

UNITED POSTMASTERS AND MANAGERS OF AMERICA GARDEN STATE TRIBUNE



**1ST UPMA NATIONAL CONVENTION
LOUISVILLE KY 2017**



Front Cover Photos Provided By: Debbie Stubbs
Not pictured: Cynthia Herbert

INSIDE THIS EDITION:

Donate: Postal Employees Relief Fund



2018 Joseph P. Ruffolo Scholarship Info.



**National VP East Candidacy
Announcements**

UPMA Legislative Advocacy Days

February 26—27, 2018
Washington, DC



UPMA National Convention

July 21—27, 2018
Reno, Nevada

New Jersey UPMA Retiree's Luncheon

Captain's Inn Restaurant, Forked River, NJ

Thursday, July 20, 2017



What a great turnout for our retirees summer luncheon!

A total of twenty-eight retirees met at the Captain's Inn Restaurant. A fun time was had by all! Those who attended were: Ted & Connie Stirling, Dorothy & Joseph Gondola, Wayne & Gail Orshak, Frank & Gail Erm, Jimmy Fusco, Prescott Butler, Mike Marrotta and his wife, Al Bille brought a friend, Al Spano, Gary Carrasquillo, Ann and Kenny Brown, Marion & Clarence Tange, Agnes & Jim Elam, Johnny "Rocket" Doon, Lou Formato, Butch Belanger, Dave Sparano, Cheryl Abaray, and Roberta Hoag!



Pictures & Caption Submitted By:
Roberta Hoag



United Postmasters and Managers of America

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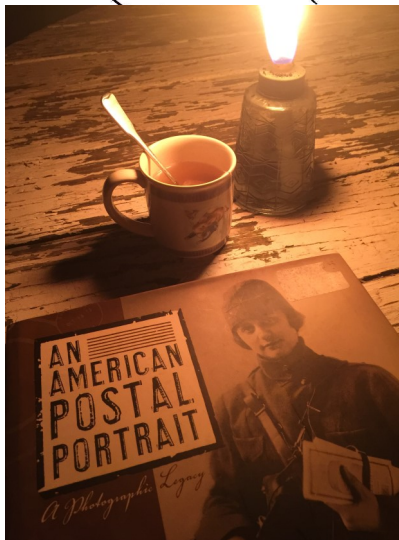
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Welcome to Volume 1, Issue 4!

Welcome to our state chapter's Volume I, Issue IV "Award Winning Publication!"

Whether you are still an active postal employee settling down at your work station's computer ready to single handedly accomplish all of your eBuy2 requisitions for FY18 or whether you are a retired postal employee fondly reminiscing about the days of fiscal years past, let us recognize that the immense amount of postal knowledge that we all have and continue to garner allows us to contribute in ways no other organization could possibly contemplate doing.

And may we recognize that it is within this great united and unified UPMA organization that we remain committed to one another – the past, present, and future postal leaders of the United States Postal Service!



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:
Pamela Wilmer, Debbie Stubbs, &
UPMA Photography:
Contributing Photographers for
the 1st Annual NJ UPMA
National Convention

Message from



Honorable Gordon Strater

**"We are what we repeatedly do.
Excellence then, is not an act, but a habit."
– Aristotle**

Employee engagement. We have all heard those words many times. In order for any business to thrive, the employees must feel valued. Every person, no matter how insignificant their job may seem to some, plays an integral part in the success of any business. The very best managers understand this principle, and do their best to ensure that everyone feels valued. Valued employees are productive employees. They tend to call out sick less, and tend to be happier. It's simple, really. It all comes down to how you treat another human being. The Golden rule is called such for a reason – treat one another how you would expect to be treated.

**"Employees who believe that management is concerned about them as a whole person – not just an employee – are more productive, more satisfied, more fulfilled."
– Anne Mulcahy**

**"Dispirited, unmotivated, unappreciated workers cannot compete in a highly competitive world."
–Francis Hesselbein**

**"When people go to work, they shouldn't have to leave their hearts at home."
–Betty Bender**

For anyone that has ever met Megan Brennan, you know there is conviction in her words when she says she cares for Postal employees:

**"As we work together to meet today's challenges and build the workplace of the future, every employee has a critical role in creating an environment where individuals and work units thrive. Engagement starts with each and every one of us. Let's get involved in, enthusiastic about, and committed towards creating a more engaging Postal workforce!"
– Megan Brennan**

However, there at times, appears to be a marked disconnect between L'Enfant Plaza and the lower level management positions. What is emanating from L'Enfant Plaza and what is being shared by lower level management often times bears little resemblance. I've lost track of how many times postmasters and managers have approached me stating that they feel constantly pressed to maintain goals and objectives which appear to be unrealistic. I've lost track how many times postmasters and managers inform me that they often feel berated, and intimidated on telecoms. Rather than take the telecom as an opportunity to inspire, it is often used to reprimand. What seems to happen is that people tend to focus more on numbers than they do on people. That's the great disconnect. If you focus your energy on the people, the numbers will come. The irony is that the more you concentrate on the numbers, the less you actually engage those people which drive the numbers. All too often, there are some people that **only** focus on the numbers.

Our Co-President

When was the last time you were thanked? Yes, I've heard people say it, but did they truly mean it? The mark of any true leader is that they will inspire people to greatness. Berating people will never achieve anything other than to facilitate a breeding ground for discontent.

Sometimes, people chase numbers and forget that implementing certain policies can have disastrous effects on morale. For example, many offices are expected to go in to each day with a percentage of routes vacant in order to capture undertime. We all acknowledge the worrisome trend in diminishing mail volumes. Reduced volumes translate into fewer workhours. How we adapt to that fact can make the difference. Delivery offices are expected to capture this undertime with carrier pivoting. However, postmasters and managers quite often aren't permitted to utilize the most economical method of achieving this undertime capture – the CCA. In essence, because you weren't allowed to utilize CCA's, then you must use the most expensive method of getting a route delivered – on FTR carrier overtime. That mandated policy adversely impacts your NPA. Overtime counts against your TOE, which has the single greatest impact on a large delivery office postmaster's NPA grade. If we are instructed to engage our employees, then how can we have a policy in place that hurts postmasters NPA grades – their only method they have of attaining a pay raise? In essence, you are mandated to hurt your own NPA grade. If that is the case, then how do you really expect postmasters to buy into any policy you have?

Leaving NPA aside, what impact does this policy have on safety? People who work longer hours tend to

***"There comes a time when you have to stop crossing oceans for people who wouldn't even jump puddles for you."
—Author Unknown***

get tired. It's human nature. Tired people tend to make more mistakes. A mistake in judgment can easily translate into an accident. Accidents can be life altering if severe enough. Quite simply, there are far too many employees delivering mail after 5:00 PM.....after 6:00 PM.....or later. Why? In many cases

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to the
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the mail is being delivered on overtime by a FTR car-
when it could have been delivered for straight time
an underutilized CCA. Having carriers out later will
the probability of an accident. Many of those that
an accident do so because they are rushing, in some
rushing to
office be-
dark to see.
months
earlier
gets darker
do not see
Diminished
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cannot preach the importance of safety if the policy in place
dicts that which is safe. You realistically cannot expect people
you that you care about their well-being and their safety if
adhering to a policy that allows them to deliver in the dark.
someone to do their job safely, but implementing a delivery
is inherently not safe is disingenuous, and can be perceived as
creates a vast separation between management and craft em-
who see managers more concerned with numbers on a
sheet than they do in their well-being.



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Headquarters has invested heavily in Employee Engagement because they understand the value of an individual. They understand the worth of a single employee. Until that message gets filtered down to the District levels, it is a colossal waste of money. To truly engage someone, they must feel valued and appreciated. They must feel their apprehensions are considered, and acted upon to create a better working atmosphere. Actions speak volumes. Actions speak more than words ever can.

Co-President's Message

The Time Has Come to Extend Support

Honorable Bernadette Puodziunas



Well the time has come to say goodbye to the Co-Presidency of NJ UPMA. The past year of transition from combining two great organizations into one great organization for the state of New Jersey has been smooth and seamless. We can account that smooth and seamless transition to the combination of two great boards from each organization.

I would be remiss not to specifically mention my Co-President Gordon Strater. Before this merger happened, I really didn't know much about this guy, who always wore a hat, but now I know he really loves his cat. Gordon and I have worked together on many issues concerning Postmasters and Managers in this organization. I am grateful for Gordon because he was not only an amazing person to work with, but because he became a friend, and a brother to me. Gordon is a brilliant man who could run reports on any office in this state and most times challenge Headquarters with information that they did not even know existed.

Gordon and I would speak every day and we worked as a team. The team also consisted of the other Executive Board members, who stepped up and offered to assist whenever we needed assistance or accepted to help assist with a member, when we would reach out for assistance, this team is what made this transition an amazing one, especially when there were states that the Co-Presidents wouldn't even speak to each other.

I am truly grateful for everyone on the Executive Board that stepped up and made this transition happen so smoothly. Thank you, thank you, and thank you for having the faith in Gordon and I and the entire Executive Board to move this organization forward, hopefully we did good.

So, now the time has come for our new NJ State President, Dave Sparano to take office and I want to wish him well and extend my full support to him.

Now onto a more important topic, Social Media, as an employee of the United States Postal Service please make yourself aware of the Postal Service's Social Media Policy located in the ASM Administrative Support Manual 363.1, before you identify yourself on Social Media as a Postal Employee. If you choose to partake in Social Media please be cognizant of any public or privacy settings a social media app may have on what you choose to share.

In today's hypersensitive world what you may think is an innocent picture or statement sure enough may wind up offending someone and may even get you corrective action up to and including removal at the USPS or worse yet sued for libel. Yes, as an employee of the United States Postal Service we are held to certain standards check the ELM Employee and Labor Relations Manual section 660 Conduct and ELM 665 Postal Service Standards of Conduct. I would recommend when you put something in writing or



add a photo especially when it may offend another person that you re-read it or rethink it before you post it. The policy includes a section on the responsible use of social media take a few minutes and read it. The one that sticks out to me the most is that the "web is not anonymous, generally, everything you post is accessible to anyone with a browser. Assume that everything you post can be traced back..." The other section that sticks out is "be respectful...do not verbally attack other individuals or companies", I was always taught that if you have a personal beef with someone you take the time to speak to them in person, without dragging others into the beef. It is just a nicer, more professional way of getting the beef resolved.

Our President-Elect...

Rolls On

Honorable David P Sparano

Well my fellow Supervisors, Managers and Postmasters, It was a very busy August. Your Executive board and a few other members and retirees met in Kentucky at the National convention. The more of these I attend the more sure I am that our organization and the Postal Service will be thriving long after my name has been removed from the roles.

What great dedicated people are running the State chapters throughout the country! Our retirees were once again out in force supporting the 1st annual UPMA National Convention. We heard from many of our Postal leaders including the PMG Megan Brennan. I will tell you that we may not always agree on tactics, but she has a strong vision of where to take the Postal Service and values the Postmaster and EAS roles in getting there. Both Megan and her top executives addressed the convention and stayed for questions afterwards.

A big topic was the lack of Employee Engagement coming to Field EAS when it is being preached to us that we need to utilize it when dealing with our employees. They were told there is a disconnect. In some instances the disconnect is at the Area VP level; in other instances the disconnect is at the district manager level; and in other instances, the disconnect is at the POOM level. Wherever the disconnect lies, it needs to be bridged so that all managers are following the same course. An Employee Engagement course that the Postal Service has invested a lot of time and money in. This is absolutely necessary if we are going to change the culture.

Another continuing theme is that we will need congressional help to get back on solid financial footing. Make it clear that we are not asking for a bailout or a hand-out, but to be permitted to access and reallocate the funds we have already earned. Congress has a lot on their plate: budget, North Korea, natural disasters, to name a few. It is up to us to make them understand that the more they delay the more at risk they place, not just the Postal Service but the entire mailing industry. Write, call, or visit your local representatives. Tell them to move forward with this legislation. Consider joining us when we go to Capitol Hill in February!



In North Jersey, we had a productive meeting with New District Manager, Scott Hooper. Some of the things we agreed on were the need to help provide time off for managers in smaller locations, proper staffing, and explanations of unilateral decisions. The big take away after this meeting is that we will partner in training for the good of all EAS.

If you know anyone recently promoted and has a strong interest to join, bring them along to a meeting. 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! For more information on this limited time offer, visit: <http://www.unitedpma.org/membership/join>.



We Need Your Help...

in Communicating



**Honorable Roberta Hoag,
Scholarship & Communications Chairs, Retired**

We need the help of the NJ Active Postmasters and Postmasters Retired to notify our Retiree Membership Chair immediately when you hear of a Postmaster that is going to retire! We want to continue to be a successful organization and communicating with our membership is critical. You are a vital part of this communication!

We also need updated information for all our retired members and anyone else who is on our email list. We are asking each of you to email me with your current contact information: name, email address, and cell phone number. We will use this updated information to validate our current information. Our email distribution list continues to undergo updating, but there are several emails that have begun to bounce back. AND most importantly, if you know of a pending retirement, or a retiree that may wish to be a member, please send me their information as well. Please email me the requested information to Roberta Hoag at Rob07621@aol.com. Feel free to contact me with any questions or concerns on my cell at 201-394-8069. Thank you for your continued efforts in communicating!

2018 Joseph P. Rufolo Scholarship Information

The Joseph P. Rufolo Memorial Scholarship will continue as voted by our members at the 1st Annual NJ UPMA convention this past June. Any High School senior who is a child/grandchild/stepchild of an active or retired NJ UPMA dues paying member is eligible to submit an application. It's never too early to prepare and gather your information. The application will be printed in the first magazine issue of the new year (January / February) and all applications must be postmarked by April 1st, 2018. Each applicant is required to submit the following items:

- (1) List High School and Community Activities, including any offices held. Please use separate sheet if necessary.
- (2) Include a 300-500 word essay on "WHAT I EXPECT TO GAIN FROM MY COLLEGE EDUCATION"
- (3) Class Ranking - Student Number (_ out of _ Total Graduating)
- (4) Attach photocopies of High School transcript and SAT scores.
- (5) Two Letters of Recommendation

Please share this information with your child/grandchild/stepchild so they can afford themselves the opportunity to compete for this wonderful scholarship.

Scholarship Chairpersons:

Honorable Leonarda White, Postmaster

Honorable Roberta Hoag, Postmaster Retired

Joseph P. Rufolo was a 38-year postal veteran and the 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.

Chaplin's Corner: The Storms of Life

Honorable Prescott Butler, Retired

We are in the midst of one of the worst hurricane seasons on record. There is one powerful storm after another and we just cannot seem to get a break. Before we can clean up the mess from one storm, here comes another. Storms come in many forms. There are weather related storms and there are storms of life. The storms of life include the loss of income, loss of a friend or loved one, loss of property, and even our health.



To put these storms in the right perspective, we must realize that there will be events in our lives that we have no control over, like the death of a love one, or storms like Superstorm Sandy, Hurricanes Harvey and Irma. When storms come into our lives they are usually followed by a grieving process. And it is perfectly okay to grieve.

However, at some point we must break away and make a conscious effort to say good-bye to the things we are leaving behind, in order to move ahead with our lives. This is not to say you are expected to just walk away and forget everything, but you must move on and rebuild after the storm is over. When storms come, even those of us with realistic expectations about life, may crumble under the weight of disappointment and grief. When life doesn't go the way we want it to, we can either let dark emotions control how we handle the situation, or we can seek the support we need to help us get through the unsolicited conditions.

During the storm, when we are being tossed around so hard that we feel like we can barely hang on. It's hard to remember there is someone who can bring us peace. We forget to call on the One who can calm the storm, as we try to endure it. The peace and eerie silence that follows when the storm is over may not always come as quickly as we would like. Some storms seem to hang around and pass more slowly than others. But when we call on the Master and allow Him to bear our burdens, our peace will come quickly through small reminders of His love and care, which gives us the strength to get through the storm.

The mystery of faith is that even while we grapple with God's role in it all, God is still our source of refuge within every circumstance. Even in the midst of a storm, hang in there because this too shall pass.

Because UPMA Cares...

Help postal employees hurt by Hurricane Harvey



Make an immediate donation:
Go to postalrelief.com with your credit card or send a check to Postal Employees Relief Fund, P.O. Box 7630, Woodbridge, VA 22195



Update on Joe and Teresa Testa
Submitted by: Roberta Hoag,
September 25, 2017

I spoke to Joe Testa today. Teresa is finally home from rehab but still has a way to go. She had suffered a broken leg and developed a terrible infection. She lost the sight in one eye due to the infection, but hopefully will be able to regain her vision with therapy.

Joe is suffering from stenosis of the spine and is having a bit of trouble getting around. He is still as perky as ever and sends his best to everyone. He was so pleased to hear that we are thinking about them. If you have a chance please send Joe and Teresa a greeting by mailing them a card to:

Joe and Teresa Testa
56 W Ruby Ave
Palisades Park NJ 07650

New Jersey Chapter UPMA Financial/Fiscal Policy

The following financial policy is adopted and endorsed by the Chapter Executive Board effective the 25th day of May, 2017. Any revisions or changes will be voted upon by the state Executive Board and recorded with amendments and date adopted on the last page. It will require a 2/3 vote by the state Executive Board to make any changes to the fiscal policy.

The President, Executive Vice President, Vice Presidents and Secretary/Treasurer shall serve without compensation to the position and term elected. They will be required to attend the Legislative Advocacy days, State Convention, National Convention and any other functions deemed appropriate when acting in an official capacity. Board members will be required to reside in the hotel chosen for the event, unless it fills to capacity and an overflow location is identified. If required to fly or take another form of transportation other than POV, tickets should be purchased at the earliest rate possible. Compensation for such travel will be reimbursed as follows:

- a) Travel at the most cost effective means to the function.
- b) Registration fees, if applicable.
- c) The full lodging rate charged.

The editor shall be appointed by the Chapter Executive Board. The editor shall serve without compensation to the position as appointed. They will be required to attend any functions deemed appropriate by the Chapter Executive Board. Any bills or invoices received for the publishing of the chapter magazine or anything dealing with editorial duties will be turned over to the chapter Secretary/Treasurer for payment with the chapter credit card or chapter checking account check. Compensation for such travel will be reimbursed as follows:

- a) Travel at the most cost effective means to the function.
- b) Registration fees, if applicable.
- c) The full lodging rate charged.

The retiree President shall serve on the Chapter Executive Board as elected by their membership, to the terms agreed upon in the by-laws. They will attend all functions deemed appropriate by their Executive Board when acting in an official capacity. Funding for the retiree President will be compensated from the chapter retiree budget, as approved by their Executive Board.

Reimbursement to the retiree chapter will be based on the number of retiree and associate members on the rolls as of December 31 of the calendar year. The number will be obtained and verified from the National office. Payment will be made at the rate of \$7.50 per member, made payable to the retiree chapter Secretary/Treasurer no later than the 15th day of February.

Registration for the National Convention will be paid for all board members at the early rate, announced by the National Office. If a member chooses to register at a later time, reimbursement will be made at the lowest rate announced by the National Office.

Vouchers for travel reimbursement will be completed by the member within 30 days of the end of the travel period. Any reimbursement over \$25 will require an attached receipt. If one chooses to travel via POV, versus another mode of transportation and the rate is more expensive, reimbursement will be at the lowest rate, and a travel comparison will be required. Vouchers will be submitted to the President for verification and signature/approval. The President will forward the voucher to the Secretary/Treasurer for payment. If the President is traveling, he/she will submit their voucher to the Executive Vice President for verification and signature/approval. The Executive Vice President will forward the voucher to the Secretary/Treasurer for payment. If a travel voucher is not submitted within 30 days, it will require approval of the Executive Board for payment.

The newly elected Chapter Executive Board will take office on November 1st of the year elected. The Executive Board will convene within 60 days to establish a budget for the upcoming year. An Executive Board meeting will be required prior to the convening of the annual Chapter convention. Reimbursement procedures will be the same as above.

New Jersey Chapter UPMA Financial/Fiscal Policy (cont.)

Chapter Convention coordinator will be appointed by the Chapter President. Reimbursement procedures shall be the same as above. The coordinator's registration will be paid by the chapter. Any charges for the convention will be paid by the Chapter Secretary/Treasurer on the chapter credit card or using a chapter checking account check. Personal credit cards or checks will not be authorized for use for chapter business.

Audit of the chapter accounts will be performed at the annual chapter convention and at the end of the fiscal year (Oct 31). The postcard or proper notification to the IRS will be mailed no later than May 15th of the following year. Proof of the annual audit and mailing to the IRS will be required to be sent to the National Office. When possible, a former chapter Secretary/Treasurer will be a member of the audit committee, selected by the Chapter Executive Board.

The chapter will maintain a yearly budget adopted and approved by the Chapter Executive Board at the first meeting following appointment on November 1st. The chapter will be required to work within the established budget. When possible, the annual budget should reflect funding a portion of the general membership's expenses to attend state and national events. If adjustments or amendments need to be made to the budget, it will take a 2/3 vote of the Chapter Executive Board.

Donations or expressions of sympathy shall be sent on a case by case basis, with a criterion befitting the member's participation, longevity and dedication to the organization. No donation will exceed \$50 in lieu of flowers unless adopted and approved by the Chapter Executive Board. Otherwise, a simple card from the State Organization will suffice.

The following order of business shall be observed at Meetings and/or State Convention, unless varied by vote:

- Roll Call of Officers and Executive Committee
- Reading of Minutes of previous meeting
- Reading of Communication
- Report of Officers
- Unfinished Business
- New Business
- Election of Officers
- Adjournment

Looking back at the 1st UPMA convention in Louisville, KY, I now see things differently than when I was there in the present. We arrived to what seemed like catastrophe, huge line for rooms, rooms not ready, etc. So the plan was to get dinner and return to our readied rooms. The front desk said they would call us when they could check us in. Long story short, we received their call and went to the room and could not get in. Security came and unlocked the door and surveyed the room, only to come back with the unfortunate news that they could still not allow us to enter as the room was clearly still not ready. Needless to say, that was the precedence set for the convention. As the convention entailed, we were completely rained on at outside concert. The bus that was scheduled to return us back to the hotel after the concert was a no show and we had to hail down a cab, etc. etc. etc., and the list goes on. I will say food was good, but the drinks were better. We made some wrong turns and went the wrong way, literally. But what I realized afterwards is that it was all tolerable due to the fact that I was with family and friends. Because of this, we were able to eventually laugh at the matter and find a way to enjoy ourselves. I began to view the entirety of the convention mishaps as simply part of life experiences that we encounter on a day to day basis. And if it weren't for my family and friends, it would be even more difficult to deal with those situations. Every day I am thankful for my UPMA family and friends that have and continue to be with me through all of our ups and downs. I will always have someone to reach out to and get assistance or simply to lend me their ear to vent my frustrations. I am also there to reciprocate the same support for them. Even when we turn down the road going in the wrong direction, we are there to get each other back on the right track.

**Honorable Darlene McNamee
Co-Secretary/Treasurer**



**BYLAWS OF THE NEW JERSEY CHAPTER
of the UNITED POSTMASTERS AND MANAGERS OF AMERICA
Revised June 2017**

Preamble

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

Article I – Name

This organization shall be known as the New Jersey Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose

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

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article IV – Meetings

The annual convention of the organization shall be held at the time and city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. All chapter conventions must be completed prior to the start of the National Convention. Special meetings may be called by the president, and shall be called on the request in writing by a majority of the executive committee or on demand in writing of ten (10) percent of the paid up membership of this chapter. The chapter secretary/treasurer shall notify members of the executive committee at least ten (10) days prior to the date specified for such meetings. In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum. Robert Rules of Order shall govern the deliberations of this chapter.

Article V – Election of Officers

The officers of this chapter shall be a president, executive vice president, a secretary/treasurer, the immediate past president who shall serve for a term of one year beginning on November 1 of the year a newly elected president shall assume office, the president of the postmasters retired, editor, who together with the 3 vice presidents, shall constitute the executive committee, and the governing body of the chapter. The president and executive vice-president, shall be elected at the annual convention to serve a term of 3 years. The term of office shall commence on November 1st and will end on October 31st. The officers shall be limited to 1 consecutive term of office. The secretary/treasurer, and the other 3 vice presidents shall be elected at the annual convention in a subsequent year to serve a term of 2 consecutive years. The term of office shall commence on November 1st and end on October 31st. The secretary-treasurer may be elected to serve 1 consecutive term of office. The new executive committee shall hold an organizational meeting within 60 days of November 1st each year. Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of recommendations made by the nominating committee for determining by ballot of those present and qualified to vote in said election. If there shall be more than two nominations for any office, balloting shall continue until one candidate receives a majority of the votes cast. With the exception of the positions of President and Executive Vice President, which shall be limited to active EAS members who are members in good standing of the organization, retired postmasters, retired EAS employees and Postmaster Reliefs shall be permitted to hold office in this chapter provided they are present at the meeting where the vote will be taken and that no other active EAS member seeks the office. Any active member who is an officer of this chapter, who during their term shall resign or be removed for any cause whatsoever, from the position that qualified them for active membership, shall immediately become ineligible to hold office and their office shall be declared vacant.

Article VI – President

The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The President shall receive a budgeted allotment for their expenses. In addition, reasonable expenses for Legislative, State Convention and National Convention will be covered per approval.

Article VII – Executive Vice President

The executive vice president shall serve in the absence or disability of the president and work with the president as needed. This position will be a separately elected position and must be an active member. Should the office of the president be vacated, the executive vice president will serve the remaining term. The remaining term of the vacant position of the executive vice president shall be filled by the executive committee. In addition, the executive vice president shall serve as the Membership Chair for the chapter. It shall be their duty to promote membership for the organization, and insure that the chapter always has a strong membership. The Executive Vice President shall receive reimbursement on a case by case as voted by the executive committee.

Article VIII – At Large Vice Presidents

The At Large Vice Presidents will be responsible for the following duties:

One Vice President will serve as Education Chair. It will be their duty to work with the President in aligning training that is deemed necessary and appropriate for the membership. One Vice President will serve as the Political Action Committee (PAC) Chair. It will be their duty to handle any PAC activities within the chapter.

**BYLAWS OF THE NEW JERSEY CHAPTER
of the UNITED POSTMASTERS AND MANAGERS OF AMERICA
Revised June 2017 (continued)**

One Vice President will serve as the Legislative Chair. It will be their duty to handle legislative activity within the chapter. The above three Vice Presidents will have their duties assigned by the executive committee at the Executive Board organizational meeting. In the event of a vacancy in the vice presidential position, the vacancy shall be filled by the executive committee. The three Vice Presidents shall receive reimbursement on a case by case as voted by the executive committee.

Article IX – Secretary-Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer, and shall perform all duties commonly incident to both offices. The secretary-treasurer shall be bonded, as well as all executive members with fiscal responsibility to the organization, as provided in Article XV hereof and shall receive such compensation for their services as the executive committee may provide. The secretary-treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep an accurate and complete account of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary-treasurer, the vacancy shall be filled by the executive committee. In addition, reasonable expenses for Legislative, State Convention and National Convention will be covered per approval.

Recording Secretary

A separate position will be the Recording Secretary appointed by the Executive Committee. Minutes must be provided to the Editor in a timely manner and published either by Chapter Magazine, email distribution list, and/or by U.S. mail.

Article X – Editor

An editor may be appointed by the executive committee. At which time they become a voting member of the committee. It shall be the editor's duty to publish the official newspaper of the New Jersey Chapter of UPMA. The editor shall receive such compensation for their services as the executive committee may provide. In addition, reasonable expenses for Legislative, State Convention and National Convention will be covered per approval.

Article XI – Executive Committee

The officers of this chapter shall be a president, executive vice president, 3 at large vice presidents, a secretary-treasurer, the immediate past president who shall serve a term of one year beginning on November 1st of the year a newly elected president assumes office, the president of Postmasters Retired and editor, shall constitute the executive committee and the governing body of the chapter. It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention, it shall have direct control of all business of the chapter and its affairs, it shall be the power of the executive committee to authorize necessary expenditures; to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee. The executive committee shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the committee when in session.

Article XII – Sergeant-At-Arms

At the opening of each convention the president shall appoint a master sergeant-at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

Article XIII – National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the Chapter President. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the official minutes of the Chapter convention. The National Officer and the Chapter President must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter convention in the year that the election will take place at the National convention. **This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, paragraph 14.**

Article XIV – Bonds

Article XIV – Bonds

The President and secretary-treasurer shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved the executive committee and the premium on such bond shall be paid by the chapter.

Article XV – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XVI – Official Publication

There may be established an official publication of this Chapter, to be published up to 6 times per year. The publication will be distributed to the membership and others. The official publication will be named – Garden State Tribune. In addition, the Chapter may maintain a website for the dissemination of information. The executive committee, as the governing body of the Chapter, shall have editorial control over the official publication(s).

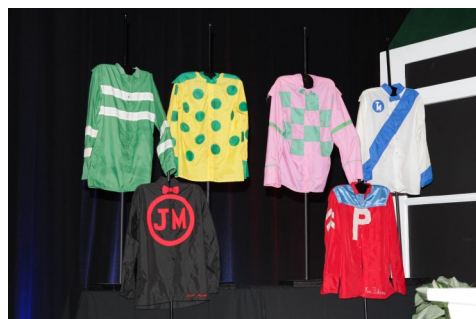
Article XVII – Amendments

All proposed amendment(s) must be submitted in writing to the Chapter president at least thirty (30) days prior to the opening of the annual Chapter convention. The proposed amendment(s) shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of the delegates present and voting. Any proposed amendment(s) shall be read at one session of the convention and voted on at a subsequent session. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.

1st Annual UPMA National Convention—Louisville, KY



August 5—10, 2017—Photos Courtesy of UPMA Photography



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

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

U.S. Senate:



Robert Menéndez (D)
(202) 224-4744



Cory Booker (D)
(202) 224-3224



Even Siri Recognizes the Importance of Employee Engagement By Melissa Lomax, Editor, New Jersey UPMA



In this ever fast passed world, where the days of a working or retired person consists of wearing many hats within our professional and volunteer organizations and families, multi-tasking to a fault, spending hours in front of “screens,” communicating via phone, text, emails, fax, Facebook Messenger, managing our employees and our households, we mustn’t overlook the “human connection” aspect in each of these scenarios. As I was driving home from work the other day, while hands-free mind you, I was directing Siri to add certain reminders for this and set specific alarms for that. When I was finished, I laughed to myself as I said, “Thank you, Siri!” And to my surprise, Siri responded with, “Your welcome Melissa Lomax. It is good to feel appreciated!” I had to smile. I try to live totally engaged, being as connected to life with my family and to each member of my professional team; although at times it can be quite exhausting. However by thanking Siri and hearing her response, wholeheartedly made me stop and think of the importance of engagement.

Whether be at work or at home, a simple verbal expression of gratitude, a note of written inspiration, a small token of appreciation, and even the gift of food, enables those on the receiving end to feel appreciated and engaged in the common goal. Whether that goal is balancing a healthy family or being accident free at work, every positive, engaging interaction between us provides for an overall feeling of purpose and direction in our lives. When we look at the bigger picture and stop to slow down long enough to really see that there is a bigger picture for all of us, is when we actually can incorporate engagement in our everyday lives and truly experience the variety of ways it can add to our overall personal, professional, and even spiritual fulfillment.

On August 6, 2017, while in Louisville, KY attending the 1st Annual UPMA National Convention as our proud chapter’s editor, our state magazine – The Garden State Tribune – was awarded “Publication of the Year” by UPMA National Office and presented at the Editor’s Luncheon by National Co-Secretary/Treasurers Dan Heins and Stephanie Jett. The decision was based on a point system with five categories and they were each scored from 1-5 points. These categories were: Cover Design, Use of Photos, Use of Feature Article Use of Human Interest Story and Overall look of the Publication. An expression of congratulations to each of the recipients of the 2017 UPMA Publication Awards! And my expression of gratitude to each and every one of you, who make our publication and our chapter “Award Winning!”



National VP East

Candidacy Announcement



**Elect
Kathleen Frame**

**UPMA
National Vice President East**

After much thought and support from several members in my great state of Pennsylvania, I would like to announce my candidacy for

National Vice President East
UPMA 2018.

I am so anxious to again be a part of the National Board working hard for the success of the mission to bring this organization stronger for the good of our members. I believe I will be a good fit due to my dedication, enthusiasm, experience, and most of all, my love and passion to serve all members of United Postmasters and Managers of America in any and all ways possible.

Association

- 2016-2017 Pennsylvania UPMA Co-Vice President
- 2014-2015 Pennsylvania NAPUS Vice President
- 2014-2015 NAPUS National Vice President, Area 4
- 2013-2014 Pennsylvania NAPUS President
- 2011-2012 Pennsylvania NAPUS Vice President
- 2010-2012 Pennsylvania NAPUS Membership Chair
- 2009 Pennsylvania NAPUS First Timers Chair
- 2007-2010 Pennsylvania NAPUS Hospitality Chair
- 1997-2004 Pennsylvania NAPUS Early Bird Chair
- 1994-1996 President, Lehigh Valley 3-Digit Group 180-183

Career

- 2012-Present Level 18 Postmaster, Neffs, PA
- 2012-Present Central Pennsylvania District Trainer, Welcome to USPS
- 2011-2012 Level 18 Postmaster, Germansville, PA
- 2010-2011 Level 20 Officer in Charge, Macungie, PA
- 2009-2010 Level 20 Finance Trainer, Wilkes-Barre, PA
- 2004-2011 Level 18 Postmaster, New Tripoli, PA
- 200-2004 Level 15 Postmaster, Germansville, PA
- 1999-2000 Level 20 204B, Palmerton, PA
- Feb.1999-Apr.1999 Level 18 Officer in Charge, Orefield, PA
- Jan.1998-Dec.1998 Level 18 Officer in Charge, Walnutport, PA
- 1994-2000 Level 13 Postmaster, Cherryville, PA
- 1992-1994 Level 15 Postmaster, Green Lane, PA
- 1990-1992 Full-Time Clerk, Lehigh Valley, PA
- 1987-1990 Part-Time Flexible Clerk, Allentown, PA
- 1986-1987 Full-Time Clerk, Canton, OH
- 1985-1986 Part-Time Flexible Clerk, Canton, OH

Special Achievements

1991 - Most Dedicated Employee, Finance Manager, Lehigh Valley, PA

1986 - Most Valuable Employee, Manager Distribution Operations, Canton, OH

Personal & Community

Presently, I am the lucky mother of two wonderful sons - Shawn, a licensed electrician, and Steve, who works for Allentown Pipe Fitters. These two along with my son, Sam (RIP), have given me so much joy, as well as my nine grandchildren, who light up my life daily: Matthew - 13, Nicholas and Sam Jr. - 11, Kassidy and Campbell - 10, Christopher - 8, Finnegan - 7, and the twins, Braxton Samuel and Grayden Thomas, who will soon be 5.

- 2012 Special Appreciation Days, Neffs, PA
- 1998 Memorial Day Float, Walnutport, PA
- 1994-2000 We Deliver Program, Lehigh Township School Cherryville, PA
- 1994-2000 Quality Work Life (QWL), Team Member
- 1994-2000 Ask the Postmaster, Town & Country Gazette, Walnutport, PA
- 1995 Special Community Cancellation, Cherryville, PA



PM18066@yahoo.com

484-294-7440

National VP East

Candidacy Announcement



Elect
Peter Urbani
UPMA
National Vice President
for the East Area

I am excited to announce my candidacy for National Vice President for the East Area. I possess many assets that would make me a great addition to the UPMA Executive board. I'm enthusiastic, caring and willing to put our greatest asset, the members, at the forefront no matter what I'm doing. I have the will, the drive, and the passion to be an effective leader in the organization.

Career

- 2017-Present Managing Partner, City Carrier Academy
- 2013-Present Postmaster Waterford, CT EAS 21
- 2012-2013 Postmaster Wakefield, RI EAS 21
- 2008-2012 Postmaster Stonington, CT EAS 20
- 2007-2008 OIC Mystic, CT EAS 20
- 2002-2007 Supervisor Shelton, CT EAS 17
- 2001-2002 Distribution Clerk Monroe, CT
- 2000-2001 City Carrier Bridgeport, CT

Association

- 2017-Present President Elect CT UPMA
- 2016-Present Co-President CT UPMA
- 2015 NAPUS National Vice President Area 2
- 2013-2016 President CT/RI NAPUS
- 2012-2013 President RI NAPUS
- 2011 Scholarship Committee CT NAPUS
- 2008-2012 Convention Committee CT NAPUS

Education

- 1996 Bachelor of Science (Business Management)
University of Miami

Special Achievements

- Postmaster of the Year 2014 CT/RI NAPUS

Personal & Community

A lifetime resident of the state of Connecticut and happily married to my wife Tristen for ten years. She has supported me from the beginning, both in my USPS career and UPMA journey.

- 2015 Speaker at the Waterford Rotary Club
- 2013 First Day of Issue Ceremony Pt. Judith Lighthouse Stamp Narragansett, RI
- 2013 Pictorial Postmark Narragansett, RI
- 2012 Pictorial Postmark Stonington, CT



Email: purbani@aol.com



Phone: (203) 640-4909



Registration Form

UPMA 2018 Legislative Advocacy Days

Feb. 26-27, 2018
Renaissance Arlington Capital View Hotel

You also may register online at www.unitedpma.org



Please note: one attendee per registration form.

Name (as it should appear on your badge): _____

First Name _____ Last Name _____

Title (please check one that applies): Postmaster Postmaster Retired Associate Member Guest
 Supervisor Station Manager District Employee Area Employee PMR

Post Office You Represent: City _____ State _____

Name of your congressman or congresswoman (not senator): _____

Your Mailing Address: _____

City _____ State _____ ZIP _____

Daytime phone: _____

Email: _____

Registration Fee: (please circle fee that applies)	Registration
On or before Feb. 1, 2018	\$25
After Feb. 1, 2018	\$50

Payment (Payment in full, using one of the following payment options, must accompany this form; payment is non-refundable):

- Check payable to UPMA
- Visa/MasterCard only

Card Number _____

Expiration Date ____ / ____ Card Security Code _____

Signature _____

Please mail completed forms, with payment in full, to:

UPMA Legislative Advocacy Registration
8 Herbert St.
Alexandria, VA 22305-2600





2nd UPMA National Convention

July 21-27, 2018

Official Registration Form

Registration also available at www.unitedpma.org

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

First Name: _____ Last Name: _____

Title: _____
 Postmaster First Name (for your badge): _____
 Supervisor Post Office You Represent City: _____ State: _____
 Manager Your Mailing Address: _____
 OIC _____
 Associate City: _____ State: _____ ZIP+4 _____
 UPMA Retired _____
 Spouse Cell Phone: _____
 Guest E-mail: _____

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

Convention Registration (only one person per form):

Please circle the appropriate fee:

	8/10/17- 12/31/17	1/1/18- 2/28/18	3/1/18- 6/15/18	After 6/15/18
Postmaster/Manager/Supervisor/ OIC/Associate	\$190	\$215	\$240	\$265
UPMA Retired or Guest* (UPMA Retired Luncheon included)	\$167.50	\$186.25	\$205	\$223.75
Auxiliary/Spouse/ UPMA member Guest (Does NOT include UPMA Retired Luncheon)	\$142.50	\$161.25	\$180	198.75

Children (17 and under) \$75; includes child's meal at the Grand Banquet.
 *UPMA Retired member may have one guest (not an active UPMA member) register for the same price.
 Grand Banquet: July 26, 2018

Payment Information

Convention Fee: \$ _____
 _____ Additional tickets for UPMA Retired Luncheon @ \$25 each \$ _____
Total Payment: \$ _____

Check payable to UPMA
 Visa/MasterCard
 Card number: _____
 Card security code: _____ Expiration date: _____
(3- or 4-digit code imprinted on card)
 Signature: _____

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

Questions? Call 703-683-9027

Reno, Nevada

Hotel Reservation

UPMA has a special rate at the convention hotel beginning Sept. 1, 2017. 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, 2018.** 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 June 1, 2018, or all rooms in the block are sold, whichever comes first.

Nugget Casino Resort
 1-800-843-2427
 \$90—single/double/triple/quad

Be sure to request the UPMA 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, 2018, for 75 percent refund; and by May 1, 2018, for 50 percent refund. No refunds after June 1, 2018. These dates will be strictly adhered to; exemptions may be made with approval of the UPMA co-presidents.



Retirees' Corner

Honorable Ted Stirling, State President



I hope everyone had a great summer. Since the last Garden State Tribune issue many things have happened. On July 20th the NJ UPMA Retirees held their picnic/luncheon at The Captain's Inn in Forked River. The picnic was held indoors due to the 95 degree temperature outside. We all had a great time of fellowship, food and catching up with each other.

Rather than fly, my wife, Connie and I, decided to drive to Louisville. We left

NJ on August 4th and enjoyed a scenic drive through NJ, PA, WV, OH and KY. The first day was a washout! It began raining lightly around noon. While entering the PA Turnpike the rain came down in sheets. We couldn't see more than 50 feet and all of the traffic was doing 20 mph. After about 20 minutes of this the storm passed and travel became normal. We couldn't believe all of the road construction going on. Every few miles there were lanes closed and bridges being built. We stopped for the night in OH and the next day finished the trip to Louisville

Checking in at the hotel meant standing in a line for about 30 minutes because it seems that almost everyone arrived at the same time. Talking with others made the wait seem shorter. Over 1,200 UPMA members and guests attended the 1st Annual UPMA National Convention in Louisville KY from August 5 - 10th. The NJ delegation of 22 included active members, retirees and guests.

Retiree business meetings were held on Sunday and Monday. This included reports from the various retiree officers such as membership and legislation. HR 756 was discussed at length. Hopefully this legislation will become law before the end of this Congressional session. Jack Wilkens was elected UPMA Retiree President and Rodney Boland was elected Retiree Vice President, to assume their positions on November 1st.

On Monday we were welcomed to Louisville by a three piece band consisting of a fiddle, a bass and a banjo. After this entertainment we were greeted by a high school band and the official bugler from Churchill Downs. The business session lasted until around noon.

Postmaster General Megan Brennan and Chief Operating Officer David Williams addressed the attendees on Tuesday at the general session. They also fielded questions from the audience. They were both very informative and thanked the active members for their work and also thanked the retirees for their dedication and for paving the way for the active members

On Tuesday evening the New Jersey delegation held our "State Dinner" at 8UP, a steak house on 4th Street. We all enjoyed our meals and interaction with one another. We also had our caucus to vote for time and place for 2019.

Wednesday was the final day of the convention. Reno, NV was selected as the site of the 2019 convention. Elections were held for the active Area Vice Presidents. Newly elected officers were sworn in and our own UPMA State President Elect, Dave Sparano, closed the convention with a song. Great job Dave!

The grand banquet on Wednesday evening was enjoyable. We feasted on surf & turf. Attendees were asked to dress in "Derby attire" for the event. I saw a number of "Kentucky Colonels" and I think I even saw a couple of Colonel Sanders! A photographer was taking photos giving 3 backgrounds to choose from. Most of us took advantage of it as it was part of the banquet. One more souvenir from the trip.

On Thursday morning we said goodbye to Louisville and started home. We stopped over night in PA and arrived home safely on Friday afternoon. It was quite a convention and I believe that most people had a wonderful time.

Hope to see you at the next meeting. Remember, if you know of any postmaster or manager getting ready to retire make sure you mention UPMA and give them the email address, www.unitedpma.org. Tell them they can print an 1187-R from the retiree pages and join us. There is strength in numbers, and we need each and every one.



Notes from the Gypsy PM

Honorable Debbie Stubbs, Retired

Wow! What a GREAT way to start off a month of traveling! Attending the 1st Annual UPMA Convention in Louisville KY! It was super seeing all you folks from NJ! I really enjoy catching up with old friends and making new ones. Although it was my 35th National Convention it was the 1st with UPMA. Thanks to Bernadette to make sure us retirees got transportation to our state dinner! I never realized how nice the city of Louisville is. Such a pleasure to walk around and such friendly people. There was even a room at the Galt House that was named after a Governor in Kentucky, Louie Nunn. Wonder if he was any relation as that's my maiden name?

I was home for 9 days and left for Portland OR to meet a Facebook friend from Holland. He's an eclipse chaser and flew to San Francisco to meet with a mutual friend who was taking him around the west to visit a lot of sites on his "bucket list" for a month. Jan (our mutual friend) and her husband spend the summer months in San Francisco and the winter in St. Pete Beach. They both invited me to join them to see the total eclipse and I spent 4 days in Woodburn OR with them. The eclipse was absolutely spectacular!! We were right on the line of totality, parked at a high school that opened their gates and fees for a nominal fee, would you believe \$5.00 per car load? It was really eerie right before and during totality! First the birds headed for their nests (we were surrounded by farm land), and crickets started chirping. The temperature dropped 7 degrees (yeah, it was measured) and a breeze kicked up. I've seen a lot of awesome things in my life but I don't think anything will ever beat this!

Home again for a week and then left for Aruba. Frank and Gail Erm were kind enough to invite Kathy and I to join them for a week. We rented a 4 door Jeep Wrangler one day and drove around the island. The island's not that big - 19 miles long x 6 miles wide and yet we drove close to 300 miles! We were keeping an eye on Hurricane Irma as

it was going closer and closer to Florida. There's a constant breeze in Aruba, which is really necessary as it's only 12 degrees north of the Equator and 15 miles north of Venezuela, but that breeze was sucked away by Irma on Thursday & Friday.

To get a cheaper airfare I flew from Tampa to Atlanta then to Aruba round trip. Amazing! I had to go north to go south! It all worked out as Kathy and I were on both flights together.

arrived home @ 1:30 AM and started unpacking. It felt good to be home after taking 12 flights in less than a month!

I set the alarm to get up early the next morning as I needed to move everything from my two porches. What a job! I dug out my transistor radio and batteries and started saving ice. Three different neighbors stopped by to see if I needed anything and invited me to their houses if I needed food, water or if I was too frightened to stay by myself. I was ready! I DON'T THINK SO!!! I may have been prepared but I sure was NOT ready for the moaning and keening of the winds and the movements of the trees I saw through the blinds of my back and side windows!! The only thing that helped was reading a book which took my mind off the storm and the havoc it was wrecking. That is, until midnight, when the power went out! It was off for 17 hours and came back on around 5PM Monday. Thank the good Lord I had no damage and just a mess of branches, limbs and leaves to clean up. There was no flooding in my area and the 17hours without power was a slight inconvenience, Some of my friends finally got their power restored on Saturday - 6 days later! I just thank God that Irma became a Category 2 before it hit us. I don't know what a Category 4 would of been like and I really don't EVER want to find out!



**BYLAWS OF THE NEW JERSEY CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED
Revised June 2017**

Preamble

The purposes for which this Chapter is organized as a part of the national organization, United Postmasters and Managers of America (UPMA) Retired, shall be to promote, assist and instruct retired Postmasters and Managers in all areas of personal and related items of interest or concern and to work cooperatively in the advancement of national UPMA Retired aims and goals.

Article I – Name

This organization shall be known as the **NEW JERSEY** Chapter of United Postmasters and Managers of America (UPMA) Retired.

Article II – Membership

Any person as designated by the UPMA Retired Bylaws to be a member of the national Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its conventions.

Article III - Meetings

The Annual Convention of this Chapter shall be held in conjunction with the UPMA **NEW JERSEY** Chapter Annual Convention. Special meetings may be called by the President, and shall be called on the request by a majority of the Executive Board or on demand in writing of ten (10) percent of the paid up membership of this Chapter. The Chapter Secretary shall give notice of meetings to members of the Executive Board at least ten (10) days prior to the date specified for such meetings. In any convention of this Chapter, all members who are present and registered for the convention shall constitute a quorum.

Article IV – Election of Officers

Section 1: The elected Chapter officers shall be a President, a Vice President, a Secretary and a Treasurer.

Section 2: The President, and Vice-President, shall be elected at the annual Chapter Convention to serve a term of **TWO** years. The term of office shall commence on **NOVEMBER 1** and will end on **OCTOBER 31**. The officers shall NOT be limited to number of terms of office. The Secretary and Treasurer shall be elected at the annual Chapter Convention in a subsequent year to serve a term of **TWO** years. The term of office shall commence on **NOVEMBER 1** and will end on **OCTOBER 31**. The Secretary and Treasurer shall NOT be limited to number of terms of office.

Section 3: The election of officers shall be conducted at the annual Chapter Convention. Candidates to be elected to respective offices must be present when their name is placed in nomination. Members in good standing who are registered for the annual Chapter Convention and present when ballots are cast are eligible to vote in Chapter officer elections. Elections shall be by majority vote cast by ballot. In the event that no majority is reached, the two candidates with the most votes will compete in a run-off election. Where no contests exist, election may be by acclamation.

Section 4: Additional or other nominations may be made from the floor, if seconded and approved, and shall be included with the list of candidates presented by the nominating committee.

Article V – President

The President shall preside at all meetings of the Chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the Executive Board and appoint all committees for the proper handling of the business of this Chapter and in general perform such duties as may pertain to the office. The President shall receive such compensation for their services as the Executive Board may provide.

Article VI –Vice President

The Executive Vice President (if so named) shall serve in the absence or disability of the President and work with the President as needed. This position may be a separately elected position. Should the office of the President be vacated, the Executive Vice President will serve the remaining term. This would not exclude that person from seeking a full elected term as President. The remaining term of the vacant position of the Executive Vice President shall be filled by the Executive Board. In addition, the Executive Vice President may serve as the Membership Chair for the Chapter. It shall be their duty to promote membership for the organization, and insure that the Chapter always has a strong membership.

Article VII – At Large Vice Presidents

(~~~WE CHOOSE NOT TO USE THIS POSITION AT THIS TIME~~~)

If more than one Vice President is elected by the Chapter, the At Large Vice Presidents may be assigned the following duties:

Section 1: One Vice President may serve as the Bylaws Chair. It will be their duty to receive, evaluate, and recommend for official action all proposals for amendment of the Bylaws.

Section 2: One Vice President may serve as the Legislative Chair. It will be their duty to handle legislative activity within the Chapter.

Section 3: In the event of a vacancy in the Vice President position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Vice-President.

Article VIII - Secretary

Section 1: The Secretary shall take the minutes of meetings, handle correspondence, and make reports as required and other duties as assigned by the President and shall receive such compensation for their services as the Executive Board may provide.

Section 2: In the event of a vacancy in the Secretary position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Secretary.

**BYLAWS OF THE NEW JERSEY CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA RETIRED
Revised June 2017 (continued)**

Article IX – Treasurer

Section 1: The Treasurer shall keep all financial records; have custody of all funds; deposit and withdraw them upon approval of the President and shall keep accurate and complete accounts, vouchers and receipts, provide a financial statement at the annual meeting of the Chapter and perform other duties incident to the office of Treasurer.

Section 2: The Treasurer shall be bonded as required and approved by the Executive Board and shall receive such compensation for their services as the Executive Board may provide.

Section 3: In the event of a vacancy in the Treasurer position, the vacancy shall be filled by the Executive Board. This would not exclude any person, filling an unexpired term, from seeking a full elected term as Treasurer.

Section 4: The offices of Secretary and Treasurer may be combined and all duties will then be assigned to the combined position.

Article X – Executive Board

Section 1: The officers of this Chapter shall be a President, a Vice President, a Secretary and a Treasurer. The Chapter officers will decide whether or not to include the Immediate Past President, who shall (if included) serve a term beginning on the first day a newly elected President assumes office. These officers shall constitute the Executive Board and the governing body of the Chapter.

Section 2: It shall be the duty of the Executive Board to carry out the orders of the Chapter as expressed in the convention, it shall have direct control of all business of the Chapter and its affairs, it shall be the power of the Executive Board to authorize necessary expenditures; to audit all accounts; approve the expenses of the officers and in general perform all the functions ordinarily attached to such committee. The Executive Board shall have full control of the affairs of the Organization between conventions.

Section 3: The Executive Board shall have the power to remove any of its members for good and sufficient reason by two-thirds (2/3) vote of the board when in session.

Article XI – Sergeant-At-Arms

(~~~WE CHOOSE NOT TO USE THIS POSITION AT THIS TIME~~~)

At the opening of each convention the President shall appoint a Sergeant-at-Arms Chairperson and the necessary assistant Sergeants-at-Arms. It shall be their duty to maintain order and perform such other duties as designated by the President.

**Article XII – Bonds
(OPTIONAL)**

The Treasurer will be required to be bonded in the amount deemed sufficient by the Executive Board, said bond to be executed by a surety company approved by the Executive Board and the premium on such bond shall be paid by the Chapter.

Article XIII – Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article XIV – Parliamentary Procedure

Robert's Rules of Order Newly Revised shall govern the deliberations of the proceedings at any session of a UPMA Retired Chapter Convention or other meeting of this Organization, except that where any provisions of these Bylaws are inconsistent or in conflict with Robert's Rules of Order Newly Revised, then these Bylaws shall prevail.

Article XV – Amendments

All proposed amendment(s) must be submitted in writing to the UPMA Retired Chapter President at least thirty (30) days prior to the opening of the annual Chapter convention. These Bylaws may be amended at any convention of the UPMA Retired Chapter by a two-thirds (2/3) vote of the delegates present and voting. These amendment(s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.

Article XVI – STANDING RULES

Standing Rule #1

Should there be no candidates for any position, the person in that position may remain in that position for that year.

Standing Rule #2

The President shall be reimbursed an amount to be determined annually by the Executive Board to offset the cost of his/her attending the LEADERSHIP CONFERENCE.

Standing Rule #3


NJ STATE CONVENTION REGISTRATION shall be reimbursed annually for the following officers:

1: President 2: Vice President 3: Secretary 4: Treasurer

The STANDING RULES may be changed or modified should our financial standing make it necessary. One copy of this memo will be printed in the **GARDEN STATE TRIBUNE** and a reading will be made at our August Meeting. Please make every effort to attend our Quarterly Meetings and help build a strong, active organization.

Ted Stirling, President
United Postmasters and Managers of America (UPMA) Retired

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		UPMA PAC CONTRIBUTION CARD	
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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			



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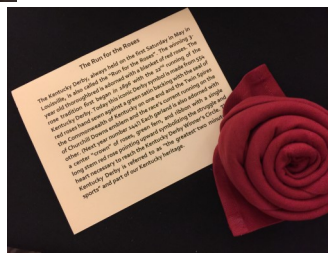
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1st Annual UPMA National Convention—Louisville, KY



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Members can submit change of address updates online at www.unitedpma.org. To log in, you will need your membership ID (located directly above your name on the UPMA Leader) and your last name. Go to Update Names and Addresses, then Edit Your Record.

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CONGRATULATIONS, EMIL!

Emil Cimorelli's Retirement Party Celebrated his 40-year Postal Career! "Emil's career stands as a shiny example of what a life in the postal service could and should be and I am truly honored to call him a friend, mentor, and Dad." ~ Honorable Daniel Cimorelli

