agnes for her many years of dedicated service at the helm of The Garden State Postmaster.

Ever generous, Agnes has agreed to stay on as assistant editor. We make an unstoppable team and we look forward to your news-worthy contributions and feedback.

Respectfully yours,



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.

Appointed Positions

Retirees National Vice President
Area 3
Jim Elam
609-579-9847
honpm08@aol.com

Past Editor/Assistant Editor
Agnes Elam
609-579-9848
aelamj@aol.com

Chaplain
Prescott Butler
908-410-7903
prescottbutler@msn.com

Diversity/PAC
Pamela E. Wilmer (Sanders)
856-227-0337
silcenterprize2@gmail.com

Education/Development
(vacant)

Communications/Scholarship Chair
Roberta Hoag
201-394-8069
rob07621@aol.com

Scholarship Co-Chair
Lee White
732-991-7141
leonarda@comcast.net

Convention Chair
Jim Fusco
609-425-6524
jwffusco@yahoo.com

Convention Co-Chair/
Membership/All-Services
Dave Sparano
201-280-7068
davyboy1960@verizon.net

Legislative Chair
Paul Kelly
973-600-5664
pkelly0829@yahoo.com

Recording Secretary
Sandy Terp
908-249-2491
sandyterp@icloud.com



Messages from

Bernadette Puodziunas, Co-President



HAPPY, HEALTHY NEW YEAR 2017...

... and Congratulations to the United Postmasters and Managers of America!

Welcome to being the founding members of the United Postmasters and Managers of America UPMA—New Jersey Chapter. YOU are a part of history! While sharing the role of President, with Gordon Strater, as your Co-Presidents, we have been working together with a multitude of other members to ensure that this new organization will be a success. We will be electing a new UPMA State President at the State Convention this May. If you are interested in taking on this dynamic role, please be certain to announce your intentions as soon as possible. Our new State President will take over this position in November 2017. Gordon and I can tell you the job is not easy, but can be very rewarding. We continue to help our members through a variety of circumstances, but representation still seems to be the most popular form of help that we offer.

This article is going to highlight some corrective action issues we seem to see more and more. Please take heed, if your boss calls you and wants to see you in their office, always be professional, respectful, and be certain to ask under what circumstance or incident is your presence being requested. Ask them if you will be needing representation; as you always have the right to a representative. Many managers get in trouble, get some type of corrective action, sign off on it, and then call for representation. Many simply take the action given to them and they don't research or dispute it. I often wonder if managers realize that these actions go in our OPF for two years...YES, I said two years. I don't know about you, but I personally don't want anything that can lead up to and including removal in my OPF. I worked hard to get where I am and I would be damned if corrective action was issued to me for something that I had no direct control over (say corrective action for something that happened in my office on my day off). I will not let someone's else's mistake hinder my career. I have also heard some say they were embarrassed to call for representation. Please do not ever be embarrassed, as we are all human be-

ings and make mistakes. If you have been around awhile you may see some newer, less experienced managers become your boss. Give them a chance, be respectful of them and their role, but don't allow them to disrespect you. If you are on a telecom and being yelled at, be certain to ask to have the conversation offline. If it is a telephone call, excuse yourself and ask if the conversation can proceed once things have calmed down. Even forewarn them that you are going to hang up if the tone doesn't change. If this occurs in person, excuse yourself and get a witness or simply call for representation. Remember we are expected to treat our employees with dignity and respect and in return we should be treated the same in the same manner. If you do have a Pre-Disciplinary Interview, but didn't receive any paperwork from it, be sure to check your OPF and make sure that nothing was put in it by mistake. I have seen things mysteriously appear in people's OPFs and they never had the chance to appeal. On the other hand, if you have had your corrective action reduced, make sure that if it is to be pulled from your OPF, that it has been pulled; take ownership of keeping track of your file.

PEACE...It does not mean to be in a place where there is no noise, trouble or hard work, it means to be in the midst of these things and still be calm in your heart. (unknown)

On another note please get involved it is a new year, new you so make a change and get involved. Make UPMA -NJ Chapter one of the best things that has happened to you. I know it has for been for me. I have developed friendships that will last a lifetime with postal people who I trust with my life.

Wishing you all peace, love and happiness in 2017!

Our Presidents

Gordon Strater, Co-President



AS I SIT AND REFLECT ON THE PAST...

... I am reminded of where I am yet going. Life always changes; there are no constants other than that change is inevitable. All too often, the change is neither what we expect or want. Change can be a good thing, but it also can incapacitate if we allow it. All that is within our control is how we react.

"Vita mutatur, non tollitur."

That is Latin for "life is changed, not taken away." Life and circumstance change; it is how we react that defines us. Embracing change is not easy. Some cannot or, more importantly, refuse to adapt, and allow themselves to be swept away by the consequences of unforeseen changes as a wave crashes upon the shore. Bitterness can take root and poison the soul.

We can either allow that poison to control us, or we can attempt to rise above our circumstances to go down the path that is far different than what we had planned for ourselves. Life goes on. If we spend all of our time fretting over those changes, we lose the ability to advance.

NAPUS was founded in 1898, the National League of Postmasters in 1887. Both organizations have over one hundred years of history and tradition. Unfortunately, because of those "changes" referenced above, both needed to adapt in order to survive. In 2007, there were approximately 24,000 postmasters, yet after the implementation of POSTPlan, the number of postmasters has shrunk to less than 14,000.

Faced with shrinking numbers, both postmaster organizations realized that adaptation was necessary to survive, thus we realized a merger of our two storied organizations was inevitable. With a heavy heart I realize the past is behind us, yet we must press ahead to the future.

That future is UPMA – United Postmasters and Managers of America. Just as a caterpillar undergoes metamorphosis, so did the two organizations. Out of the old is born something new. That which was once splintered is now united once again. It is fitting that our new name begins with such a word – United. UPMA – United Postmasters and Managers of America.

There are a myriad of postal organizations. Together we become greater than the sum of our parts and stronger than we would be if we continued separately. There is a great deal of truth in the saying that there is safety in numbers. I am reminded of Ecclesiastes 4:12:

"Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken."

Consider a thick rope, consisting of many smaller cords bound together, creating something that is resilient, resistant to pressure. Separately, each cord is easily broken. Two cords are stronger than one, and three cords are stronger still. Isolated postal organizations cannot be so easily broken if we are united. Out of the old, out of the past, our separate small cords unite to create something that is strong and new.

Now, we are faced with a choice. Are we going to look to the past, or focus keenly on the future? Are we going to allow our ego to control us? Are we going to cling to what was known and safe, or are we ready to leave behind what we held dear in order to grow as an organization? It is only human to hold on to what we know, but true wisdom allows us to lay aside our ego and to embrace this bold new world. This is a path we must undertake together.

Arm in arm, hand in hand, we walk towards the unknown, together, united, knowing that if one individual cord frays another will catch us. Saint Augustine once wrote that it was pride that changed angels into devils; it is humility that makes men as angels. It is with humility we must walk this path. Doing so allows us to see opportunities and foster new relationships. We desperately need each other, now more than ever. It is time for each of us to take a long hard look at ourselves in the mirror, and decide what it is we wish to be.

As this new creation (UPMA) is born, we need caretakers to foster growth. We need people to guide it, to water it, to feed it. If we sit idly by thinking that there is always someone else that will nurture this new organization, it will die a quick death. (continued on Page 7)

The Editor is...

"Future-Ready"

Are You Future Ready?

What is Your 5-Year Plan?



Happy New Year to my fellow NJ UPMA members, and welcome to our inaugural edition of the state magazine - The Garden State Tribune!

By the time you receive this edition, another historical inauguration will have occurred and the 45th President of the United States will have taken the oath of office. As I take a moment to express my gratitude for the opportunity to be in the editor's seat, I cannot forget to acknowledge the roads that I have taken and the people that have inspired me.

Regardless of what position you currently hold within the United States Postal Service, we all have a unique, inspiring story of how we empowered ourselves to navigate the seen and unforeseen obstacles within our organization. While striving to do our best by working safely, providing superior customer service, fine-tuning our communication skills, and engaging one another, we continue to raise the bar. Although not postal acronyms, these postal initiatives have been front and center for some time now. Whether you have attended or will attend training in these areas, consider the opportunities that are being put front and center by the Postmaster General herself, her team in headquarters, down to every single employee throughout the country. These training initiatives can be added to highlight your own professional story and accomplishments in your eCareer Candidate Profile. When you get a moment, be certain to Google or search on our Blue Page: "Are You Future Ready? USPS's 5-Year Strategic Plan: FYs 2017-2021." Here you will read firsthand what the USPS's indomitable mission continues to be and what our vision must look like going forward in this fast-passed, ever-changing, technically advancing world of communication and shipping.

As we stand as one unified organization - United Postmasters and Managers of America, and as we stand as one united state chapter—the New Jersey Chapter, I truly look forward to the task of editor at hand. I ask for your continued support by providing your own inspirational stories, postal news, and human interest articles, along with pictures that will highlight your submission. I also ask for your continued involvement with your fellow active, retired, associate, and supervisory members within our state; which has now grown to 599 members. Because of you, we are continuing to grow. There are limitless opportunities to get involved in both the USPS and UPMA organizations. Whether by expressing an interest in participating in an employee engagement seminar, or attending a career conference or two, or by getting involved in your local PCC - Postal Customer Council - get involved, be involved, and remain involved!

By Melissa T. Lomax

Wishing you and yours a very healthy and prosperous 2017! Happy reading!



Editor's Correction:

Incorrect information:

All SJ District RMPO's have PM (afternoon hours).

Corrected Information:

Submitted by Sharon Young, SJ District Manager:

"That isn't the case. While many of them do have afternoon hours, there are some that do not and some have earlier hours. Upon further research, the 4-hour RMPO's are either open Noon - 4pm, 12:15 pm - 4:15 pm, 12:30 pm - 4:30 pm or 1 pm - 5 pm. The 6-hour RMPO's all incur a half-hour lunch break, whereas they close for 30 minutes at some point in the day. These office's hours range anywhere from 9:15 am - 3:45 pm, 9:30 am - 4:00 pm, 9:45 am - 4:15 pm, 10 am - 4:30 pm, 10:15 am - 4:45 pm, 10:30 am - 5 pm, and 12:45 pm - 4:45 pm. Please have customers verify with their local RMPO what their hours and lunch closures are. Thank you!"

Looking Forward,

Taking Stock

New Year, New Organization, New Resolution!

Welcome to United Postmasters and Managers of America!

With the New Year often we have new resolutions made to improve ourselves. Whether it be physical or mental, there is always something that can help us in the year ahead. My thoughts go to image this year. How am I viewed as a boss by my employees? Am I understanding? Encouraging? Appreciative?

Listed below is an excerpt from Forbes.com highlighting ten actions a boss can take to engage employees and foster performance.



10 Signs Your Boss Does Appreciate You

- ◆ They recognize accomplishments with a **"THANK YOU"**.
- ◆ They **CARE** about you and ask, "How are you doing?"
- ◆ They want to **LISTEN** to your opinions.
- ◆ They **CONSULT** you before making changes to your assignments or priorities.
- ◆ They **RESPECT** your time outside of work.
- ◆ They show **INTEREST** in your longer-term plans and foster professional growth.
- ◆ They **COMMUNICATE** their appreciation for having you on the team.
- ◆ They **INQUIRE** "What do you need from me?"
- ◆ They **REMEMBER** the things you tell them.
- ◆ They are **AVAILABLE** to you when you need them.

This year I want to show my employees and coworkers greater appreciation, and aim to be there for them when needed. The same goes for my new UPMA family as well. ****Current finances and proposed FY 2017 budget to be presented at next meeting.****

By Darlene McNamee

(continued from Co-President's Message on page 5)

Be of service. Be of service to one another. Many of the current caretakers are weary. Many have served for a very long time. UPMA will only be as great as the members wish it to be. The more involved its members are, the stronger we will be as a whole. All too often, unfortunately, there are only a few that seek involvement. Take the time to attend a meeting. Take the time to ask what it is that you can do. Remember, we are serving one another with every little act, no matter how small. Take the time to reach out and make a new friend. In the long run, our life is defined by the people we meet along the journey, all else is but wood, hay, and stubble.

Lastly, I am reminded of Abraham Lincoln, a man well familiar with being weary and with bearing the struggles of so many.

"In the end, it's not the years in your life that count. It's the life in your years".

Be a part of this new organization. No task is too small. This organization is nothing more than the sum of its people. Build those relationships that will last a lifetime. All it takes is that simple first step.



**Pamela E. Wilmer (Sanders)
Political Action Committee**

Welcomed Change!

South Jersey District held our most recent Postmaster's meeting off campus. During the Wednesday session PM Michael Busciglio of Beachwood NJ required medical attention. DM Sharon Young took control of the situation while Retired Sgt. Major/OIC James Bullock turned PM Busciglio on his side to clear his airway while communicating via telephone with Emergency personnel; OIC/EMT Gary Jones also responded. Great job guys; thank you!

Postmaster Busciglio is well! Question: Are you qualified to assist in the event of an emergency? Are you certified in First Aide, CPR or Disaster Relief? Please contact your District Safety officer and or your County Red Cross for various Safety certifications. A new year...A new you! SAFE, Rock and Roll!

Please take advantage of **UPMA PAC** for Postmasters hassle free contribution opportunities. Please send 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 UPMA.org Government Relations.

Thank you New Jersey Postmasters for your continued PAC contributions. Your dedication and generosity is greatly appreciated! Once again, please sign up today for UPMA ePAC's member voluntary contribution opportunities.



**David P Sparano
State Vice President**

"It begins with a single step"

Welcome League and NAPUS former members to the United Postmasters and Managers of America. We have more strength with our combined membership. We have more knowledge in our top leadership both in Washington and in New Jersey. Our first state convention is coming in May. We are taking suggestions on content. We plan to have information on Retirement, E-career, and other things that directly affect our lives as postal managers. This first convention will be our opportunity to show our districts leadership that we are committed to each other as well as the Postal Service. Please try to attend. We have a credit union, Signature federal, available to help us in our personal lives. They have Great rates on Loans and credit cards.

I am so proud to serve our membership in any way that I can; however, we need more names on the sheet. If you have a desire to get more involved just raise your hand. I am sure Gordon or Bernadette can find something that fits your skill set. Now if I can put my VP hat on for a moment. If you get called to the district office, ask if the meeting may lead to discipline. If the answer is yes bring one of your Presidents or Vice presidents with you. Sometimes there is a misunderstanding that can be ironed out right there. It is much harder for us to represent you when discipline has already been issued. I am sure you all are familiar with the term dignity and respect. I would hope that you as Postmasters, Managers and supervisors are following this business rule. I want you to remember that your boss is also required to do the same. Do not expect screaming and foul language as part of your normal day. Stay calm, follow instructions and seek council of your fellow UPMA members. No one should be abused while trying to do their job.

**Prescott Butler
Chaplain (Ret.)**



2017, A Year of Transformation

Most transformations take time, but many people see New Year's Day as a fitting moment to get started with resolutions to change their life for the better. At this time of the year many of us are once again feeling motivated to eat better, exercise more, drink less caffeine, or make any number of the positive lifestyle changes we've been telling ourselves we want to make. You've tried before but without feeling much success.

Resolutions shouldn't necessarily be things to stop doing or to get rid of, but instead they should be about embracing a different mindset. If part of getting happier for you does mean dropping some bad habits that's great. But the real key to making your life amazing this year is to find what makes you happy and do whatever it takes to get it, and keep it, without self-destructing.

Making a lifestyle change is challenging, especially when you try to transform many things at once. This time, think of it not as a resolution but as an evolution. Lifestyle changes are a process that take time and require support. Once you're ready to make a change, the difficult part is committing and following through. By defining your goals and creating an action plan for yourself, you may be able to transform your life in the coming year.

But I have to warn you, if your goal doesn't fill you with passion, excitement, and maybe even a little fear, it isn't going to give you the motivation to push through when old habits come calling. Changing the way we live can be difficult. If change were easy, we would all be doing it a lot more often.

Some resolutions are smart for our physical well-being and emotional health. Things like quitting smoking, losing weight, or managing stress better—these are all healthy things. But if we don't address what underlies our need to light up, or order triple bacon cheeseburgers, or perhaps find out what causes us to worry ourselves into frenzies, will it really help to make another vow on one arbitrary day to give up everything that helps us pretend that we're okay? We set ourselves up for failure when we avoid addressing what's behind our actions. Maybe instead of trying to trim away all the symptoms of our dissatisfaction, we should look for the cause.

What we are *really* looking for is happiness. But true happiness comes and goes. We can never trap it like a butterfly in a jar. No amount of medication or meditation can change the fact that we will sometimes get caught up in negative thoughts and emotions. It's not about perfection or even a complete release from all the causes of unhappiness. It's about accepting the fact that being human involves a little unhappiness—but how often it consumes you is up to you. Instead of scolding ourselves for all of the things we're doing wrong, and making long to-do lists to stop doing them, we can focus and celebrate the things that we are doing right that makes us happy.

ALL CHANGE STARTS IN THE MIND.

**IF YOU DESIRE CHANGE IN ANY AREA
OF YOUR LIFE, YOU MUST FIRST BEGIN
TO THINK DIFFERENTLY.**

Admitting your need for change is the first step in the thought process. Making the changes that you want takes time and commitment, but you can do it. Just remember that no one is perfect. You will have occasional lapses. Minor missteps on the road to your goals are normal and okay. Be kind to yourself. Just resolve to recover and get back on track. Once a person recognizes their need for change, he must begin to think differently about the

area of his/her life in which change is needed. What I have found to be helpful in my own life is to read biblically sound books about a specific topic where I seek to grow. Begin to renew your mind through God's word and the practical advice of an expert.

"Everything is within your power, and the power to change is within you."

Bright Minds At Work



William Gleason
NJ Vice President

I am so glad that The League of Postmasters and NAPUS have merged into one association. We will have a united voice in the USPS. I've been involved with the League for about 15 years. Knowing that if or when the time comes and I need support, it's great to know I have UPMA to assist me. As management gets more controlling, more issues on compliance arise, who will be available to assist and support you? UPMA! This is why you need to get involved and stay involved with your association. Where can you get advice or recommendations? UPMA! The USPS has so many talented and knowledgeable employees who want to help others. Where can they go to share those talents? UPMA. We will grow together, network together and have great support and information being a part of UPMA.

So please come get involved in your local UPMA!



David Williams
COO & Executive VP

Co-President Gordon Strater's Conversation with David E. Williams

Fellow NJ UPMA members, Mr. Williams called me back in early December. We talked at length about NPA, budgets, and RSS.

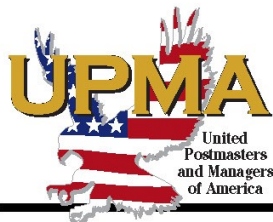
I sent him a spreadsheet in which it encompassed everyone's NPA grade in the entire country. In it, it detailed how poor the budgets were spread and how many offices did not have enough hours in their budgets to operate their facilities. I showed that there were 1,810 offices which finished in a cell zero for

Total Workhours % to Plan. Of that total, 53% of them were the level 18's. I also showed him that of the 2,955 offices that finished in a cell 15, most of them were only in a cell 15 because hundreds, if not thousands of hours were missing. I showed him that in some cases the hours weren't being attributed to the correct office; there were offices that failed to do any LTATS transfers which ultimately ended up completely skewing the data. I also explained that because of Amazon, most offices far exceeded their plan because those hours are not budgeted. I told him unless massive changes are made, not much is going to change next year because most offices will once again finish in a cell zero for TWH% to Plan.

We talked about staffing, and its impact on WTIL failures. Most postmasters are faced with a choice: staff according to your budgets and accrue multiple WTIL failures, or staff according to your need and have it far exceed what you are budgeted, which ultimately hurts the postmaster's FY NPA grade. No matter which option a postmaster makes, it ends up hurting them in the long run. Either they amass WTIL failures and have to come up with a plan to prevent a recurrence, or they staff according to their need only to have it hurt your NPA grade at the end of the year because you exceeded your budget. It's a lose-lose scenario. No matter which option the postmaster chooses, they still lose.

We also talked about RSS. Mr. Williams did not know that only certain buttons earn you any time when pushed. I explained that there are 21 non-revenue buttons that a clerk can hit. Of the 21, only 5 of them earn the clerks any time. I told him the APWU is aware of it, and it fosters resentment. I told him if he was serious about Employee Engagement he needed to fix it. I told him that the RSS is not a system to provide an accurate assessment of the earned workload, but rather it is a system which creates data that enables Districts to excess clerks. He asked me to forward any data that I had on this, and he said that he would work to fix that feature.

All in all, it was a good telephone call. He told me that he would work on those things we discussed and that he was going to stay in touch with me. I'll keep you posted.



Form 1187

Request and Authorization for Voluntary Allotment
of Compensation for Payment of Employee Organization Dues
*Fill Out Form On-line, Print it out, and Return to
UPMA National Office at the Address Below for Processing*

Section A: All New Members Complete

Your title determines whether you also complete Section B or C

USPS Employee Identification Number (EIN)	Social Security Number	Date of Birth	Gender Male <input type="checkbox"/> Female <input type="checkbox"/>
Name of Employee (PRINT Last Name, First, MI)		Home Telephone ()	
Home Address (Street and Number/Box)	City	State	ZIP+4
Personal E-mail Address			

Section B: To Be Completed by Postmaster

Post Office	City/State	ZIP code	Post Office Finance Number
Post Office Level	Postmaster's Direct Post Office Telephone ()		

Section C (Check One): Manager/Supervisor Associate PMR-Only Complete

Employee Title	PO/City/State/ZIP
Post Office Telephone Number	Employee Pay Schedule Level
Home Payroll Office Finance Number	Employee Designation Code

Section D: For Use by the Employee Organization



Mail completed form to: **United Postmasters and Managers of America (UPMA)**
8 Herbert Street
Alexandria, Virginia 22305-2600

Section E: Authorization by Employee

I hereby authorize the above-named agency to deduct from my pay each pay period the amount certified above as the regular dues the (UN-P) United Postmasters and Managers of America (UPMA) and to remit such amounts to that employee organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted that is certified by the above-named employee organization as a uniform change in its dues structure.

I understand that this authorization is a pay periods deduction. It will become effective the first pay period, following its receipt in the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22305-2600.

I further understand that revocation forms Standard Form No. 1188, "Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Employee Organization Dues" are available from my employing agency and that I may revoke this authorization at any time by filling such a revocation form or other written revocation request "Certified Mail" directly to the employee organization's headquarters office: UPMA, 8 Herbert Street, Alexandria, VA 22350-2600. Such revocation will not be effective, however, until the first full pay period following March 1 or Sept. 1 of any calendar year, whichever date first occurs after the revocation is received in the employee organization's headquarters office.

Signature of Employee	Date
-----------------------	------

Section F

Check this box to signify you've read and understood the terms in Section E of this form.

Who/what most influenced your decision to join UPMA?

South Jersey District's Career Awareness Conference Day

By Melissa T. Lomax, NJ UPMA Editor

Many South Jersey District employees attended the 2-day Career Awareness Conference on Saturday, September 24 and Sunday, September 25, 2016, where they learned how to utilize their talents within the USPS and enjoyed the opportunity to be inspired by and meet with postal leaders. South Jersey District Manager Sharon Young welcomed and introduced Eastern Area Vice President, Dr. Joshua D. Colin and Keynote Speaker - Executive Director of Employee Engagement, Kelvin Williams. New Jersey UPMA hosted a table with National Co-President Tony Leonardi and promoted the benefits of becoming a UPMA member. For a glimpse of these benefits, check out page 15.



Education & Career Development - Strengthening Skills: Team Building Activity

Brought to you by: NJ UPMA Co-President Bernadette Puodziunas & NJ UPMA Editor Melissa Lomax



Do you want to build...a mailbox?



Northern New Jersey District's Career Awareness

By George Flood, USPS Corporate Communications, Northeast Area

Career Awareness Conference Succeeds



More than 100 employees took advantage of the opportunity to gain valuable advice and network with postal leaders at the Northern NJ District Career Awareness Conference on Sunday, November 6th at the Kilmer Facility in Edison. The event, which is part of the Postal Service's broader emphasis on workforce development, was booked solid with 85 employees on the waiting list. Another conference is planned for the Spring of 2017. Pictured above: Northern NJ District Manager Steve Hernandez speaks to conference attendees.

The Northern NJ Human Resources Team organized the all-day forum, which included presentations by senior postal executives and managers, information tables staffed by various functional managers, a luncheon, workshops, mock interviews, and one-one-one help sessions.

Feedback from a few Career Awareness Conference attendees...

"The conference ran professionally, and the information provided was enlightening, especially the personal stories shared." - Sharon Shabazz, Supervisor Distribution Operations NJ NDC

"Excellent information! I am so pumped-up about moving forward." - Dennis McFadden: Carrier Maplewood NJ

"Met great people." - Tabitha Turner - PTF Clerk Denville NJ

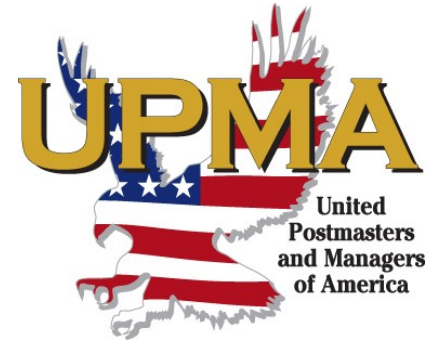
"It's a great opportunity to better yourself and do great things for the Post Office." - Deborah Harris: Carrier Springfield NJ

"The USPS is full of opportunities." - Ingrid Solano - 204B Customer Care Center Edison NJ

UPMA Holiday Party
2nd Annual NNJ PM Association
Sunday, December 11, 2016



For more UPMA Holiday Party Pics...check out page 23



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

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

Benefits of joining UPMA as an Associate:

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

***For further assistance, call the UPMA National Office at 703-683-9027.
We will be happy to answer any of your questions.***



Protect Your Future... Participate in UPMA's Legislative Advocacy Day on Capital Hill

Robert M. Levi

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

UPDATE.....UPMA Legislative Advocacy Day

On Monday afternoon, February 27, 2017, a room will be secured on Capitol Hill to conduct focused legislative training. Tuesday, February 28th will be designated as "**UPMA Legislative Advocacy Day**". It will be a valuable opportunity to introduce UPMA to Congress, and to highlight our legislative priorities for 2017.

Although UPMA will **NOT** be reserving a room block, you can identify affordable lodging in Washington, DC, but you have to be resourceful and flexible on location. If you have any questions, please do not hesitate to contact me.

SUMMARY.....Legislative Teleconference

On November 21st, Jeff Post, Deputy Staff Director of the House Oversight and Government Reform Committee, provided an off-the-record status report on HR 5714, the bipartisan committee-approved postal bill.

I spoke after Jeff with my evaluation of the bill status. Two weeks ago, the Congressional Budget office finally unveiled its cost estimate of HR 5714, projecting that the bill, as a whole,

would save money. However, to have a chance, the Ways and Means Committee needs to waive its jurisdiction over the Medicare provision in the bill. That provision would increase Medicare expenses of \$7.8 billion over the next decade. House Oversight and Government Reform Committee Chairman Chaffetz (R-UT) is presently in discussions with Ways and Means Chairman Kevin Brady (R-TX) over the issue. Assuming an agreement between the two committee chairmen is reached within the next two weeks, the bill would likely be brought to the House floor for a vote. Inasmuch as the Senate postal legislators have been in close consultations with their House counterparts over the past two months and they are very close to agreement, once the House passes the bill, the Senate would attempt to bring the House bill directly to the Senate floor for a vote.

I discussed the probable budget attacks on UPMA benefits next year. These potential hits include increased employee retirement contributions, elimination of FERS and increased FEHBP premiums. In addition, should postal reform not be enacted in 2016, UPMA members should be prepared for postal—specific attacks.

For the reasons summarized above, plus more, participation in the Legislative Advocacy Day will be important.

Visit www.unitedpma.org for more information.

U.S. Senate:



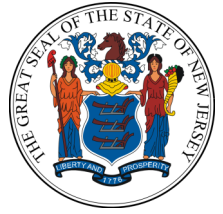
Robert "Bob" Menéndez (D)
(202) 224-4744



Cory Booker (D)
(202) 224-3224



2017 UPMA Legislative Advocacy Days
February 27th & 28th



U.S. House of Representatives:



1st District
Donald Norcross (D)
(202) 225-6501



5th District
Josh Gottheimer (D)
(202) 225-4465



9th District
Bill Pascrell Jr. (D)
(202) 225-5751



2nd District
Frank LoBiondo (R)
(202) 225-6572



6th District
Frank Pallone Jr. (D)
(202) 225-4671



10th District
Donald Payne Jr. (D)
(202) 225-3436



3rd District
Tom MacArthur (R)
(202) 225-4765



7th District
Leonard Lance (R)
(202) 225-5361



11th District
Rodney Frelinghuysen (R)
(202) 225-5034



4th District
Christopher "Chris" Smith (R)
(202) 225-3765



8th District
Albio Sires (D)
(202) 225-7919



12th District
Bonnie Watson Coleman (D)
(202) 225-5801

For more information visit www.unitedpma.com

Minutes Review...

State Meeting

Call to order at 3:55 pm

Treasurers Report

Scholarship fund discussed

UPMA needs a 2-month budget with fiscal year change. Budget committee for 2017 budget to consist of the 2 Co-Presidents, 2 Co-Treasurers and Retiree Trustee; to be completed via telecom.

NJ UPMA needs a Parliamentarian/Sargent-at-Arms; must attend all meetings.

Local Management groups will not exist within the framework of NJ UPMA. Regional groups will be social groups only, not spokespersons.

State Presidents telecom with National in beginning of the month addressed closing both organizations' finances (audits of books/combine finances). Wayne/Roberta to conduct the audit.

Melissa announced contest to select a name for our magazine ending 10/31. Bernadette, Gordon, and Melissa to pick winner. Prices for new laptop for the editor have not been finalized.

Conversation and information search continues for development of our state website.

State Convention Chair will check to see if contract has been signed and begin convention planning.

By-Laws committee will be chosen at the January meeting and will be responsible for creating the state By-laws for UPMA.

Motion to adjourn executive session at 5:45 pm by Ted, second by Gordon.

General Session called to order at 6:18 pm with an invocation and Pledge of Allegiance.

Motion to dispense with the minutes from the last meeting by Agnes, second by Ted.

Gordon encouraged all active members to check their PS150 monthly. New data posts the first week of the month. National Presidents are very unhappy with the NPA rating for 2017 and are considering walking away from it. Proposals include reintroducing TOE and a 10 cell system.

When the NPA ratings for year end are published, the clock starts and there is a very short window of opportunity to file for mitigation. Only Installation Heads can file and should pick one thing that will move the office up a cell if made whole.

Doug Tolino sent memo clarifying the PMG's statement that Post Plans will be reviewed, but no downgrades or upgrades to occur unless the office is vacant.

Melissa introduced as the new Editor. She invites everyone to contribute material for the magazine.

Editors Award of Excellence presented to Agnes for her years of service.

Executive Board introduced, followed by others in attendance.

Co-Presidents gave overview of how the merger would proceed. Updated contact information for Executive Board needs to go Melissa. Roberta needs personal email addresses for all members.

Roberta and Lee will head up the Scholarship committee for this year.

Dave Sparano spoke about UPMA membership and Signature Credit Union membership. As incoming State Convention Co-chair he is open to suggestions from membership as to what they want. State Convention will begin on Tuesday evening after Memorial Day with a meet/greet in the hospitality room, followed by 2 days of convention fun, ending Thursday late afternoon.

Meeting with DM of South Jersey did not go as planned; she was not available and instead assigned a sit-in representative who was not briefed on issues currently affecting postmasters and managers.



REMINDER:

If called to the District by your boss, NEVER GO ALONE!

If you choose to go alone NEVER SIGN ANYTHING.

Always ask for representation.

Jim spoke for the retirees stating that the 0.3% increase is inadequate.

District hot topics: SPMS and last dispatch.

Ted reminded us about Open Season.

Motion to adjourn by Dave, second by Chit at 7:35 pm.

Respectfully submitted,

By Sandy Terp

What Life Holds Next...

Retirement

It's so nice to see a plan come together, and that is what retirement is for me. Choosing to retire at this time in my life was not a choice made lightly, it was a carefully thought-out process. It took constant planning, making changes when needed.

"If you fail to plan, you plan to fail!"

Planning is something we do on a daily basis. We plan our work schedules, plan for the weekend, plan our vacations, plan for holidays and those special occasions. In our case, we also plan our garden, plan for our next group of chickens, plan for the cold by cutting wood and making sure the pipes, barns, and house is ready for the winter season. Sometimes it seems like we are always planning! Because of this constant planning and preparation, it makes it easier to deal with those situations that come up that are not planned.

Yes, I could have kept working; I loved my job, my office, my customers and my employees. But so many choose to stay and unforeseen circumstances overtake their lives, taking away the chance to do the things they always wanted to do but there was no time since they were working. Jim has been retired for eight years, waiting patiently for the time to arrive when I would be eligible to join him. We planned, saved, and the time finally arrived! I am very thankful that I am able to take advantage of this opportunity while we are both able to enjoy the things that are most important to us.

So, what have I been doing since I left the Postal Service?! I still feel like I am on an extended vacation at times. I have been taking my time going through my closets, kitchen cabinets, etc. and organizing everything! While that may seem tedious and boring to some, it is quite cleansing to get rid of things no longer being used, and finding things I have not seen for years!

I am so thankful to be home by the fire with my husband, enjoying life and not feeling rushed every moment. Again, planning! I do miss the interaction with all of our Postal friends. I miss collecting the articles from everyone for our newsletter. It was during those times that I would hear from many of you, and sometimes have conversations on the latest goings on.

I hope and pray that all of you had a happy and safe holiday and the best New Year ever!

To all of you that are still working, it is never too late to make those plans for retirement. The most important thing every Postal worker can do is take advantage of the TSP (Thrift Savings Plan). Your savings are matched by the Postal Service up to 5%, so if you are not taking advantage of this very important benefit you are throwing money away. I urge everyone to utilize the TSP as part of your retirement plan.

I hope to see many of you in the coming year at meetings and conventions. Stay active in your organization and stay informed. *Start planning now!*



By Agnes Elam

**Co-Presidents Speaking at
October 2016 State Meeting**



NEW JERSEY UPMA JOSEPH P. RUFOLO MEMORIAL SCHOLARSHIP PROGRAM

As your state Scholarship Co-Chairs, we are announcing that it is time once again to solicit applications for our state chapter scholarship program to benefit the higher educational efforts of the children and grandchildren of our members. This year's scholarship application is included in this issue of the Garden State Tribune for those interested in applying for our scholarship program.

The guidelines for scholarship applicants are as follows:

- ◆ Applicants must be a son/grandson, daughter/granddaughter of an active or retired New Jersey UPMA Postmaster in order to be eligible
- ◆ Applicants must be entering the first year of an accredited college or academic institution.
- ◆ All information submitted becomes property of the Scholarship Committee and will be held in strict confidence.
- ◆ Winners and their parents will be invited to attend the award ceremonies scheduled to take place at the 1st Annual NJ UPMA State Convention in Atlantic City, June 1, 2017
- ◆ Multiple scholarships will be awarded, each in the amount of at least \$1,000.00.
- ◆ Applications must be postmarked by April 1, 2017.

Winners will be notified prior to the convention and may be present to accept. We look forward to the submission of applications and the selection of recipients.

Sincerely,

Roberta Hoag & Lee White
Scholarship Co-Chairs



www.unitedpma.org



UPMA New Jersey
State Chapter



rob07621@aol.com
Be added to UPMA—NJ
email distribution list



NJ UPMA Website

**SAVE THE
DATE!**

**1st Annual
NJ UPMA
State Convention
May 30 - June 1, 2017
Bally's Hotel Casino
Atlantic City**

**Registration Form
on Page 27**

JOSEPH P. RUFOLO MEMORIAL SCHOLARSHIP NJ Chapter – United Postmasters and Managers of America 2017 SCHOLARSHIP APPLICATION

(please print or type)

APPLICANT'S NAME _____
LAST NAME
FIRST NAME
MIDDLE

HOME ADDRESS: _____ Home Phone: _____

CITY _____ COUNTY _____ ZIP _____

DATE OF BIRTH ____/____/____ SEX ____ EMAIL ADDRESS: _____

NAME OF HIGH SCHOOL _____

HIGH SCHOOL ADDRESS _____
STREET NUMBER
CITY
STATE
ZIP

NAME OF HIGH SCHOOL PRINCIPAL _____ H.S. PHONE _____

and
 NAME OF HIGH SCHOOL COUNSELOR _____ PHONE _____

ALL APPLICANTS will be evaluated and scored on the following requirements:

Please ensure all are submitted:

List High School and Community Activities, including any offices held. Please use separate sheet if necessary.

Include a 300-500 word essay on "**WHAT I EXPECT TO GAIN FROM MY COLLEGE EDUCATION**".

Class Ranking – Student Number _____ out of _____ Total Graduating

Attach photocopies of High School transcript and SAT scores.

College you expect to enter: _____ Been accepted ? **Y / N**
NAME
CITY
STATE

Have you applied for financial aid? _____ received? _____

Parent () Step Parent () Grandparent ()

Is Postmaster or Postmaster Retired at

CITY
COUNTY
ZIP
RETIREMENT DATE

Number of siblings _____ Number of siblings in college _____

Indicate two references below, and include Letter of Reference from each.

NAME _____ ADDRESS _____

NAME _____ ADDRESS _____

My High School principal has my permission to release information pertaining to my official High School records. APPLICATION MUST BE POSTMARKED NO LATER THAN APRIL 1, 2017 AND MAILED TO: NJ NAPUS Scholarship PO Box 31, Haworth, NJ 07641-0031

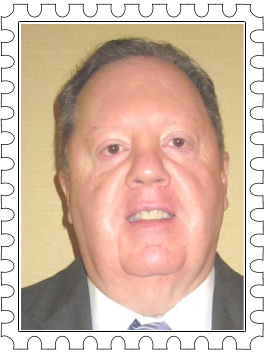
Signature of Applicant _____ Cell phone _____

Date of Application _____

PLEASE NOTE: (1) Applicants must be a son/grandson, daughter/granddaughter of an **active (dues paying)** New Jersey NAPUS Postmaster or **(dues paying)** New Jersey NAPUS Postmaster Retired, to be eligible. (2) Applicants must be entering the first year of an accredited college or academic institution. (3) All information submitted becomes property of the Scholarship Committee and will be held in strict confidence. (4) Applications must be postmarked by April 1, 2017. (5) **Up to** Three scholarships will be awarded each in the amount of at least \$1000.00. (6) Winners and their parents will be invited to attend the award ceremonies scheduled to take place at the State Convention in Atlantic City, Winners will be asked to give a short acceptance speech at the con-

Retirees' Corner

Jim Elam, Area 3 Rep. - NJ/PA/DE



Winter has arrived and I look out the window, watching our assortment of wild birds feeding frantically in the cold. Seed pods blow across the frozen landscape coming to rest on the banks of our pond. Quickly, a few opportunist birds snatch up the exposed seeds and fly away. I sip my coffee enjoying the warmth of the wood stove. I put much

time and effort in cutting and splitting wood in hopes of enjoying a moment like this. Aggie joins me with toast and her homemade raspberry jam, bounty from her hard work and effort canning in hopes of enjoying a moment like this. We savor these moments together and are blessed with Faith, Hope and Love. *"The greatest of these gifts is Love."*

Aggie joined me in retirement this past fall. This is our first winter together retired. My thoughts return to the birds facing the winter and I reflect – did we do enough to prepare for our *winter of retirement*? Did we snatch enough seed to carry us over? YES, I reassure myself but we must keep a close eye on our supplies. For there is a patient and cunning thief in the winds. His name is INFLATION! He will slowly steal what he can, always with an eye on your cache. *Always hungry for more!*

Some of our members in Congress want us to believe that the current formulated COLA will protect us. Let me ask you, *"What's in your wallet?"* Did that 0.3% COLA increase make it to your wallet? The answer is NO! The related increase in Medicare Part B premiums AND the

6.0% increase in Federal Employees Health Benefits Program premiums not only ate up the pitiful COLA increase but also took another significant bite out of your "stored seeds"! No matter how well you invested or saved, this is a significant increase in the cost of healthcare.

What can we do about these disturbing events? One thing we can do is to contact our legislative representatives that the Medicare Part B increase is UNFAIR to CSRS retirees! Secondly, and most importantly, we must change the current formula of COLA for retirees.

There needs to be a COLA formula for seniors/retirees to include the cost of medical care and senior housing cost, which are much higher than a younger person (+8% higher, 13% vs 5%). The current CPI-W COLA formula *does not* account for medical cost for seniors. The CPI-E formula *does* include medical cost and should be used for retirees/seniors.

CPI-E stands for Consumer Price Index – Elderly. The CPI-E formula has been talked about for several years. Our representatives in Washington, DC have been sitting on the proposal change for the "Elderly".

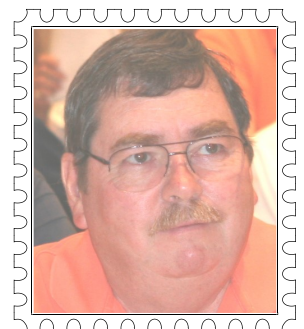
Please contact Congress to change the COLA for seniors/retirees. Check out pages 16 and 17 inside this edition for their contact information. Ask them to implement the CPI-E formula ASAP. We retirees must protect our pensions from inflation. We must maintain our dignity and a **"FAIR"** Cola formula will help ensure our dignity in our senior years. **Support CPI-E.**

Waiting patiently for November 1, 2016 to arrive, I received an email from UPMA Gold announcing the new organization, UPMA. Don't forget to visit our new national website at www.unitedpma.org. You will find much information about the new organization. Anyone recruiting new members can simply download/print an 1187-R form right off of the website or use the copy provided on page 11. We need more members to make UPMA stronger. If you know any active or retired Postmasters, managers or any other Postal employees, please let them know about UPMA and try to sign them up.

I am wishing you and your families a Happy and Healthy New Year! Don't forget to register for the 2017 State and National UPMA conventions. I'm looking forward to visiting with you in Louisville, Kentucky. There will be lots to see and do.

Welcome to UPMA, may we grow stronger with each passing day!

Ted Stirling, State President



More...UPMA Holiday Party Pics

2nd Annual NNJ PM Association
Sunday, December 11, 2016



Notes from the

"Gypsy PM"



I hope everyone had a GREAT Holiday with friends and families! My holiday season started out fantastically as I went on Western Caribbean cruise with my ex-stepdaughter Kathy. Frank and Gail Erm joined us too! We cruised on the Holland America ship - MS Oosterdam.

We docked in Key West and took the Old Town Trolley around the island and toured different places to take pictures.

We saw the lighthouse, Hemingway's home and even stopped for conch fritters at the "best fritters" in Key West.

Monday found us in Mahogany Bay, Roatan, Honduras. We booked an excursion to an iguana farm. Not only were there a great many iguanas, but we even saw a Roatan Island Agouti, native to the island. The guide called it a rabbit, but the ears were too small and it had a different tail. After some shopping we went back to the ship for lunch. Then we took a "flying beach chair" (chair lift) from the shopping area to a beach.

We were in Guatemala the next day for an excursion to the Mayan ruins of Quirigua which had several steles that depicted the life and times of the "Lightening King". The steles were carved between 426 - 810 A.D. The tour was fascinating; our guide was an archeologist and he explained the symbolism of the Mayan carvings, including eclipses, political events and social/historic events. In the middle of the site is the Great Plaza, the largest known public space in the entire Maya area.

Our last port was Costa Maya, Mexico. We enjoyed a morning excursion to Chacchoben, Maya ruins dating from 700 A.D. In Maya Chacchoben means the place of the red maize. The site has large temples, unlike the site I visited in Guatemala. It has 3 excavated, restored pyramids and several walls and staircases. It was the largest community in the area and was a significant ceremonial center where important religious ceremonies took place. Only a portion of the site is open to the public (since 2002), and many temples are still in their natural condition covered by jungle. When we returned to the bus I heard a loud noise in a tree...we spotted a spider monkey!

After saying goodbye to everyone and wishing them safe flights, I went to catch the Super Shuttle home. What a GREAT way to celebrate the Holidays!

By Debbie Stubbs



From the Desk of...

AVP UPMA



Greetings Fellow Postmasters and Managers,
Happy New Year, I hope this article finds you well!

First and foremost, please allow me to introduce myself. My name is Richard Hui, one of the 12 newly elected National Vice Presidents for our new organization, United Postmasters and Managers of America. I received a three year term as Vice President. In addition, I am one of 12 members appointed to the National Adverse Action Council Committee. My territories as Adverse Action Representative include Massachusetts, Rhode Island, Connecticut, New Hampshire, Maine, Vermont, and New Jersey.

There are several areas of concern I would like to bring up to all the members, one is protocol. If you have any issues unresolved you must notify your State President and look for support. Your State President will then champion for you at the State level. If his or her effort fails, a resolution log will then be submitted to your Area Coordinator. If all else fail, the resolution log will then forward to the National HQ so we can represent you to the fullest.

On the other hand, if you need representation for corrective action, notify your State member representative (PM Rep); they will try to resolve any low level corrective action, such as Letters of Warning, suspension with pay, etc. If the level of corrective action reaches adverse action, please notify one of the 12 National Adverse Action Council members, and we can help you from there. Please bear in mind, with any representation for Adverse action, (down-grade, removal) etc, there will be an upfront retainer, please visit our website, (www.unitedpma.org) to fully understand the fee structure.

I heard some concerns recently about whom we should represent, in a case if a postmaster/manager gives out corrective action to a supervisor, both members in our organization, the answer is simple, we will represent any member party that is in trouble, no different than before when a postmaster is sued corrective action against a PMR or associate members.

One of the common denominators of our member's frustration is NPA goals setting from the PES in 2017. The goals seem to be getting harder and harder to obtain in order for anyone of us to receive any type of financial compensation. Please know that both of our National Co-Presidents, Tony and Sean, are working diligently to get us a more reasonable goal . 97% of our members received some sort of NPA paid out last year, and we certainly hope that this trend continues.

We, as postmasters and managers, are dealing with day-to-day issues, such as short staffing, late plant mail arrival, and unpredictable quarterly route book from Amazon drop. We must not allow these out of our control elements to affect your managerial ability, report any discrepancies to the proper channel, and more importantly, do not let it affect your personal health, always seeks ways to decompress and maintain a healthy balance; it will serve you well in the long run.

Lastly, there are two important upcoming events. The first is our Legislative Advocacy Days, February 27- 28. We will participate in a congressional forum on the 27th and walk the Hill on the 28th. Please bear in mind, Congress is now under one-party majority and protection of the Universal Postal Service and our federal benefits becomes extremely important. Continued open dialogue with the Congressional representation is crucial for our protection. The other major event is our first ever National Convention, which will be held at Galt House Hotel in Louisville, Kentucky in August. I had the privilege to visit the site, and I will tell you that you will not be disappointed. The hotel is first class and everything is contained under one roof. Major attractions are within walking distance; you and your family will enjoy Louisville. So join us as we continue to make history together.

At your service,

Rich Hui
AVP UPMA, Eastern Area
PO Box 745
Leominster MA 01453
Work: 978-537-8030
Cell: 978-549-3360

National Candidacy Announcements...

For those of you I have not met yet, my name is Jim Maher from the Missouri Chapter. I am a National Vice President on the UPMA Executive Board. After considerable discussion with fellow UPMA members around the country, I have decided to announce my candidacy for the position of National Secretary-Treasurer of the United Postmasters and Managers of America.

Along with serving on the first UPMA Executive Board, I was also a National VP on the final NAPUS Executive Board. This experience has provided me a great deal of insight with the blending of the two organizations into UPMA, as well as an understanding of the operation of our organization moving forward. I also was on the National budget committee in 2015, so I am familiar with the financial position of our organization. On the State level, I have been the Executive VP in Missouri for the last several years and also served as a PM Rep when necessary.

My overall experience on both the State and National levels makes me uniquely qualified for this position. I appreciate the support I have received during my Vice President campaigns on the western side of our country and look forward to the opportunity to serve all our members on the national level again as your next National Secretary Treasurer.

Thank you,

Jim Maher



MAHER

FOR

National Secretary-Treasurer

I am Jack D. Wilkins, Postmaster Retired, Reno, NV and I have announced to become National President, UPMA Retired. The election will be during the National Convention in Louisville, KY in 2017.

During the birth of our new organization consisting of Postmasters and Managers Retired, I firmly believe we need strong, experienced, and positive leadership to guide UPMA Retirees and continue to build on our successes of the past. I look forward with great anticipation to new ideas and initiatives as we work together to become even stronger.

I thank you for your consideration and would greatly appreciate your support.

Sincerely,

Jack Wilkins



Jack WILKINS

FOR

National President, Retirees

1st Annual United Postmasters & Managers of America (UPMA) – NJ Chapter STATE CONVENTION
REGISTRATION FORM
May 30th - June 1st, 2017
(Convention starts the evening of May 30, 2017)
Bally's Park Place
ATLANTIC CITY, NEW JERSEY 08401

Full Name/Vendor* Name _____

Attendee's/Vendor's* Name to be placed on badge(s) _____

Post Office of CURRENT position _____ State _____ Zip Code _____

Are you attending as a (Check Only One)?

PM: _____ OIC: _____ RETIREE: _____ GUEST: _____ New PM: (< 1 year of service) _____ Vendor: _____

Vendors need to submit a \$25.00 fee for a table only; however, if a vendor is interested in partaking in the convention's daily festivities, including the continental breakfast, breakout sessions, etc. they MUST pay the registration fee below depending on the amount of days involved in attending, PLUS the vendor flat fee of \$25.00.

E-Mail Address _____

REGISTRATION COSTS:

\$40.00** PER DAY _____ OR \$60.00** for TWO DAYS _____

****Each registered guest is entitled to one complimentary UPMA- NJ Chapter State Dinner to be held at Carmine's, Atlantic City, on Wednesday, May 31, 2017 – promptly arrive at 6 pm; otherwise, non-registered attendees' cost is a \$45.00/per person, non-refundable contribution.**

Calculate Your Cost:

Vendor (Table ONLY) Fee of \$25.00 - _____

Attendee/Vendor Registration Fee - One Day: _____

Attendee/Vendor Registration Fee – Two Days: _____

NJ State Dinner (REGISTERED - Complimentary) ** -: _____

NJ State Dinner (NON-REGISTERED cost \$45.00/per person) ** -: _____

Total Payment Included: _____

Hotel Reservations:

Each individual will be responsible for making his/her own reservations with Bally's Park Place in Atlantic City. Reservations must be made through Bally's Reservations Department by calling 1-888-516-2215 between the hours of 8:00 AM to 2:00 AM, 7 days a week. You MUST mention our convention code: _____. Any reservations made after the cut-off date are on a space availability basis at the current room rates. The cutoff date for room reservations is May 9, 2017. Check-in time is 4:00 PM; Check-out time is Noon.

Parking:

Current parking fee per stay is \$5.00 for self-parking or \$10.00 for valet parking for all overnight hotel guests. However, subject to change.

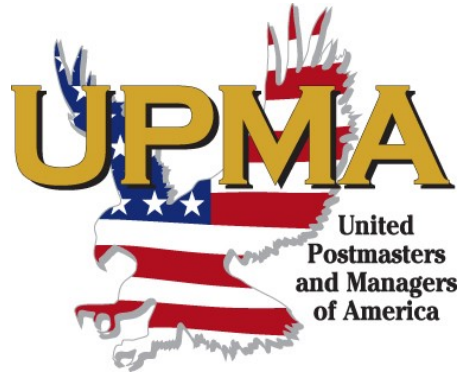
Rates:

The room rates for your 1st Annual UPMA – NJ Chapter State Convention will be \$ _____ per room, per night; PLUS a 14% (tax subject to change) Atlantic City room tax. All rates quoted are based on a single or double occupancy. Each Additional person is \$20.00 per night charge for any occupant in excess of two per room; with a maximum of 4 persons per room. Children of registered guests under the age of 18 years are not charged as additional guests. Rates are subject to an Atlantic City Tourism Promotional fee, currently \$2.00 and a New Jersey State occupancy fee, currently \$3.00 per room, per night.

**SEND THIS REGISTRATION FORM AND TOTAL PAYMENT
CHECK PAYABLE TO
UPMA – NJ Chapter AND MAIL TO:**

**UPMA – NJ Chapter
P.O. Box 372
Cedarville, NJ 08311**

UPMA—New Jersey Chapter
The Garden State Tribune
P.O. Box 667
CMCH, NJ 08210
CHANGE SERVICE REQUESTED



Non-Profit Org.
U.S. Postage
PAID
Permit #281
Pleasantville, NJ
08232

Place Label Here

**U.S. Postal Service partners in Sustainability...
...you can too at www.givebackbox.org**



October 2016

Carlos Nunez, POOM 5
presents Postmasters with
their Installation Plaques

(from left) Mike Lee (Absecon), Cheryl
Foster (Sea Isle City), and Jen Eppler
(Egg Harbor City)

Congratulations Postmasters!



**CONGRATULATIONS TO PAMELA E. WILMER (SANDERS),
WINNER OF NJ UPMA'S MAGAZINE NAMING CONTEST...THE GARDEN STATE TRIBUNE**

