

UNITED POSTMASTERS AND MANAGERS OF AMERICA
GARDEN STATE TRIBUNE

2017 Publication of the Year



H.R. 756 & Senate Postal Bill 2629

INSIDE THIS EDITION:

Legislative Advocacy Summary



NJ UPMA State Convention Registration



Southern Officers Conference Registration



Who was Airmail Pilot Bill Hopson?

NJ UPMA State Convention

May 29—31, 2018

Bally's Hotel & Casino, Atlantic City, NJ

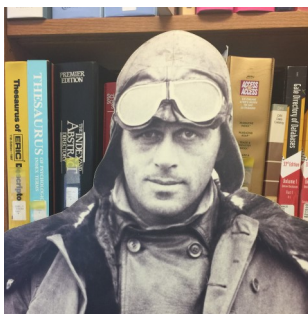
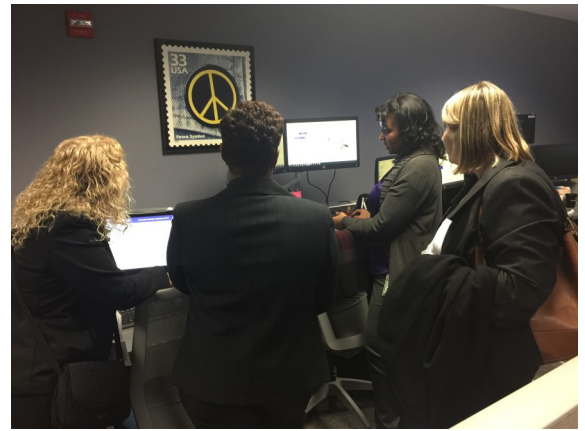


UPMA National Convention

July 21—27, 2018

Reno, Nevada

New Jersey UPMA Social Media & Library Tour U.S. Postal Headquarters, Washington, D.C. Tuesday, February 27, 2018



**NJ UPMA Thanks Nick Sucich, Robin Lanier, Ronald Don,
& Steve Kochersperger at Postal Headquarters for your #PostalProud hospitality!**



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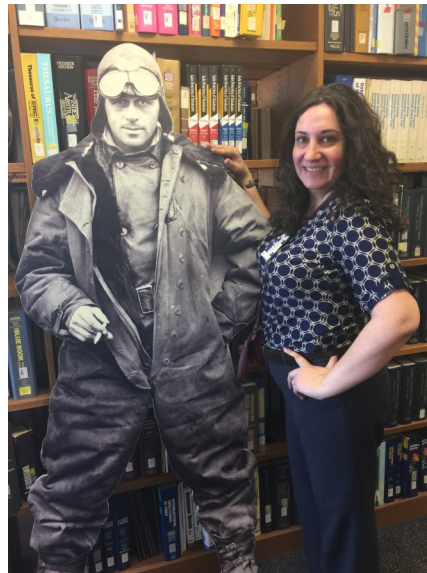
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Welcome to Volume 2, Issue 2!

Less than a month after our journey to Washington, DC for our 2nd Annual UPMA National Legislative Advocacy Summit, to revisit the urgent need for the bipartisan supported bill of 2017, H.R. 756, with our members of Congress and their aides, news sprung up regarding the Postal Reform Act of 2018, S. 2629, which was introduced on March 22, 2018.

Whether be by fate, coincidence, synchronicity, or the act of happenstance, I am of the mindset that our advocacy by over 300 UPMA members from throughout the country truly made a difference and our efforts enabled postal reform to move along in the right direction. I remain hopeful that change will happen in the next few months. Stay tuned and get involved!



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 or the United States Postal Service.



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President's Message

Honorable Dave Sparano,
Postmaster West Caldwell



Meagan. Congress. Rita.

MEGAN.

As I write this article I am sitting in Oklahoma at the NCED in Norman where I am attending week 8 of the Management Essentials for the Field Leadership Program. Last month was very productive. I and many of your fellow managers went attended the legislative advocacy days in Washington, D.C. While there, we were briefed by both the Postmaster General and the Deputy PMG regarding our financial shape and where we needed to push for legislation. Postal mangers cannot lobby congress, but we as an organization can. As is her style, PMG Brennan spoke in an honest fashion, commending us for our successes, but explaining there was more

to do. Afterwards she had time for questions. I was able to get to a microphone and first tell her how much we appreciated all of the leadership training that she has made available to us. I then told her about the disconnect between what Postal Headquarters' vision is and what is filtered down to the field. I told her that the engagement we are being taught is not always the engagement we are receiving. I suggested that perhaps the MEFL class should start with the AVP's.

CONGRESS.

After we were briefed by the UPMA leadership, we hit Capital Hill for a day of going door to door to tell our congress people and/or their aides just what the postal service will need to survive going into the next decade and beyond. We need a postal bill that makes financial sense, while being fair to postal employees. We need regulatory reform in the areas of benefits and product offerings. We need overpayments applied to reduce and eliminate our debt. We need ACTION NOW! Recently the Post office defaulted on a \$6.8 billion dollar pension payment. The first such payment they have ever missed. Cash is tight and the PMG rightly decided to retain cash in order to run the business. For the most part we were greeted cordially, if not warmly. We received a lot of "nodding heads" and "yes we understand," but few promised to push the other side for the passing of this bipartisan bill. There was, as always, the blame the other side approach. This needs to change and our PAC donations will help to support those that help move our cause forward.

RITA.

Finally I want to mention Rita. If we had Rita on our retail windows we would never have a line. She is a transit worker in DC and took pity on a bunch of out of place New Jersey Postmasters who were clueless as to how to buy metro cards. Rita took over. Within 3 minutes 10 of us had the fare we needed to be on our way. A big thank you to Rita! Many of our employees go the extra mile daily as well. Don't forget to thank them. I hope to see everyone at the state convention in May.

(Past President's Message, continued from page 5)

We will become Marlow in Conrad's "Heart of Darkness" witnessing the passing of Colonel Kurtz. The flies will symbolize our slow decay and disintegration, before we, like Marlow, will flee because the inevitability of death is too much for us to bear. We will be forced to confront the reality when the servant emerges to inform Marlow of Colonel Kurtz's demise.

"Mistah Kurtz – he dead."

So, either we take up the mantle for Ms. Brennan and write our Congressman and Senators, or we can sit back, do nothing, and have the audacity to complain when the entire tower crumbles all around us.

Save the
DATE

Just a friendly reminder that the UPMA State Convention will be held on May 29, 30, & 31, 2018 at Bally's Hotel & Casino, Atlantic City, NJ. Mark your calendars!

Past President's Message

Honorable Gordon Strater,
Postmaster Somerdale



I am reminded of the quote by Czar Nicholas of Russia prior to the beginning of the first World War. He was commenting on the rapid decline of the once mighty Ottoman Empire. He referred to them as "the sick man of Europe." Unfortunately for all of us, the Postal Service has become that "sick man". Our revenue losses are staggering as they measure in the billions of dollars. Take into consideration also that our mail volume has seen an unprecedented and precipitous loss in volume – probably somewhere in the range of 1.8 billion pieces. Couple those two things, and it is not difficult to see that unless something changes, we have a couple of seats on the Titanic. It's just a matter of time before we go down with the ship. Something must change, and it must change fast.

How often have we heard Megan Brennan, our PMG speak of finances? In my experience many people have heard so many people speak concerning our finances that they have become calcified to its message. In short, people tune it out. All too often people simply refuse to believe the direness of a situation until it is too late. They simply believe that life will continue as always. Rome is about to be sacked by the Gauls, and we are too busy feasting.

I have had the privilege of speaking with Ms. Brennan on several occasions. What I find most appealing about her is her absolute genuineness. She really cares for people. The last time we spoke was at the Postal Museum in Washington D.C. She asked me how I was doing. Her first words upon talking to me were to see how I was doing. It wasn't anything related to the Postal Service. It was about how I was doing. That's what I meant about her genuineness. I sighed heavily, and told her about my father's ill health. There was an immediate pained expression on her face, and she reached out to me, laid her hand on my forearm and said how deeply sorry she was to hear of it. I haven't forgotten it. More than anything else, her first reaction was empathy. It had nothing to do with the Postal Service, or anything else we could have possibly been discussing. It was about me as a person. For me, that's the epitome of Employee Engagement. I cannot fathom the weight upon her shoulders as she tries to make the case for Postal reform. It's a weight that must seem unbearable at times, and yet her first reaction is always about a person's welfare.

What all of us must do is to take up the mantle for her, and to write our Congressmen and Senators about the dire circumstances in which we find ourselves. What I find absolutely apoplectic is that Congress seems oblivious to the situation. The Postal Service is one of the largest employers within the United States, and yet Congress is too busy feuding with themselves to really take note of what really matters - the one entity that touches base with every household in the United States every single solitary day, sometimes on Sundays, too. In short, we seem to have been relegated to the lowest position on the totem pole, so to speak. That must change if we are to survive. We need to write to them and voice our support for H.R. 756, a bill that will save us \$29 billion in projected savings in the next five years. Whenever I tell people to write their Congressmen and Senators, I am sometimes met with eye rolls. People seem unaware of how ominous the situation really is. We have to try to make a sightless Congress actually see. Abraham Lincoln once said, "The probability that we may fail ought not to deter us from the support of a cause we believe to be just." Whether or not we fail in our endeavor should not prevent us from doing it. Unless we get them to listen, Ms. Brennan may be forced to go down a road none of us wants. Status quo is not an option any more.

"And all winds go sighing, For sweet things dying." --Christina Rossetti

No entity can continuously sustain the losses we have. Christina Rossetti wrote of an early, untimely death. For the first time in my career, I am deeply worried. The cost of sustained immobility on our part will only facilitate the death of the Postal Service as we know it, and we will only have ourselves to blame. (Continued on page 4)

"You cannot escape the responsibility of tomorrow by evading it today."
-Abraham Lincoln

Executive VP/Membership Chair

Honorable Bernadette Puodziunas,
Postmaster Wildwood



Happy Spring NJ UPMA Members! I am writing to ask you to please read section 650 of the ELM Non-bargaining Disciplinary, Grievance and Appeal Procedures, of the ELM Employee Labor Relations Manual.

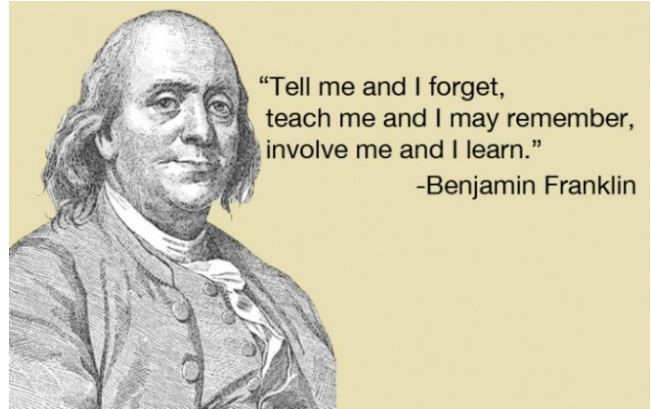
Why you may ask? Because I see too many newer higher level managers writing up Postmasters, Managers, and Supervisors for things that should have been a teaching experience and not punitive.

Sometimes we see "punishments that don't fit the alleged crime" and that does nothing but disengage the employee and the other employees they speak to. We have seen seasoned Postmasters, Managers, and Supervisors go from being totally engaged to totally disheartened, and disengaged, when from an outsiders view there is definitely a personality conflict of some sort.

Regardless of a specific personal feeling managers may have of an employee, all your employees need to be treated equally and all managers must stay professional at all times. Reach out if you are having issues.

Don't ever be embarrassed by being called down for an Investigative Interview. If you are, be certain to take a representative.

Don't ever let someone mistreat or disrespect you to the point of where you are getting yourself sick



over coming to work. STOP any mistreatment or disrespect in a professional manner; nothing ever comes of vindictiveness.

Know your rights and don't be afraid to take the appropriate steps to ensure mutual respect. We have all worked too hard to get where we are to let someone take that away from us.

★ **THREE DOG NIGHT** ★

Three Dog Night Band will be in concert performing at the Nugget Casino Resort on Friday, July 20th! Anyone that is a fan and going to be in Reno before the convention may want to check it out. The website is www.nuggetcasinoresort.com. Click the Entertainment tab, then shows, then scroll down to July 20, and there you are! Just click on the link for tickets to buy on-line. The show will definitely be a sell-out, so don't delay. There are three prices available for seating ranging from \$30 - \$67. Why not start the convention with a bang!!! Tickets to the general public go on sale Friday, March 16th.

NEW NUMBER FOR NUGGET HOTEL IN RENO: from Gerri Swarm

The Nugget Hotel in Reno has a new telephone number for making reservations to attend the National Convention. Nugget Casino Resort, 800/648-1177, GROUP CODE: GUPMA18

TOURING RENO:

Gerri Swarm has provided us the link for registering for the UPMA tours in Reno in July. Remember, you can tour all day on Tuesday and never miss a thing with convention! Your National Executive Board built the day into the convention block so you can enjoy the area amidst convention meetings, etc. Take a minute to register before the tours sell out! <http://www.conventionactivities.com/page5>

VP/PAC Chair

Honorable Darlene McNamee,
Postmaster Clayton



I thought about talking about our recent trip to Washington, but feel that most articles this issue would be of the same. So instead I'm going to present a challenge to you. I challenge you to not only attend our state convention, but to participate, be there and get involved. There have been many changes, and there are more to come. We have new faces in management and most I will admit are ones I don't even know or can't put a face to the name. Come out to Atlantic City and meet your fellow coworkers. Most of us are looking for someone who can understand the issues and crises we are dealing with day to day. Find out how it is that some handle these issues and network with your fellow managers. You may come up with ways to help with time management, labor issues, etc. Best part is that we have an awesome dinner planned at Carmine's, of which no one wants to miss out on, it's phenomenal. So come out, bring a friend, and meet new ones. Hope to see you there!



Just a friendly reminder...
UPMA NJ State Convention Dinner
at Carmine's Atlantic City, NJ
Wednesday, May 30, 2018
5 pm—6 pm—Cash Bar
6 pm—Family Style State Dinner

Hope to see you there!

NJ UPMA Members Out and About in Their Communities



Left Picture: Wildwood PM Bernadette Puodziunas, Cape May PM Peggy Clifford, Cape May County Chamber of Commerce Communications & Events Director Brigitta Faragasso, Avalon PM Melissa Lomax, and Rio Grande OIC Cheryl Foster at the Chamber's March 1, 2018 Women in Business Conference. Right Picture: Wildwood PM Bernadette Puodziunas, Avalon PM Melissa Lomax, SJ District Business Development Specialist Judy Caldwell, Postal Inspector Alex Sylvester, Cherry Hill Supervisor Russ Carmody, Rio Grande OIC Cheryl Foster, and Cherry Hill OIC Bill Gleason spoke at the Katz Jewish Community Center in Cherry Hill, NJ during National Consumer Protection Week on March 9, 2018.

Postmaster Representation

Honorable Butch Belanger
Postmaster Retired



If you haven't seen it yet then you haven't opened your eyes. This is 2018, a new year for us, and it has just begun. The players are different and the game plan has changed. The "job" as we always say is not getting any easier. The role of a Postmaster is much more hands on these days, more so then it used to be. We have a much different work force and they need to be mentored and trained in order for us to get the best results from them. We have to develop a much stronger emphasis on TEAMWORK and let our people know we truly appreciate their efforts. It is a much more diverse workforce than in past years, younger and hopefully brighter. Hopefully their dedication is there, but it takes more from us to bring it out of them. This is going to be another year where numbers mean more than they ever have. This is why we as Postmasters need to stay strong and work together. If you need to know how an office is achieving

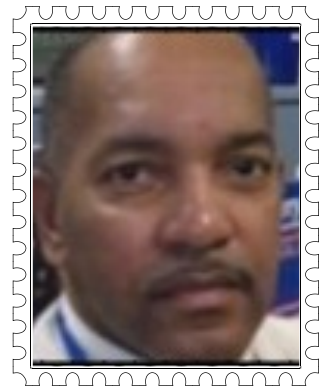
a certain goal while you are struggling, give that PM a call and find out what he or she is doing to make that goal. This is the very essence of networking. We are all on the same team so why not work better and smarter together? I look forward to 2018 and interacting with you, if you should require my assistance as a PM Rep. Stay strong, connect with each other, and constantly strive to do the right thing. As always, my contact information is listed on the inside front cover of this publication. Please contact me regarding any issue you may have if you have received any disciplinary action, or feel you may shortly be receiving such action.

Chaplin's Corner

Honorable Prescott Butler
Postmaster Retired

If March comes in like a lion, it will go out like a lamb.

Is there any truth to this saying? While many old sayings are based on careful observations and turn out to be quite accurate. Others are merely fairytales or beliefs of the people who came before us. With March weather being so unpredictable, in which we can see warm spring-like temperatures or late-season snowstorms, you can understand how this saying might hold true in some instances. We can only hope that if March starts off stormy it will end on a calm note, but the key word is *hope*. I don't know about you, but it's late-March and the winter doldrums have long overstayed their welcome. Whether March is calm or stormy we know for certain Spring is on the way. Spring is the time of year where we look forward with great expectations of warmer weather and times of outdoor fun. The warm weather of spring brings that awesome moment when you get to say goodbye to the sweaters and bulky coats. And when Spring is here, we know that summer is soon to follow. No matter how long or cold the winter may be, Spring is a reminder that life thrives. We usually associate spring with renewal, new beginnings and growth. What other season can be better for making new plans, new hopes and fundamental changes in our lives than spring? During the spring we usually clean our houses from the things we don't need or use, as well as clean our thoughts from useless worrying and doubts. Spring is a time of beauty and love as the flowers begin to bloom. It is the time of becoming a better you with fresh insights as your mind blossoms with new possibilities. A quote by *Gary Zukav* tells us "The spring wakes us, nurtures us, and revitalizes us." How often does your spring come? If you are a prisoner of the calendar, it comes once a year. If you are creating authentic power, it comes frequently, or very frequently." So, let's do like our clocks-and spring forward into the wonders that await us every day.



"The spring wakes us, nurtures us, and revitalizes us." - Gary Zukav

Editor's Message

Honorable Melissa Lomax
Postmaster Avalon



Ahh...the smell of a bipartisan bill to stabilize and improve the United States Postal Service is in the air, alongside the sights and sounds of spring...

Welcome to the spring edition of our award winning magazine – The Garden State Tribune! I must admit that when NJ UPMA members are on a mission, “no stone goes unturned” and every opportunity is facilitated with the best interest of the entire membership in mind. This is the perfect expression, truly reflective of our attendance at this year’s 2nd Annual Legislative Advocacy Summit.

To start, on Monday, February 26, we were addressed by Postmaster General, Megan Brennan, and Deputy Postmaster General, Ron Strohman, on how vital the Postal Reform Bill is to the repair of our organization. We were then educated about and updated on the current status of H.R. 756 in a private venue at the Capital Visitor’s Center. Approximately 300 united UPMA members sat amongst

their states to listen as our honorary speakers outlined their supportive platforms of the bipartisan bill. We mingled with one another during the break, and reviewed our scheduled visits to the Hill the following day.

We spent the entire morning until early afternoon on Tuesday, February 27 meeting with our respective congressional district’s members and their aides. We clearly outlined the points made on our Legislative Advocacy Summary, which you can find in its entirety on pages 18 and 19 in this edition.

After lunch, we were greeted at Postal Headquarters for our previously scheduled tour of the Social Media Center. Our official tour guide and the entire Social Media Team couldn’t have been more hospitable as they willingly explained the process and answered our inquisitive questions. While at postal headquarters, we were fortunate enough to bump into, our friend, the Postal Historian who offered a glimpse into the enormous past of our great service, while we gazed out the spectacular view of Washington, DC from the postal library’s windows.

Our trip concluded with a private, guided tour of the Bolger Center and its training facility by one of our favorite postal inspectors. Thus, you understand why I stated that we left no stone of opportunity unturned. This year’s summit was clearly reflective of the enormous amount of work and preplanning that goes into making the most of our advocacy visits to Washington, DC. Recognized as my most favorite of the national events, the Legislative Advocacy Summit continues to provide us with a chance to openly discuss our organization’s and our service’s positions on matters of legislation, while making the most of the resources in the area. If you weren’t able to join us this year, I ask that you make every effort to join us for next year’s 3rd Annual Legislative Advocacy Summit; an event surely not to miss!

Who was Airmail Pilot Bill Hopson?

Hopson had 741 hours of flight time when he became an airmail pilot on April 14, 1920. In 1925, base pay for beginning airmail pilots was \$2,000 to \$2,800, depending on how much night flying they did. Pilots also earned five to seven cents per mile flown, double for night flight. Pilots agreed, in writing, to fly in all kinds of weather. Hopson’s last flight for the Department was on August 27, 1927. Hopson died October 18, 1928, when his plane crashed into the top of a tree on a hill near Polk, Pennsylvania, during a bad storm.

Postal history provided by:
Historian, United State’s Postal Service

For more information on Airmail Pilot Bill Hopson, visit the Smithsonian National Postal Museum’s link at:

https://postalmuseum.si.edu/airmail/pilot/pilot_old/pilot_flying_hopson_long.html



2nd Annual United Postmasters & Managers of America (UPMA) – NJ Chapter STATE CONVENTION



REGISTRATION FORM
May 29th - May 31, 2018
(Convention starts the evening of May 29, 2018)
Bally's Park Place
ATLANTIC CITY, NEW JERSEY 08401



Full Name _____

Attendee'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) _____

E-Mail Address _____

REGISTRATION COSTS: ~ Include two (2) continental breakfasts and two (2) lunches ~

\$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 30, 2018 – cash bar from 5 pm – 6pm; dinner begins promptly at 6 pm; otherwise, non-registered attendees' cost is a \$45.00/per person, non-refundable contribution.**

Calculate Your Cost:

Attendee - One Day: _____

Attendee – Two Days: _____

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

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

Total Payment Included: _____

Hotel Reservations:

NEW THIS YEAR Group attendees will be making reservations directly with the property via a dedicated web link on or before the group cut-off date. Should guests call-in to the reservation line, they will be assessed a \$15.00 plus current sales tax, processing fee. This fee will not apply to reservations made via the internet.*

Each individual will be responsible for making his/her own reservations with Bally's Park Place in Atlantic City. Bally's Reservations Department phone number is 1-888-516-2215. You MUST mention our Group Name: UPMA NJ Chapter and our Convention Code: SB05UP8. The group's dedicated web link is: <https://book.passkey.com/go/sb05up8> . 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 7, 2018. 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 2nd Annual UPMA – NJ Chapter State Convention will be \$65.00 per room, per night, plus a daily resort fee of \$10.00, which includes unlimited local phone calls, two (2) guest admissions per day to the fitness center, \$5.00 voucher towards self-parking, and basic WiFi to include two (2) devices per room, per day. There will be an (tax subject to change) Atlantic City room tax, in addition to the room rates set forth above. All rates quoted are based on a single or double occupancy. Each Additional person is \$30.00 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 513
Newfield, NJ 08344**





**2018 Southern Officers Conference
October 4-7, 2018**

NAME _____ Title _____

Address _____ State _____ Zip _____

Email _____ State Representing _____

February 20, 2018-May 31, 2018--\$100.00
June 1, 2018-September 1, 2018--\$125.00
After September 1, 2018 and on site--\$150.00

Omni Houston Hotel Westside

13210 Katy Freeway
Houston, TX 77079
281-558-8338

Room rates: \$119. (Includes 2 complimentary breakfasts)

Return registration form and fee to:

ROSA GONZALES
2843 PRIVATE ROAD 3778
WILLS POINT, TX 75169

Look for updates on facebook pages: SOC 2018, Texas Chapter or UPMA, Texas Chapter or Website: Texasupma.com

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If you need Transportation From Hobby or George Bush International Airport, please complete the information below:

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Data and time of arrival _____

Date and time of departure _____

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29361-0000	Safe Driver: Lapel Pins, Indicate exact pin quantities at right	FREE	
00006-2000	Safe Driver: Wallet Cards (sheet of 8)	FREE	
29806-0001	One Million Mile: Wood Plaque/Lapel Pin List driver name(s) below.	FREE	
29817-0000	Expert Driver: Paper Frame List driver name(s) with number of years below.	FREE	

Expert Driver

Drivers Name	Years Driven

For additional names, please make a copy of this form or use a separate sheet.

Indicate Safe Driver Lapel Pin quantities.

YEARS	QTY.	YEARS	QTY.	YEARS	QTY.
1		16		31	
2		17		32	
3		18		33	
4		19		34	
5		20		35	
6		21		36	
7		22		37	
8		23		38	
9		24		39	
10		25		40	
11		26		41	
12		27		42	
13		28		43	
14		29		44	
15		30		45	

Additional items available for a nominal fee. View all the awards at nsc.org/awps

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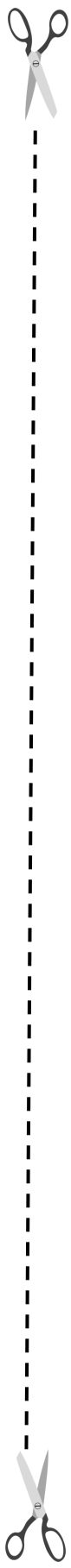
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www.keepingposted.org

USPS RETIREE E-Newsletter



As part of the Postal Service's effort to keep you updated on information and resources that may be valuable to you as a retiree, the Postal Service offers a free Retiree E-Newsletter. The electronic newsletter will include important information that you need as a retiree related to benefits, wellness, financial education, and more. Sign up for free subscription at www.keepingposted.org.

Example of what's posted on the USPS Retiree E-Newsletter emailed March 22, 2018:

TSP Modernization Act

The TSP Modernization Act of 2017 was signed into law in November 2017. It provides for more flexibility in making withdrawals from your TSP. Specifically, the Act allows for:

- Multiple age-based withdrawals
- Multiple partial withdrawals
- Periodic payments to be scheduled either monthly or quarterly
- Periodic payment amounts to be changed anytime

More about the TSP Modernization Act of 2017 at www.keepingposted.org today!



The Postal Employees Relief Fund is asking for personal notes, comments, thank you remarks from past PERF grant recipients to be made on the PERF Facebook page to promote new donations to PERF. If a UPMA member remarks about the PERF grant they received, a small gift will be mailed to them. We can find their mailing address on our membership website. Thanks! PERF has been in existence since 1989 and has literally given thousands of grants to our members over the years. Tax deductible donations can be sent to: PERF, P. O. Box 7630, Woodbridge VA 22195; or by going online to: www.postalrelief.com

IMPORTANT INFORMATION TO SAVE: USPS National Employee Emergency Hotline: 888-363-7462

UPMA Legislative Advocacy Days February 27-28, 2018

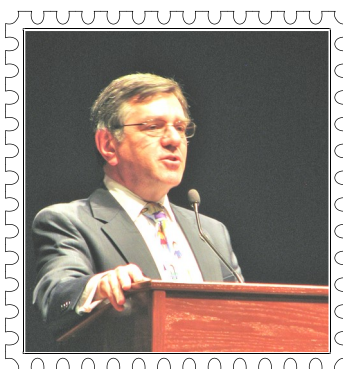


UPMA Legislative Advocacy Days February 27-28, 2018



Senate Postal Bill (S. 2629) Introduced Posted on UPMA National Website by Bob Levi

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



On March 22, 2018, Senators Tom Carper (D-DE), Jerry Moran (R-KS), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO) introduced S. 2629, the Postal Reform Act of 2018. The legislation is the Senate version of HR 756, the House postal reform bill. H.R. 756 was approved by the House Oversight and Government Reform Committee last year. S. 2629 shares most of the core provisions of H.R. 756; however, there are key differences.

Both bills would integrate FEHBP and Medicare coverage for Medicare-eligible postal retirees in order to reduce the Postal Service's health care liability. In addition, both include a 3-year USPS premium subsidy for newly enrolled Part B beneficiaries. However, S. 2629 includes three waivers of Medicare Part B coverage: (1) financial hardship, (2) Veterans Administration health coverage and (3) the lack of Medicare providers in the retiree's area of residence.

Both bills call for a more accurate calculation of the USPS' pension liability. In addition, both bills would amortize USPS' remaining health care liability. While H.R. 756 would amortize 100 percent of the remaining liability over the next 35 years, S. 2629 would amortize 80 percent over the next 40 years; the remaining 20 percent would be secured with future postal property sales. (S. 2629 would not require the sales.) S. 2629 would establish a procedure for the USPS to seek waivers from its annual amortization payment through the Postal Regulatory Commission. The Senate bill would also offset the increased Medicare obligation through a one-time \$13 billion transfer of funds from the account in which amortization payments have been deposited in the past to the Medicare Trust Fund.

Both bills would reduce the number of presidential-nominated Board of Governors from nine to five, would make the Postal Inspector General (IG) a presidential appointee, would create a Chief Innovation Officer within the USPS, and would reform the way in which the USPS awards vendor contracts. Both bills would restore one-half of the exigent rate increase that expired in April 2016. S. 2629 would also require the Postal IG to conduct a study relating to the rates charged to "underwater" postal products (i.e., magazines), and would require the USPS to submit to Congress a plan for its long-term solvency.

While H.R. 756 would authorize the voluntary conversion of residential mail deliveries from door delivery to alternative locations (e.g., curbside and cluster boxes) and phase in alternative deliveries for business addresses, S. 2629 contains no delivery conversion language. S. 2629 would permit the shipping of wine, beer and spirits.

Both HR 756 and S. 2629 would expand MSBP appeal rights for EAS level employees and would suspend further post office hour reductions and post office re-classifications, pending an IG report on POSTPlan. In addition, S. 2629 would require an IG report on USPS compliance with the statute governing "consultations" and EAS pay talks.

Upon introduction of S. 2629, UPMA Co-Presidents Tony Leonardi and Sean Acord commented: "The United Postmasters and Managers of America (UPMA) applauds the efforts of Senators Carper, Moran, Heitkamp and McCaskill in introducing bipartisan legislation to further the goal of providing financial relief to the U.S Postal Service. UPMA looks forward to continue working with these Senators and other members of Congress to sustain the U.S. Postal Service, a proven national treasure."

Read more on the Senate press release on S. 2629 at:

<https://www.carper.senate.gov/public/index.cfm/pressreleases?id=3A99743F-E930-4A48-BC23-A5A8B3D9B254>



VP/Legislative Chair

Honorable Tim Hunt,
Postmaster Monroe



The 2018 UPMA national legislative conference in Washington, D.C. was a great experience for more than three hundred participants representing their state and territorial organizations. It was gratifying to hear the enthusiasm members have for UPMA’s efforts to improve the conditions under which postmasters are contending with daily challenges in their offices. These include some issues that impact delivery efficiency and customer satisfaction. Others relate to cultivating revenue opportunities at the state, district or local levels and encouraging our members to support business sector exercises like the Postal Consumer Councils.

What especially stood out was the unfaltering interest by postmasters in working toward legislative, reform-based solutions to policies and practices that obstruct the USPS’s ability to grow as a presence in the business community and others that threaten postal benefits that employees have worked for and upon which they and their families have made financial decisions through their careers. Certainly elimination of the annuity supplement and the proposal to increase our FERS contributions

by one percent per year for six years could have a tremendous impact on retirement plans and take home pay.

Some very positive highlights from the conference included speeches and question and answer sessions by Postmaster General Meghan Brennan and Deputy Postmaster General Ronald Stroman. Much of the exchange with the PMG had less to do with our legislative agenda than with operational issues and Ms. Brennan was responsive and encouraging. She confirmed her commitment not to abolish level 18 postmaster positions unless the incumbents retire, pledged progress on the issue of vehicle replacement and intervention in practices reported by numerous participants of corrective action issued to meet arbitrary district and area training dates in preference to real date targets set by Washington. Her willingness to stay and answer all the questions her schedule would allow was appreciated by the UPMA members present.

Bob Levi, the UPMA legislative liaison, conducted a four hour conference on Monday afternoon at an auditorium at the Capitol Hill Visitors Center that focused on the status of proposed reform legislation including H.R. 756. Bob works as UPMA’s point player in Washington and provided an experienced perspective during the advocacy training session. Two members of the House of Representatives, Mark Meadows, a Republican from North Carolina who is a member of the House Committee on Government Oversight and Reform which will control most postal reform legislation and Jamie Raskin, a Maryland Democrat, shared their view that for change to occur this year, legislation needs to come to the House floor in March or April before focus on the midterm elections and other issues cause the urgency for change to recede in the minds and priorities of congressional representatives. The convergence of views of a conservative Republican and liberal Democrat in general terms on postal legislation reflects one of the frustrating realities in the postal debate: the fact that there seems to be widespread agreement across partisan and ideological lines about the need for postal reform but little political will to act on it.

Our visits to New Jersey House members and their staff representatives the following day echoed the perception of representatives Meadows and Raskin. Legislation in some form acceptable to UPMA’s interests can pass this Congress. Special thanks go to Congressmen Albio Sires, Leonard Lance and Bill Pascrell for meeting with us personally and pledging support. Frank Lobiondo, Bonnie Watson Coleman provided guarantees of support through their staff members. But we need to keep pressure on those who represent us to build and maintain focus on H.R. 756 and other goals for this year. The precarious character of our present business and employment plan is no promise for the future.

But to end on a more positive note, my personal thanks go to the UPMA members who came along to add their voices to our efforts in Washington: Dave Sparano, Bernadette Puodziunas, Bill Gleason, Melissa Lomax, Darlene McNamee, Bill Gleason, Tracy Phillips, Cheryl Abaray, Kathy Loguidice and Ted Stirling - our stalwart retiree. Thanks for all the support, interest and laughs over the course of our time together!



UPMA Legislative Advocacy Summary - Page 1



United Postmasters and Managers of America 2018 Legislative Advocacy Summary

25,000 Active and Retired Postmasters and Postal Managers Promoting Postal Vitality,
Affordable Universal Mail Service and Secure Employee Benefits

Protecting and Enhancing Our National Postal System

The U.S. Postal Service is the only entity – public or private – required to prefund its retiree health benefits. (Congress appropriates military retiree health benefits.) Over the past decade, this unique postal obligation has dramatically impaired the operations and finances of the U.S. Postal Service, the security and morale of its employees and services provided to millions of Americans who rely on a first-class postal system.

The agency and its employees emerged from the recent recession seriously wounded by the prefunding obligation. Absent the annual multi-billion-dollar burden, the Postal Service would have realized operating surpluses. (The payment for FY'18 was \$6.7 billion.) In a large part, the operating surplus is attributable to workforce reductions and service changes that, regrettably, impacted service to the American public. The lack of measurable fiscal breathing space impairs the Postal Service's ability to modernize operations, invest in capital, energize its workforce, and innovate.

For these reasons, UPMA supports **H.R. 756**, the bipartisan "Postal Reform Act," and looks forward to supporting a Senate version of the bill. UPMA believes such legislation bills would help:

- Lessen the harmful impact of the retiree prefunding requirement has on postal solvency and operations,
- Encourage postal product and service innovation,
- Promote postal pricing that more accurately reflects the true costs of mail acceptance, processing and delivery, and
- Enhance a universal, accessible and affordable governmental postal system.

In addition to the core elements of the bill, UPMA strongly supports provisions to assist Postmasters and Managers of retail postal facilities in making critical improvements and safeguards to postal operations. The measure would help stabilize a nationwide postal network, and sustain rural mail service.

H.R. 756 includes the following key provisions:

- Facilitate equitable calculation of the Postal Service's retiree health and pension liabilities by using postal-specific demographic data,
- Offer relief from the debilitating retiree health liability by coordinating postal retiree Medicare benefits with the Federal Employees Health Benefits Program (FEHBP) and creating a postal-only component within the FEHBP,
- Enhance opportunities for revenue growth by enabling the Postal Service to offer innovative products,
- Provide the Postal Service with needed rate stability and flexibility by reinstating one-half of the exigent rate adjustment that lapsed in 2016,
- Safeguard quality mail service by implementing a temporary pause on further post office hour reductions or reclassifications of post offices that serve small and rural communities, pending a study by the Postal Inspector General, and
- Provide Merit System Protection Board appeal rights for certain EAS-level employees.

As this document went to press, there was no Senate companion bill to **H.R. 756**. However, in the previous Congress, UPMA supported Senate legislation, which included many of the same key provisions as **H.R. 756**.

UPMA supports H.R. 756 and requests its prompt passage; UPMA also urges the Senate to introduce postal legislation promptly and to permit its expeditious consideration.

UPMA Legislative Advocacy Summary - Page 2

Equitable Treatment of Postmaster and Postal Manager Benefits

On February 12, the White House submitted to Congress its FY '19 budget blueprint that, if enacted, would cut more than \$155 billion from programs upon which active and retired postal and federal employees depend. It is important to note that the absence of constructive postal relief legislation and ill-advised operational decisions made by the Postal Service has resulted in early retirements and relocation of many Postmasters, with reductions in pay and job security. Furthermore, Postmasters and postal managers are extremely concerned about the potential use of "budget reconciliation" to offset the cost of new government projects that would reduce pay, or cut earned health and retirement benefits. Therefore, UPMA urges Congress to resist the temptation to use the postal workforce as a means to reduce federal spending or fund other government priorities. UPMA would oppose legislation to:

- Increase employee retirement contributions,
- Eliminate cost-of-living adjustments (COLAs) for Federal Employee Retirement System (FERS) and reduce COLAs for Civil Service Retirement System retirees,
- Abolish the FERS Supplementary annuity for postal and federal employees who retire prior to Social Security eligibility,
- Replace the present formula for calculating the retirement cost-of-living-adjustment with the so-called chained CPI,
- Change the computation formula for the calculating federal annuities from the current highest three-year salary to the highest five-years,
- Eliminate the Federal Employees Retirement System (FERS), and
- Reduce the interest rate used to compute the earnings of the Thrift Saving Plan's G-Fund

Fair Treatment of Civil Service Retirement System Annuitants

Over 30 years ago, two provisions were enacted that unfairly penalized CSRS annuitants: the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).

The WEP is a one-size-fits-all mechanism that reduces the Social Security benefits of workers who also participate in pension plans from employment not covered by Social Security, such as the CSRS. The GPO reduces a CSRS retiree's Social Security spousal or survivor benefits by an amount equal to about two-thirds of the CSRS annuity. Legislation has been introduced in the both the House and the Senate to repeal the punitive WEP and GPO. Rep. Rodney Davis (R-IL) introduced H.R. 1205 and Sen. Sherrod Brown (D-OH) introduced S. 915. They are both known as the "Social Security Fairness Act."

UPMA would support legislation to repeal the Government Pension Offset and the Windfall Elimination Provision

Postal Governance

Current law authorizes that the U.S. Postal Service be governed by an eleven member Board of Governors. Nine Governors are Presidentially-nominated and Senate-confirmed; they are chosen based on their experience and demonstrated ability to manage large organizations. However, for more than a year, the Postal Service has operated without any presidentially-nominated Governors; rather, the agency only has been governed by the Postmaster General and the Deputy Postmaster General.

The Postmaster General and the Deputy Postmaster General are members of the Board of Governors, but are hired by the Board and not nominated by the president. Postal operations, long-term planning and general governance are seriously hampered without a functioning Board of Governors.

UPMA strongly believes that the President should nominate and the Senate should confirm highly qualified individuals to fill the vacancies on the Board of Governors as soon as possible.

2018 UPMA National Convention Golf Tournament

July 24 at LakeRidge Golf Course

Designed by famed golf architect Robert Trent Jones Sr., LakeRidge Golf Course in Reno has provided great golf, excellent food and terrific service to visitors and locals since its opening in 1969. The layout offers breathtaking views of Reno and the surrounding mountains. The course's signature par-3 15th hole sits atop a rocky ridge 140 feet above Lake

Stanley. The hole plays downhill to an island green on this challenging, but scenic, hole.

The tournament will have a shotgun start 8 a.m. on July 24. The \$100 fee includes a box lunch, cart (with USB port), water, scoring and a bucket of range balls. You also may purchase a mulligan (*see below*).



2018 UPMA Golf Tournament Registration

Registration deadline is July 1

Golf at LakeRidge # of players _____ x \$100 = _____

Rental clubs:

Standard right _____ left _____ x \$25 = _____

Premium right _____ left _____ x \$50 = _____

Number of Mulligans _____ x \$5 = _____

TOTAL _____

Player name _____

Cell phone _____

Address _____

City _____ State _____ ZIP _____

Email address _____

If you have a team of four, please list their names:

1. _____

2. _____

3. _____

4. _____

Team name: _____

Box Lunch Choices (one per player)

Chicken Caesar Wrap _____

Turkey Wrap _____

Special Veggie _____

Questions, email mdanielspm@aol.com.

Send registration, with checks payable to Margaret Daniels, to Margaret Daniels, PO Box 1197, Gardnerville, NV 89410.



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: First Name (for your badge): _____

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

Manager Your Mailing Address: _____

OIC
 Associate City: _____ State: _____ ZIP+4 _____

UPMA Retired
 Spouse Cell Phone: _____

Guest E-mail: _____

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

Convention Registration (only one person per form):

Please circle the appropriate fee:

	3/1/18-6/15/18	After 6/15/18
Postmaster/Manager/Supervisor/OIC/Associate	\$240	\$265
UPMA Retired or Guest* <i>(UPMA Retired Luncheon included)</i>	\$205	\$223.75
Auxiliary/Spouse/ UPMA member Guest <i>(Does NOT include UPMA Retired Luncheon)</i>	\$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 back
of 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

1-800-648-1177
 \$90—single/double/triple/quad

Be sure to stipulate group code GUPMA18.

Registration Cancellation Refund Policy

Requests for cancellation refunds must be made in writing to the UPMA National Office. Requests must be postmarked by May 1, 2018; no refunds after that date. All refunds are subject to a \$25 handling fee.

Retirees' President's Message

Honorable Ted Stirling,
Postmaster Retired



A very happy welcome to Spring is in order. This past winter has been very strange, -5 one day and +80 in February. Hopefully the spring will be "normal". My wife and I are getting ready to plant the seeds for our garden. The seed catalogs began arriving just after Christmas, now known as "peak" season in the Postal Service. Every year we plant a

nice sized garden and preserve vegetables for the winter.

My trip to Washington, DC began the morning of Sunday, February 25th. It was pouring and I was taking Amtrak. The trains were on time and I arrived at Union Station. I found my way to the Metro and waited for the train to Crystal City Metro station. The skies were clear and I waited for the hotel shuttle. Checking into the hotel I saw faces I have seen at many other conferences and conventions. Others from NJ UPMA arrived and we ended up going out for dinner.

The Legislative Summit was held on February 26 & 27th. I attended along with 9 active New Jersey postmasters. Over 300 active and retired postmasters and managers attended the conference. The conference began on Monday, February 26th. Postmaster General, Megan Brennan, addressed the attendees, speaking about the current financial status of the Postal Service.

Ms. Brennan's message was not positive, although she thanked all of the postmasters for doing their jobs under sometimes dire conditions. Her message was very clear to me; if Postal Reform legislation is not passed soon the Postal Service will be in a death spiral. She spoke about HR 756, which, along with other things, integrates Social Security into the FEHBP. Another item she mentioned was that the business model, which was revised in 2006, is not working in 2018. The PMG then took questions from the audience and, in my opinion, did a great job answering them.

We then heard from Deputy Postmaster General, Ron Stroman. His message was similar to PMG Brennan's. He also spoke about the USPS's default on the \$5.5 billion prepayment of future retiree health benefits along with \$1.2 billion in CSRS and FERS payment. This, he said was the first time that the retirement fund payment has not been made. This was done in order to "pay the bills" and keep the doors open. He reiterated the PMG's message that we are in need of Postal Reform Legisla-

tion. He also made time for questions. The session ended and we broke for lunch and travelled to the Capital Visitors Center.

At the Capital Visitors Center we had to pass through security, then found seating in the auditorium. We were greeted by Bob Levi and listened to several speakers. Among them Congressmen Jamie Raskin, Mark Meadows and PRC Chairman Robert Taub. It was interesting to note that beside Chairman Taub there should be 9 other governors on the Postal Regulatory Commission. The president has nominated 3, but they have yet to be approved by the Senate.

According to Congressman Mark Meadows we had to be sure to mention HR 756 while visiting with our Congressmen and women the following day. He also said that there was bipartisan support for HR 756 in the House of Representatives. Action must be taken prior to the end of April or the bill will languish again on the shelf. He was very up-beat about the bill and the likelihood of it's passage.

We also heard from Senate staffers at a "round table" moderated by Bob Levi. The main topic of discussion was HR 756. The Senate staffers told us that the Senate was now working on a companion bill.

On Tuesday we visited the NJ Congressional members. Our group visited the office of Christopher Smith, Albio Sires, Bonnie Watson Coleman, Rodney Frelinghuysen, Frank Pallone, Bill Pascrell, Frank LoBiondo and Leonard Lance. We presented the Member of Congress, or their staffer, with our position papers, asked for their support and thanked them. We also remembered to tell them about passage prior to the end of April.

I have attended legislative meetings and rallies in the past while a member of NAPUS and I can't remember any time that we visited as many offices with only 10 members. We all need to contact our members of Congress to ask for their support for HR 756. It is not a perfect bill, but it will help the Postal Service survive.

I would like to thank those members who attended the conference for their dedication to UPMA and the Postal Service. I hope to see many of your smiling faces at the NJ UPMA State Convention at Bally's in Atlantic City, May 29-31. Have a great Spring.

HR 756 is not a perfect bill, but it will help the Postal Service survive.

Notes from the Gypsy PM

Honorable Debbie Stubbs,
Postmaster Retired



The calendar may say Spring but in my part of Florida we went from winter to summer! Temperatures in the 80's everyday and we even beat the record on two days!

I had gotten a call from my travel buddies - Frank & Gail Erm - asking if I'd like to join them on a Northern Lights tour in Iceland. Of course I said yes! And with a direct flight from Tampa to Keflavik how could I pass it up? The 6 day tour through Iceland Air included transfers to and from the airport to Reykjavik, a city tour of this capital city, a visit to the Blue Lagoon and of course a boat ride to see the Northern Lights. A few weeks before our trip Frank called to ask if I'd like to join them on a Golden Circle tour. Although I had already done this (and the other 2 tours) when I was there in May 2016 I decided to say yes. He then told me 4 other people were joining us so we would be bringing our own party!

I couldn't believe that Iceland Air flies direct from Tampa to Iceland - it'd be the 1st international flight I'd take without making a connection!

Got a call from Frank the day before my flight telling me that it was cancelled due to weather. Yet the flight from Newark wasn't cancelled! Makes you wonder! Frank spent a lot of time on the phone with Iceland Air rebooking me so I could still meet the other 6 people in Keflavik. He got me booked to Boston via Jet Blue, then into Keflavik. I couldn't thank him enough for all the work he did! Since I was leaving earlier than planned I called Super Shuttle to change my pick-up time. They were 20 minutes late, but it didn't matter as my flight was delayed 45 minutes. Walked quickly to my next gate in the adjoining terminal and discovered that the flight to Iceland was delayed an hour! Texted Frank to advise him of the delay and found out that their flight from Newark was also delayed! Oh the joys of traveling!

I arrived in Iceland and noted that their flight was running later than it should so went outside after retrieving my coat from my suitcase. It was snowing! And there was 3 - 4 inches already on the ground. I haven't seen snow since I left NJ in 2006! Met everyone at a pre-determined spot and onto a bus for Reykjavik. An hour later we were at the bus station transferring to a van to take us to our hotel. Have you ever tried wheeling luggage through slush and snow?

Got to our hotel and me and the 2 other ladies were able to get rooms so stowed the other 2 cou-

ples' luggage in my room and off to find a place to have something to eat. Our hotel's restaurant only served breakfast and we were too late for that. While walking to a café suggested by the hotel clerk it started sleeting! This Floridian is not used to this kind of weather!

The city tour was really nice. We saw the lighthouse during and after a 2 minute snowstorm; Hallgrimskirk, the huge Lutheran church; Hofdi House, where Reagan and Gorbachev met; the President's residence and of course Harpa Concert Hall. Boy has this city grown! There are new buildings that weren't there in 2016 and they're still building!

The following day was free as we were scheduled to see the Northern Lights with pickup at 8 PM so walked into the city after breakfast. Visited a small museum and did some shopping. Went back to the concert hall and the wind was horrific! We thought for certain that the boat wouldn't be going out! We had dinner at a restaurant where I ate puffin, chard (a fish), Minke whale and Horse Carpaccio. No - nothing tasted like chicken! I also thoroughly enjoyed a 5 drink sampling of dark beers. We were really surprised when Frank received a message saying that the boat ride was on. So back to the hotel for warmer clothing and to grab our cameras. (Continued on page 26)



HALLGRIMSKIRKJA CHURCH

A Letter from Dan Heins, Candidate for UPMA National President



Greetings my fellow UPMA Members,

Soon you will have the opportunity to attend your chapter convention and be part of UPMA history. You will have the opportunity to cast a vote to help determine who the first elected National President of UPMA will be. In addition, you will also have the chance to vote for up to two National Vice Presidents and the chapter officer positions that are up for election this year.

Our UPMA By-laws are specific on how the voting will take. At each of our chapter conventions each active member registered for the convention will receive a ballot. Then the votes will be tallied and based on the percentage cast for each candidate that is how your chapter's electoral votes will be cast at the National Convention in Reno in July. To use round numbers: if there are 30 people at the convention and 20 vote for one candidate and 10 vote for the other, your votes would be divided 66.6% for candidate one and 33.4% for candidate two. So, if your chapter has 21 electoral votes, candidate one will receive 14 votes and candidate two will receive 7 votes. As a result, every vote is very im-

portant.

As a candidate for National President, I would like to request that you cast your vote for me. I feel I have the knowledge and experience to serve you as your national president. Over the years I have held numerous positions at both the chapter/state and national levels both in UPMA and in the League and NAPUS before the merger last year.

Currently, I am serving on the National Executive Board as one of the Vice Presidents representing the western part of country. I am also now serving as Executive Vice President for the Minnesota Chapter. Prior to my current term as National Vice President, I served three years as National Secretary-Treasurer – for two years in NAPUS and then the third year I was a UPMA co-Secretary-Treasurer with Stephanie Jett. That experience has given me the knowledge of the finances and workings of our national organization to prepare me to step in on November 1, 2018, as your president.

As an organization, it is my belief we need to focus on our membership, both current members and future members. We need to make sure that each and every person that is a member feels that they are getting value out of their membership. We need to focus on getting individuals involved and that each time you attend a meeting, or event sponsored by UPMA you feel that you have gained some knowledge that will help you in your position with the Postal Service, or in your personal life.

We also need to remain active legislatively and we need to continue our excellent representation program. If someone receives some type of discipline, or believes a meeting with their MPOO, or manager may lead to discipline, they need to know they have a team of fellow members that are willing to go with them and represent them. You cannot and must not go into such a meeting by yourself, you need to have another set of eyes and ears there working with you and for you.

If you are able to attend your chapter's convention I am sure you will be given information that is helpful to you. Also, there will be the chance to talk with fellow members who are most likely facing the same challenges you are on a daily basis. By working together we can and will make a difference for all of our members, I am confident of that.

In closing, I leave you with this quote from Shannon Adler, "One of the most important things you can do on this earth is to let people know they are not alone."

Respectfully, Dan Heins, Candidate for UPMA National President

"One of the most important things you can do on this earth is to let people know they are not alone." - Shannon Alder

A Letter from Rich Hui, Candidate for UPMA National President

Dear Postmasters and Managers,

As we begin the State Convention season, I would like to take this opportunity to remind you of my positions and how I can serve you as the next UPMA National President.

There are several key points that you should keep in mind when you cast your ballot. Among these are: transparency, integrity, members first, and trainings.

Transparency at the National level ensures that your president continuously acts in your best interest. Under my leadership, finances and decision making will be shared with membership in a timely manner.

A president with **integrity** makes decisions that are in the best interest of all stake holders. I have personified integrity in the way I manage my office, represent Postmasters and Managers, and in my personal life. I am well respected at the National level and was invited to join both the Budget Kaizan and Pay talk teams. This experience strengthens my knowledge base and has prepared me to lead UPMA.

Members first include recruitment, retention and representation. I believe all members are charged with the task of recruiting new members. This includes having local UPMA officers attend Career Awareness meetings, speaking at New Supervisor Programs, and attending Postmasters Essential training program. As your leader, my primary focus will be developing systems to retain members. For example we need opportunities for members to participate in local, regional and National activities. Representation leads to training and development.

Training and Development provides members effective tools to advocate. It is my goal to increase member usage of the E-Learning site, of which I was the advisor. Additionally, I intend to develop regional training opportunities that will utilize the expertise of our National Executive Board and our National Adverse Action Councilors. As a member of the National Adverse Action team, I have not only represented Postmasters and Managers; I have also facilitated workshops in several States. This workshop has been well received. Again, our goal is to keeping membership retention on the forefront.

This election is very important. I have the energy and passion to be a new voice for a new organization. I am eager to serve you with pride and enthusiasm. Not only do I have faith in you to make the right choice, I am confident that I can lead this organization with and for all our members. Looking forward to your vote.

Respectfully, Richard Hui, Candidate for UPMA National President



**There are several key points that you should keep in mind when you cast your ballot:
transparency, integrity, members first, and training.**

UPMA STAR CHAPTER AWARD

To qualify for UPMA STAR CHAPTER AWARD, your chapter must document activities in the following areas: Recognition, Membership, Communication/Training, Legislative/PAC and Chapter Administration. For more information and to download an application for your chapter, visit:

<http://www.unitedpma.org/resources/state-chapter-documents-and-forms>
Application MUST be received by UPMA National Office by June 1, 2018

Notes from the Gypsy PM... ...continued from page 23

(continued from page 23, Debbie Stubbs, Honorable Postmaster, Retired)

The boat took us just a bit into the harbor, with lights from the shore on 3 sides. So much ambient light! The Captain called out "Lights @ 9:00!" I looked and didn't see anything! "Lights at 10:00!" Where? Where? I couldn't see them! "Lights at 9:00!" everyone was oohing and aahing but I didn't see anything! I got so disgusted that I took my camera off the tripod and joined Frank & Gail downstairs. Told them I wasn't able to see anything! Gail took me outside when "Lights at 10:00" was yelled and she showed me the green colored cloud! What the heck?!? These are the Northern Lights??? I expected sheets of color or even streaks - but a colored cloud? What a disappointment! Just so happy I saw them on a cruise to Alaska many years ago! Sheets and sheets of colors just dancing across the sky! I'm just not going to tell you what I was doing on the front deck of the ship at 2 AM!

We visited the Blue Lagoon the following day and had a great soak in the thermal waters. There's even a "pool bar"! Don't remember seeing that the last time I was there. And there's even doors on the showers. Guess too many Americans complained about the "openness" of them before!

The next day we took the was amazing seeing the covered with snow and ice! farm where they use ther- Since I had been there be- immediately ordered the ever had! The bartender ous visitor and when I said said he knew it as repeat bar first to get their drinks! bered it!

Onto Geysir National Park (that's how it's spelled in lunch at the restaurant which was extremely into the front to take a pic- one would let me out that I minutes early. Did I men- ed it was? One of our there used to be 600 thou- sand, now it's 2 million!



Golden Circle Tour and it same sights I saw in 2016 Our 1st stop was a tomato mal heat to grow them. fore I went to the bar and best Bloody Mary I have asked me if I was a previ- yes, visited in May 2016, he visitors always went to the It was as great as I remem-

where we saw the geysir Iceland) erupt and had there. Onto Gullfoss Falls crowded! Finally squeezed ture and got so upset as no went back to the bus 20 tion how extremely crowd- guides had told us that sand visitors a year to Ice-

Our last stop was the Rift and Law Rock. The Rift is where the American and Eurasian tectonic plates meet and you can see them pushed up against each other. Law Rock is where the first "parliament" met in the 10th Century. Had a very interesting day but we couldn't see any of the glaciers in the areas as they were all covered by snow.

Our last day in Iceland was free so we meandered into town to visit the flea market and do some last minute shopping. Three of enjoyed a pylsur for lunch - a hot dog made from lamb and served with raw onions, crunchy onions, ketchup, mustard and a special sauce. We returned again in the evening for dinner, a really good one overlooking the old harbor.

It is very expensive in Iceland, something I learned the last time I was here. Water is \$4.00 a bottle, dinner can range from \$25.00 - \$60.00. There is no tipping or taxes so what you see on the menu is what you pay. Of course if you add a drink before dinner, a glass of wine with dinner, well, my bill was \$111.00 and \$129.00 without dessert on 2 different nights. I had warned Frank & Gail it would be expensive so we were all prepared for it.

With all the initial problems on this trip it turned out absolutely fabulous! Would I do it again? OF COURSE! But I'd have to buy another pair of boots as I didn't bother to bring my boots home! Hopefully when I return to this fantastic country in Spring of 2019 I won't need them!

Spotlight On...You! Showcasing our Active & Retired Members

"Spotlight On..."

Roberta Hoag, retired Postmaster: Roberta first joined her local ambulance corps in 1974 when members were called "First Aiders". The training was a fraction of today's requirements. After becoming an EMT (emergency medical technician), she worked her way up to Chief of Operations of the Demarest Volunteer Ambulance Corps. She served as chief and assistant chief for a total of six years serving her local community of the Northern Valley area. She has been a Top Responder answering



over 100 calls per year while she was Postmaster of Haworth as well as after her retirement in 2012. Now she serves as squad secretary and is still an active riding crew member, especially during the day.

"Top Responder"

"Spotlight On..."

Kevin Caldwell, retired Postmaster: Since Retirement in 2012, I really haven't worked, but I have been busy. I've been coaching 4th, 5th, and 6th grade football, here in Ohio. It's what I enjoy doing and it keeps me healthy. But the highlight of my retirement is my son, Darrion. He is the Bellator Bantamweight World Champion. On October 6th 2017, he won the title and I was right there. I spend my time traveling with my wife Salina to wherever he fights and have been blessed to see the country.



Kevin & Salina Caldwell



Retired Postmaster, Jim Fusco, getting ready to work Super Bowl LII



Darrion, "The Wolf", Caldwell, Bellator Bantamweight World Champion

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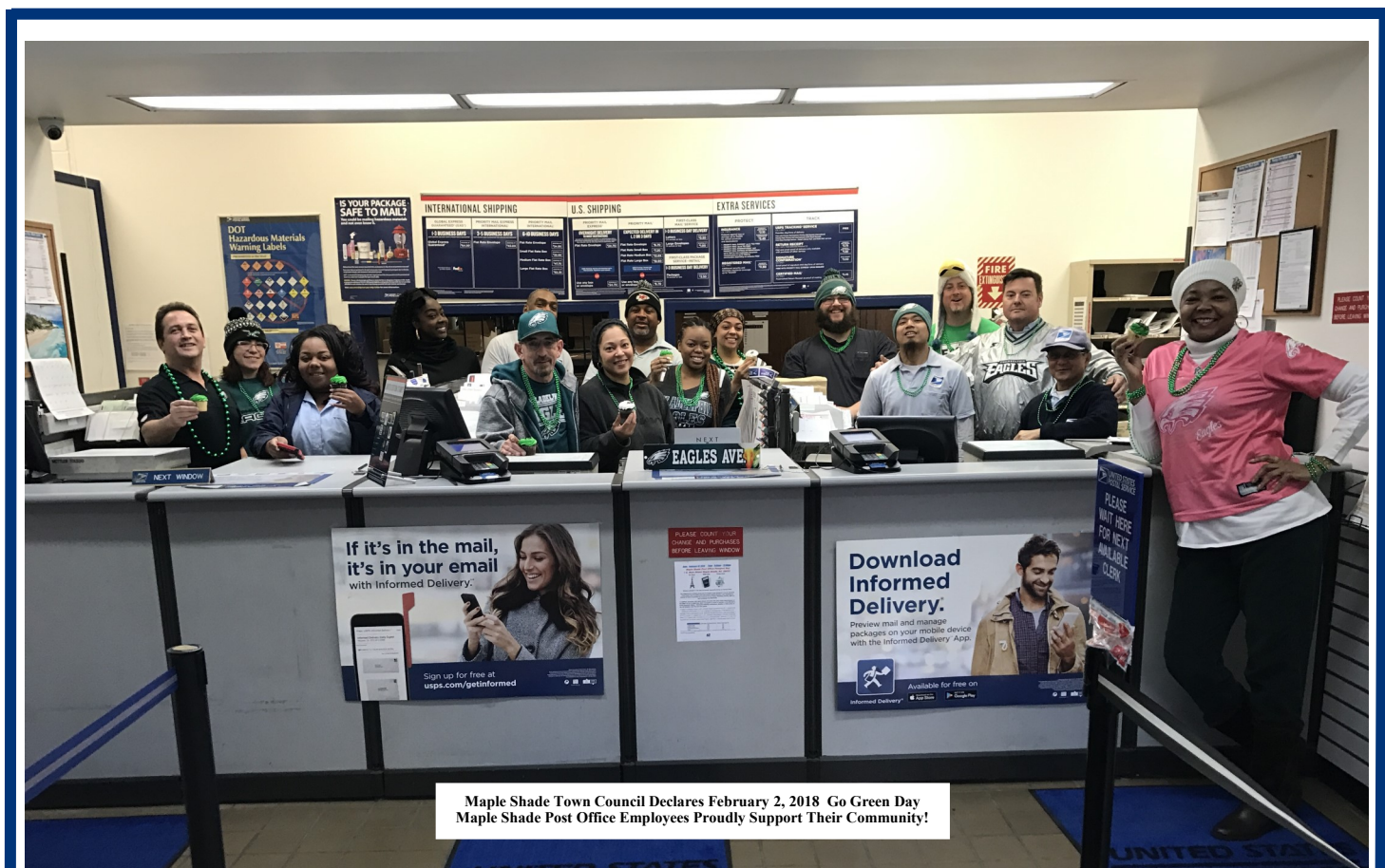
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Issue: Summer 2018—Articles Due By June 15, 2018
Issue: Fall 2018—Article Due By September 15, 2018
Issue: Winter 2019—Articles Due By December 15, 2018

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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