

UNITED POSTMASTERS AND MANAGERS OF AMERICA
GARDEN STATE TRIBUNE

2018 Publication of the Year

Never Forget



U.S. Postal Service Privatization

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2018 J. P. Rufolo Scholarship Winners

SJPCC National PCC Day

Sept. 27, 2018 ~ The Mansion, Voorhees

*UPMA 2019 Legislative Summit
January 28—29, 2019*

Make the Call to Washington, D.C.

New Jersey UPMA 2nd Annual State Convention



**Bally's Hotel & Casino, Atlantic City, NJ
May 30—31, 2018**



United Postmasters and Managers of America

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Welcome to Volume 2, Issue 3!



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.



United Postmasters and Managers of America

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President's Message

Honorable Dave Sparano,
Postmaster West Caldwell



I hope this article finds you all well. We just returned from our state convention. What a great time we had with our UPMA family. We shared information, meals, and experienced the sense of community that only our association can offer. Make no mistake, we discussed serious business, such as the ongoing Postal legislation and budget concerns out of Washington. That message was delivered by our National PAC chair Bob Levy.

National Co-President Sean Accord filled us in on the state of our pay consultations and the continuing staffing issues especially in our level 18 offices. Ideas were shared. There is nothing like talking to people who understand and speak our postal language. We were honored to have South Jersey district manager James Drummer in attendance. Not only did he speak to us on Thursday, but he also stayed and contributed to other discussions throughout the day. Although Northern NJ Acting DM Erik Henry could not be with us, he sent a message with NNJD Operations Manager John Mateo, which was well received. We had presentations from the inspection service and EAP. Bernadette taught us about Postal Pro. The technology just keeps coming. We gave out some great door prizes. Retired PM, the Honorable Joe Gondola, won not one, but two TV's. He donated the second one back so that someone else could win. Finally, we heard from our two candidates for National President: Rich Hui and Dan Heins. Rich won, but Dan took home votes too. I owe thanks to so many of our board and retirees that helped out. A special shout out to Cheryl Abaray who worked tirelessly to pull off a flawless convention.

SO HERE is the thing: 23 active Postmasters attended. I am not talking about retirees; they are always there to support and give advice. 23 decided who NJ State UPMA would vote for in the national elections; 23 decided whether to continue the scholarship fund; 23 voted on time and place for the next convention; 23 were there to get the information, ask questions, and network. Now I must rely on those 23 active Postmasters to pass on what they heard and learned. Let your fellow Postmasters, managers and supervisors know why going to convention is worth their time. Let the others know what you learned and maybe bring them along to the next meeting. The Needs of the many....Help us help you. Speaking of helping you. The past few weeks I have heard of several Postmasters taken out of their offices for questionable reasons. If you have been disciplined or are called to see your bosses, please get in touch with your UPMA rep. We are here to help.

Chaplin's Corner

Honorable Prescott Butler
Postmaster Retired



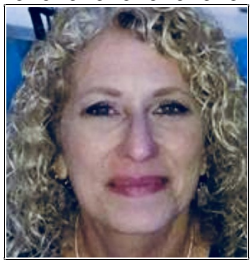
New Jersey is a very beautiful state in the summertime. It is a state of great diversity which is often overlooked for its amazing wildlife and nature areas. I am amazed by the proximity of mountains, lakes and seashore that we call the Garden State. It is rural and city with a bustling nightlife and plenty of shopping plazas. The New Jersey landscape reveals how creative our Creator really is. And while we find many people doing less work in the summer, at the Post Office (for those of you who are still working) are tasked with doing more work with less people. But some way, somehow, you make it happen. But at some point, you must take a vacation. Earl Wilson states "A vacation is what you take when you can no longer take what you've been taking." Not taking enough time off can prove extremely harmful to your health. Even when we take a summer vacation, rarely will it be for two weeks. And while you are away, you will have your smartphone, tablet or laptop nearby, so

that you can keep up with your email. Researchers tell us vacations are good for your health, well-being, and relationships. We often take these things for granted, and our marriages and family life suffer enormously. Taking a break enables us to re-engage and spend quality time with the people we care about. Investing in relationships is as important as investing in your own health. So, whether you like the city, country, or the shore, New Jersey has something for everyone. Taking time to enjoy life is the least you can do for yourself. So be like Nike and just do it. Relax and have a safe and healthy summer!

"A vacation is what you take when you can no longer take what you've been taking." - Earl Wilson

Treasurer's Message

Honorable Kathy LoGuidice,
Postmaster Newfield



Another state convention has come and gone, as well as another good time...until next year's convention. First, I must thank, Darlene McNamee, previous Secretary/Treasurer for her guidance with my first State Convention in this position. It was great having her there to answer questions, it was greatly appreciated!!! And next, thank you Cheryl Abaray, Convention Co-Chair, (and Mom Abaray), for being so organized and making everything run so smoothly. Thank you to all who helped and worked the hospitality room with me, Tracy Phillips, Pati and Jim Madden.

It was a great time, learning, networking, and socializing, with lots of great prizes. I wish more members would have attended, but I'll be working on that through the year! It was also great to have the SJ District Manager, James Drummer come and

speaking at the convention and then make it a point to come to the hospitality room to converse with UPMA members. Well to prepare for convention in Reno only attended National Con-Atlantic City. I how much fun it Reno, I can't learned from is there are so masters and from other through some of tles we face It's nice to net-them and see trict, office or these same issues. I hope if you were even remotely interested in attending, that you do.



now it's time National Con-NV. I have one (NAPUS), vention in At-can't tell you was and now wait. What I Atlantic City, many Post-Managers states going the same bat-every day. work with how their dis-facility, handle

So, now a little about attendance...I know who wants to hear about that. As you may or may not know, I am the POOM group 2 Attendance Champion and review the call in log and Key Indicator reports for this group daily. As everyone knows this is a major topic right now and for good reason. If we get our employees already on the roles to work, we reduce our OT, get the mail delivered, and stop adding additional wear and tear on the employees that show up to work on a daily basis. Please make sure you are doing what you are asked to do, Quarterly Reviews, (all employees), and Welcome Backs/Face to face, with employees returning from unscheduled leave.

Okay, enough of that! Hope to see you at the National Convention and if not....I will be bugging you about attending the next NJ UPMA State Convention.

VP/PAC Chair

Honorable Darlene McNamee,
Postmaster Clayton



PAC contributions at the convention were a success! We were able to raise money by both a 50/50, in which the winner received \$150.00, and by raffling off a really nice tablet. \$850.00 was collected in total and PAC received \$700.00. Convention went well by all those in attendance. Heard from some great speakers and had lots of networking going on throughout by all. Got to meet the candidates for National President and vote on it as well. Next year's will be even better as we continue to move forward in progress and have state elections as well. So if anyone is interested in getting involved and possibly running for an office, do it now! We never turn anyone away that is willing to assist or help out in any way. ALL ARE WELCOME! Looking forward to our continued progress with UPMA.

New Jersey UPMA 2nd Annual State Convention Notes

DAY 1 - May 30, 2018

CONVENTION CALLED TO ORDER: UPMA State President Dave Sparano **PRESENTATION of COLORS:** Retired Postmasters Butch Belanger and Ted Stirling **OPENING CONVENTION SONG:** "God Bless America" sung by Dave Sparano **INVOCATION:** Prescott Butler **WELCOME and CONVENTION RULES:** Dave Sparano **NJ UPMA RETIREES:** Ted Stirling. Ted spoke about the changes and the horror stories that he hears of daily. 50 years ago 37,000 postmasters now to 14,000. NJ members in May 2017 516 office in NJ; 255 UPMA members 72 managers and supervisors. January 2018 515 offices. May 510 offices (due to DUOs). Retirees are not joining, even with the 6 months free incentive offered, after retiring. Membership is way down. We must keep membership going. Look for members- seek OICs and Supervisors. Many PMs, OICs and Supervisors reluctant to join because of past treatment. Mentor and keep organization going. Attend Legislative next year, write to your Senators and Congress people. Be vigilant in order to keep our benefits. Be active and be involved. Ted spoke about the low attendance; Convention Leave taken away from us and how many of us had no coverage. Active UPMA should look into getting that leave back. No coverage is the POOM's responsibility. **FIRST TIMERS:** Dave Sparano introduced Gina B., Abscon, NJ OIC **ROLL CALL OF OFFICERS OF EXECUTIVE BOARD:** Kathy LoGuidice reported that all officers present **READING of MINUTES FROM 2017 CONVENTION:** Dave made a motion to suspend the reading of the minutes as they were published in our chapter's magazine. Tim Hunt made the motion, Bill seconded and motion was passed. **TREASURER'S REPORT:** Dave spoke about the Ruffulo Scholarship and the voting to continue the allotments. Active members voted for the continuing of .50-cents per pay period towards the scholarship to continue. Ted Stirling announced that the NJ UPMA Retirees donated \$250 towards the scholarship fund. Very much appreciated by the members. **FLOOR WAS OPENED FOR COMMENTS AND SUGGESTIONS:** Dave spoke about changes to the bylaws that will be read tomorrow. Regarding the terms in service. Having the Vice Presidents and the Secretary/Treasurer service extend to 3 years from 2 years and also the time frame to change taking office from November 1st to July 1st. This will allow the new board to attend the national convention and take necessary training they need to do their duties. This will be presented and published for next year's vote. **GUEST SPEAKERS:** Dave introduces **UPMA's National Co-President Sean Accord.** Sean recognized the veterans and thanked them for their service. Acknowledged Gina the first timer and the person who drove the furthest. Dave furthest for active; Roberta was the furthest for retirees. Sean spoke about membership. As of January about 65% of chapters have members and some smaller chapters get stipends to attend the national convention. Spoke about the 6 months free up until December 2018 for active and retirees. He spoke about members must be active dues paying 6 months before they can utilize defense fund. Now changed to being a member regardless of dues paying for 12 months for defense fund. Sean spoke about the membership chart and the reasons for the changes. Sean spoke about the Educational Videos being rolled out. Can be viewed on the national web-site. Sean spoke about membership cards and what is exclusive information for members only on the website. We have 52 Chapters now. Washington, DC is now a chapter.

Sean spoke about the changes with delivery and the same day delivery with Walmart and CVS and Amazon that we already do. Much information can be found on the Resources Tab on the national website. Sean spoke about our pay talks and was very limited in the information that he could provide. Showed us what they have asked for. Work service credits, UPMA asked to create a level 19, 23 and 25 postmaster positions due to pay scales. Gave examples of how increases and tiers work. USPS wants restrictions on teeter-tottering for voluntary downgrades - no increase for 12 months but regardless - it will only slow the teeter-tottering down a little. Level 19 requested to separate the non-delivery level 18 PMs from the delivery 18s. There were 25,000 full time offices 6 years ago. Now there are 13,462 full time offices; 8,686 are level 18. Out of those 8,686, 4500 are traditional 18s the rest (4,100) are post plan 18s. The level 18s are not the same jobs and if you have delivery your work load is substantially different. UPMA requests that USPS revise NPA. Spoke about the percentage of EAS that will not get a raise which Approx. 37%. Sean spoke about a new system they want to introduce. Compete within the level. USPS says that we want raises for everyone whether they do anything or not. Sean said you do it for the craft already. Sean spoke about gaps in pay scale levels. For instance Level 18 min 53K max 84K a 31K gap. And level 26 129K max min 78K 51K gap. They have requested changes in the gaps. The gaps are out of control. Special Exempt status Level 20 with no supervisors. There are 480 offices level 20 offices with delivery with no supervisors due to SWCs. Post Office controls special exempt. Asked that those 480 level 20 offices be special exempt. Straight pay over 40 hours. Spoke about clerks in level 20 offices being paid level 7 which can lead us to another major grievance payout because level 7 cannot supervisor other crafts (for example Saturday work). Sean spoke about putting employees on higher level.

Sean met with Congresswoman Brenda Lawrence from Michigan who retired from the PO ten years ago. She knows the postal system. Sean spoke about the abuse of the exempt status and the 12-14 hour days- 7 days a week. Working with Miss Lawrence who is working with the OIG and the OG to get the issues addressed- if not with the PO then the government. Spoke about form 150 and the work service credits that don't match. Sean spoke about training leave- have training at the convention so to get the leave even if it's one full day. Sean spoke about in house upgrades and requesting the increase from 2% to 3%. Spoke about the Joint Committee on workplace improvement- meet monthly to work on issues. Sean spoke about filling EAS positions and how it took 7 months to get movement on this. Exemption periods for differential pay. Postmasters are the only ones that do not get this. Promotional pay calculator now 3-15% to 5-10% and the tiers. Asking that the minimums match. Sean spoke about Sick Leave Exchange but the subject was dropped because it is illegal for Federal Employees to sell Sick Level. Requesting that offices that have 3 or more supervisors a level 19 be created. He explained the process. Requested holiday pay for PMRs. Sean spoke about the mitigation review process. UPMA was denied all records. If you are denied by the district and you can appeal to the Area. If Area denies check with UPMA Headquarters to see if it is in fact a mitigating circumstance. Requesting a 50/50 split from 60/40 with Corporate/Unit. Spoke about level 18s being lumped in with Corporate/District on accidents, employee availability. Gordon explained further and Sean reiterated that money lost on grievance is being recouped this way. Gordon stated that the changes come in the middle of the fiscal year- now the percentages of offices not getting a raise increases.

Sean spoke about project to get Supervisors budgeted for extra hours. Resolve as of now- final package sent to USPS responding to their final response. Sean explained the fact finding process. It is very expensive. NAPS tried in 2012 and lost. After receiving a response from USPS UPMA has 10 days to file for arbitrators- ten days for USPS to get an arbitrator, 10 days for UPMA to get an arbitrator and 10 days for the arbitrators to get a 3rd arbitrator- that 30 days there then after 30 days of arbitrating the panel must render a decision. However, ruling is in our favor but USPS rejects- then Congress is involved and there could be changes to Article 39. UPMA feels that fact finding is necessary in this case.

2019 National Convention will be at the Mohegan Sun in CT; July 27, Aug 2 (mentioned that there is no walking distance to activities). 2020 National Convention to be voted on either St Louis, MO or Omaha, NEB. Voting on city, not hotel. The board will negotiate for the hotels. Will be voted on in Reno, 2018. 2019 Legislative Summit January 28-29 2019 in Arlington, VA. Dates changed due to availability of Senators and Congress people. Room block liability was discussed for the Legislative Summit. Comparison of Bills HR756 and S2629. According to Sean, UPMA feels that HR756 may be more favorable. Sean spoke briefly about key points on each bill and resolving issues. Bob Levy talks tomorrow about the bills and the President's Task force. Sean spoke about Retirees and option B advantages and disadvantages. Important that if proposed discipline is issued, all material that accompanies that decision must be obtained. Sean wrapped up with answering questions particularly about the role of postmasters. One statement is that we still have the title. Discussions on this topic. But Sean did say some writing is on the wall that he cannot discuss. Discussion on Megan Brennan's role and involvement.

Submitted by: Lee White, Recording Secretary, NJ UPMA

INTRODUCTION OF VENDORS: Dave Sparano **BREAK, CANDIDATES for NATIONAL OFFICES:** Dave introduced *two candidates for National UPMA President: Dan Heins and Rich Hui*. Dan Heins spoke about the formation of UPMA. He spoke about the changes in the last thirty years and how many of those changes are not for the better. He spoke about membership and the need to drive membership. He also feels that training is essential in all aspects. Including training for members so that they can represent members effectively. He urged involvement and that UPMA will remain strong. Rich Hui spoke about Wayne Orshak and his commitment to family. He spoke about the pressures we are facing especially in uncharted territories. He spoke about his passion to serve and his negotiation abilities. He mentioned again the pressures that we are faced with daily and the unreasonable expectations. "The struggle is real," He stated that merging the two organizations- NAPUS and The League of Postmasters was the best move to move united and forward. Bernadette Puodziunas read a statement from *Eastern Area VP Candidate Kathy Frame* who could not attend. Bernadette spoke about Kathy's ethics and sincerity. Cheryl Abaray read a biography about *Eastern Area VP Candidate Peter Urbani* who could not attend. Cheryl spoke about Pete's leadership, how a leader must be flexible and communicate; how a leader must have the courage to lead and represent; have tenacity and patience. Cheryl spoke of a few of Pete's accomplishments including reinstalling Rhode Island and merging Rhode Island with CT. **DOOR PRIZES, LUNCH, INSPECTION SERVICE: Inspector Brian Wittig** 609-581-3052 or 888-877-2455 contact numbers. Brian spoke about shootings and what to do if faced with the situation. Key points on getting the word out that there is a shooter. Have action plans escape routes in place for emergencies such as this to get out of the building. Do what it takes to get the word out. Do not call 911 until you are out of the building. Do not pull fire alarms the noise prevents anyone yelling that there is a shooter. It is not a fire. The shooter will know meeting places for fire alarms. Leave belongings behind. Brian issued a handout that is available from him if needed. Call out, get out- hide out- take out. **EAP** Tasha Jackson from EAP gave a presentation on "Learn to be Assertive." **SIGNATURE FEDERAL CREDIT UNION: Jim Fusco** spoke about Signature and the advantages and benefits. He spoke about the services offered especially with reviewing loans. The loans have outstanding rates right now. Dave gave us the information on Carmine's for the evening. Also hospitality room will be open after Carmine's. PAC report will be given tomorrow on Day 2 of the convention. **DOOR PRIZES**

DAY 2 - May 31, 2018

MEMORIAL SERVICE: Remembering our departed Postmasters, Managers and Supervisors with the traditional Rose Ceremony. **RECONVENE CONVENTION, PLEDGE OF ALLEGIANCE:** led by Ted Stirling, NJ UPMA State Retiree President **MORE GUEST SPEAKERS:** Dave introduced *Bob Levi, UPMA National Director of Government Relations*. Bob made note of our chapter's UPMA magazine and the awards won in the past. He spoke about budgets and Legislative proposals. It is .8 now with a 1% increase per year until it reaches 7.25%. He spoke about the high 3 possibly going to high 5. He spoke about the Executive orders of May 25th. In regards to the two Bills he feels that S2629 will be more favorable to the Postal Service. Dave introduced *James Drummer, South Jersey District Manager*. Jim Drummer spoke candidly to the group and emphasized that he encourages people to attend these meetings and conventions. He spoke on various topics. "What have you done in the past week to make your post office better?" Worry about what you can control- too much time is spent worry about what you cannot control. How you spend your time is your choice. Make your office a well-run office; including your demeanor which is always in your control. Everyone needs to seek assistance at one point if not many points in time. SEEK IT! Reach out! People are your best resource. What do you do at the end of each day? Do what is important to you. He spoke about how wonderful technology is, but it cannot replace networking with one another. He acknowledged that Bernadette's office in Wildwood has had 19 perfect mystery shops. He reiterated that if you need help then you have to ask. Do not assume that your POOM or anyone else knows that you are struggling. He will help you; if you are not successful, then he is not successful. Never be too proud to ask. Leave the mark that you want to leave and you will have a successful career. Dave introduced *John Mateo, USPS, Manager Operations Programs Support, Northern, NJ PFC*. John spoke on behalf of Erik Henry. He spoke about package volume, delivery and e-commerce. He spoke about the Northern New Jersey District participation with Employee Engagement. Engaged Employees are more likely to be involved and enthusiastic. Communicate with your employees and make them feel like part of the team. Recognize employees and their accomplishments. All employees have roles and all employees have accomplishments. Have a positive connections with safety and well-being. Well-being= productivity. Happy employees cost less. Smile, stop and listen, acknowledge and communicate. Business rule #1: Customer Service. If we don't take care of our customers, someone else will. He spoke about career conferences scheduled and creating a highly engaged workforce. **DOOR PRIZES, BREAK, RETIREE BREAK OUT SESSION**

MORE GUEST SPEAKERS: Dave introduced *Steve Kochersperger, USPS HQ Senior Research Analyst Postal History*. Steve gave a fantastic walk through NJ's Postal History with testimony and slides. Dave introduced *Bernadette Puodziunas, NJ UPMA Executive VP* and *Melissa Lomax, NJ UPMA Editor*. Bernadette and Melissa Lomax spoke about the Postal Headquarters' Library. They also spoke about social media policies. What is acceptable and what is not. How to avoid getting yourself in trouble by doing the right thing. They spoke about the use of the Postal service issued phones and answering when not at work. Do not be bullied into answering the phone. The spoke about responsibility of issued equipment as well. Bernadette spoke about submitting KSAs how to write them when applying for a promotion or a position. What to avoid so that you are not eliminated from the packages. Postings are now for 7 days only. Your submitted KSAs and application must be complete. She spoke about the routing process and how they are rated. Use quality examples. Dave stated that supervisors need mentoring in this area and Jim Drummer commented that it is best to use your integrity and up to date information. Dave introduced *UPMA Retired Area 3 Representative John Johnson*. John spoke about the retiree membership drive that is ongoing and ends on June 30, 2018. Awards will be presented at the National Convention. **DOOR PRIZES, LUNCH, MORE GUEST SPEAKERS:** Dave introduced *Bernadette Puodziunas, NJ UPMA Executive VP*. Bernadette spoke about Postal Pro and the Postal Customers Council. National PCC week this year is September 24-28, 2018. She spoke about South Jersey's customer council day, which is September 27th. She couldn't demonstrate the Postal Pro because of WiFi problems. **MORE BUSINESS, SCHOLARSHIPS:** Dave introduced *Roberta Hoag, NJ UPMA Scholarship Chairperson*. Roberta spoke about the scholarships and how they started. She spoke about Joseph Rufolo. She spoke about the qualifications for the scholarships and a little about each applicant for this year's awards. Patrick Michael Lee Jr, was unable to attend. Roberta read his thank you. Haley Ann Schmidt, related to retired PM Camile Yates. Roberta read her thank you. Cole Joseph Candel, related to Dot and Joe Gondola. Dot accepted for Cole and read his appreciation note. **TREASURER'S REPORT:** Audit was in order - Roberta, Kathy, Wayne, Darlene; Colleen Bailey made motion to accept treasurer's report. Bernadette seconded; motion passed. **PAC REPORT:** Dave introduced *Darlene McNamee, NJ UPMA PAC Chairperson*. Darlene gave her report. Bylaws proposed changed discussed. Discussion on why attendance so low. No coverage, no state elections. **CONVENTION REPORT: Cheryl Abaray, NJ UPMA Convention Co-Chair and Jim Fusco, NJ UPMA Convention Chair** reported on the convention and gave figures: 25 active postmasters, 11 retirees, 19 guests, 9 vendor tables and 14 vendors. Discussion on next year's convention. Time and place. Decided on AC, May 29, 30 2019. Motion made by Colleen Bailey to allow Convention Committee to select and lock in rate and what hotel. Mike Lee seconds, motion passed. Roberta made a suggestion to see if they can lock in the rate for 2 years. **ELECTION RESULTS:** Ballots distributed and members voted. Kathy Frame, Peter Urbani, and Rich Hui were selected. Tim Hunt made motion to destroy the ballots. Tammy Henkle seconds, motion passed. **GAME: WHO WANTS TO BE A POSTMASTER, DOOR PRIZES, MOTION TO ADJOURN:** made by Bill Gleason. Bernadette seconded, motion passed.

BYLAWS OF THE NJ CHAPTER OF UPMA

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

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 Legislative Chair. It will be their duty to handle legislative activity within the chapter. 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. 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.

BYLAWS OF THE NJ CHAPTER OF UPMA...continued

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

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 – The 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.

Proposed By-Law Change

IN REFERENCE TO **ARTICLE 9** IN THE BYLAWS OF THE NJ CHAPTER OF UPMA, WHICH STATES:

“THE SECRETARY/TREASURER AND THE OTHER 3 VICE PRESIDENTS (EDUCATION CHAIR, LEGISLATIVE CHAIR, AND THE PAC CHAIR) SHALL BE ELECTED AT THE ANNUAL CONVENTION IN A SUBSEQUENT YEAR TO SERVE A TERM OF 2 CONSECUTIVE YEAR.”

THE PROPOSED CHANGE TO THIS WILL READ:

“**AT THE CONCLUSION OF THE CURRENT 2 YEAR TERM OF THE SECRETARY/TREASURER AND THE OTHER 3 VICE PRESIDENTS (EDUCATION CHAIR, LEGISLATIVE CHAIR, AND THE PAC CHAIR), SHALL BE ELECTED AT THE ANNUAL CONVENTION TO SERVE A TERM OF 3 CONSECUTIVE YEARS.**”

Proposed By-Law Change

IN REFERENCE TO **ARTICLE 9** IN THE BYLAWS OF THE NJ CHAPTER OF UPMA, **TERM DATES FOR THE SECRETARY/TREASURER AND THE OTHER THREE VICE-PRESIDENTS**, WHICH STATES:

“THE TERM OF THE OFFICE SHALL COMMENCE ON NOVEMBER 1 AND WILL END ON OCTOBER 31.”

THE PROPOSED CHANGE TO READ:

“THE TERM OF THE OFFICE SHALL COMMENCE ON **JULY 1** AND WILL END ON **JUNE 30**, TO ALLOW FOR THE CHAPTER'S CONTINUING EFFORTS TO GAIN KNOWLEDGE AND TRAINING FOR SUCH ELECTED OFFICIALS AT THE UPMA NATIONAL CONVENTION.”



Please register by mailing this form
and check to
SJPCC
PO BOX 222
Runnemede, NJ 08078

or online by visiting SNJPCC.com
To Contact us via email

Melissa.T.Lomax@usps.gov

National PCC Day Registration Form

The Mansion
Voorhees, NJ

Thursday September 27th 2018
11 AM to 3PM

How Many registering? : _____

Company Name: _____

Individual Name(s): _____

Extra Names: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Telephone Number: _____

Please write "PCC DAY" in
Memo of the payment

E-mail: _____

Conference & Lunch: \$50.00

Thank You!!

See you There.....





Registration Form



UPMA 2019 Legislative Summit

Jan. 28-29

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 UPMA Retired Associate Member Guest
 Supervisor 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 Jan. 1, 2019	\$25
After Jan. 1, 2019	\$50

Hotel Information

The UPMA National Office will reserve three rooms per UPMA chapter for the Legislative Summit at the Renaissance Arlington Capital View Hotel, 2800 South Potomac Ave., Arlington, VA 22202; 703-413-1300. The room rate of \$159 will be honored until Jan. 2, 2019, or until the room block is sold out, whichever comes first.

All reservations must be accompanied by the first night's room deposit. After Jan. 16, all first-night room deposits will be non-refundable. You may hold all three rooms in one name or individually.

Call Gerri Swarn, 703-683-9027, by Dec. 1 with the name(s) and credit card information to hold the rooms. After Dec. 1, all remaining rooms will be available to any UPMA member who would like to attend.

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 Summit Registration
 8 Herbert St.
 Alexandria, VA 22305-2600



Scholarship News

Honorable Roberta Hoag,
Scholarship Chair, Communications Chair,
Retirees Secretary, Retired



The Joseph P. Rufolo Memorial Scholarship has proudly supported the families of NJ United PMA members since 2002. I personally knew Joe Rufolo and am honored to serve as co-chair along with Lee White. Joe's Legacy is being carried into the future with each recipient honored. Our winners this year have exhibited exceptional scholastic and personal abilities as well as leadership skills. Each year applicants are all deserving candidates and the final decision is never an easy one to achieve. The committee is proud to announce our 2018 recipients:

**Congratulations Cole Joseph Kandel,
grandson of Dorothy and Joseph Gondola, Postmaster Retired!**

Dear Scholarship Committee, I am honored to be the recipient of the 2018 Joseph P. Rufolo Memorial Scholarship. Thanks to your generous support I will be attending New Jersey Institute of Technology campus. As indicated in my application I plan on studying computer science the specific and complex world of cyber security. I hope that I can contribute to our national security by pursuing a career in this field. I am confident that these individuals are able servants to their society as a whole. It is more than just our applications and data. It is a connected way of life. Law enforcement careers are providing a service only National Security can provide. This exciting and ever-changing chapter of my life. My investment in my future. My plan and hope is that one day I can give back to my community as you do with your philanthropic scholarship commemorating Mr. Rufolo. With sincere gratitude, Cole Kandel



Thank you again for your investment in my future. My plan and hope is that one day I can give back to my community as you do with your philanthropic scholarship commemorating Mr. Rufolo. With sincere gratitude, Cole Kandel

Congratulations Patrick Michael Lee, Jr, son of Postmaster Pat Lee, Sr, (NNJD)!

Hello, my name is Patrick Lee and I am a senior at Northern Valley Demarest High School. I would like to thank everyone for selecting me as one of the recipients of the 2018 Joseph P. Rufolo Memorial Scholarship, it means a lot to be selected for this award. Let me tell you a little about myself, I am an Eagle Scout with Closter Boy Scout Troop 63 and a four-year letterman in lacrosse. In September, I will be attending the University of Scranton where I will be studying Biology on a Pre-Med track. I aspire to be a doctor so that I can help people the way many doctors have helped me. Which brings me to why I am unable to attend today, I am currently participating in Senior Service at Englewood Hospital, where I am shadowing several different doctors. I have volunteered for the past 4 years at Englewood Hospital where I have developed my love for medicine. Once again, I would like to thank you all for selecting me for this award. Patrick Lee, Jr.

Congratulations Hailey Ann Schmidt, granddaughter of Camille Yates, Postmaster Retired!

Dear Scholarship Committee, I would like to thank the NJ UPMA for granting me and my fellow scholarship winners the Joseph P. Rufolo Memorial Scholarship. I am both humbled and honored to be awarded this scholarship, and extend my deepest gratitude to you all. Unfortunately, as you can see, I am unable to thank you in person, but I do hope this letter will suffice. In the fall, I will be attending St. Joseph's College in Brooklyn, where I will be majoring in Early Childhood Education. I am very eager to take the next step in my life, and thanks to your generous scholarship, I am better suited to do so, as I am sure my fellow recipients are. I sincerely thank you for the opportunities this scholarship provides me with and admire you all for your altruism. Thank you and good night. Hailey Schmidt.

NJ UPMA Audit Results—Respectfully Submitted By Audit Committee Honorable Roberta Hoag and Honorable Wayne Orshak, Postmasters Retired

An audit of the NJ UPMA Treasury for calendar year 2017 was conducted on Wednesday May 30, 2018 with current Secretary/treasurer Kathy LoGuidice and past Secretary/treasurer Darlene McNamee. Postmasters Retired Wayne Orshak and Roberta Hoag served as audit committee. All revenues, disbursements, statements, vouchers and receipts were reviewed and found to be in order. The following recommendations do not reflect any deficiencies or issues by the organization. They are merely suggestions for doing business moving forward as NJ UPMA.

1. As per the existing Financial policy, VOUCHERS must be submitted for every disbursement of funds with the description and approving signatures completed check numbers or notation of payment type such as credit card etc., should be noted (Repeat from 2017 audit).
2. The Financial Policy should delineate a \$500 limit be established for discretionary spending by the *President only* or at the President's documented direction. (Discretionary spending should have limits). ALL monies over the \$500 limit must be motioned and voted upon. Only after an expenditure is approved will a disbursement be made with a voucher documenting the expense. Exception: Secretary/Treasurer should have limited discretionary spending for normal business expenses (office supplies, postage, computer accessories, etc.) with all other expenses requiring a vote of the executive board (Repeat from 2017 audit).
3. Detailed Treasurer reports should be given at every Executive Board Meeting as per the by-laws. These reports should list all account totals, receipts and disbursements listing check numbers for approval to file for audit. And an annual report will be presented with the budget at the State Convention (Repeat from 2017 audit).
4. Pre-registration for National Convention or for the legislative seminar made on the state credit card or by other means should be by title of position and not by name. This alleviates a situation where specific names are given and those persons end up not attending for any reason.
5. All travel Reimbursements outlined in the existing Financial policy must be determined prior to the event (convention or legislative) with a set amount approved per person. Approval must be secured at the executive board meeting prior to the event. Vouchers and receipts must be provided for payment.
6. Attendance at each state executive board meeting should be documented with funds collected 'towards the meal' being deposited. The meal bill will be paid in full by credit card and receipt and vouchers produced. **The secretary-treasurer has already identified this issue and will be implementing this process immediately.



(Legislative Chair Update begins on page 16 and finishes here) We as UPMA members need to increase our activity and take advantage of the relationships with our elected representatives that we established at the legislative advocacy effort in February. Republican representatives are especially important to approach since their majority status means those within that caucus hold the greatest leverage in this fight.

Take a few minutes to send a personal email to your own representative and to Senators Menendez and Booker and let them know that you are still looking for appropriate congressional action that would lead to both postal business reform and the defense of hard earned benefits for our membership. Keep them informed of our opposition to increases in the FERS contribution amount which would cost us an additional six percent. Persistence is the key here, since we don't want to lose our interests in postal reform and wage and benefit protection to another election cycle. Above all, let them know that we hold them accountable in the privatization challenge. This is not a time to stand back.

Keep our political action committee in mind if you have the ability to make a donation in anticipation of November's election. Bob Levi spoke at the convention about what the flipping of just a few House seats could mean in terms of significance for the UPMA agenda. PAC contributions can be put to effective use if we raise sufficient funds and it's to our common advantage to have candidates aware of our agenda.

On another note, I just finished a week as facilitator for the Postmaster Essentials course at the Northern New Jersey District headquarters in Edison and want you to know that some really exciting, talented new managers have joined both the postmaster ranks and our organization. Congratulations and welcome to Jussara Rodriguez, Victor Rosario, Italo Sirianni, Jeretta Holland, Sophia Vera, Paul Camporeale and Jairo Fuquene. Steve Boutilette, Ken Benquista and Glenn Gregorio are already UPMA members. See you all at our next UPMA event!

Postmaster Representation

Honorable Butch Belanger
Postmaster Retired



Hello again to all! Well not too much going on that I can talk about because it seems all is well in the Post Office. But that I don't believe. We just had our State Convention in Atlantic City and first I want to say that your leaders put together a great program; the problem was that hardly no one came. We all understand that all of your offices and the work you do each and every day is very important. But this was a time we all needed to be together to network with each other and to get some very good information from our national representatives. This was also a good time to meet the candidates that are campaigning for our votes to become the first single National President. Do all of you know for the last couple of years when we merged the League and NAPUS together that we have had dual Presidents? We will now have a single one and he will be elected at our National Convention in Reno in July.

See for many years when I was an active Postmaster I never knew all the answers to my questions but I got involved with the Postmasters organization and met some really great people. Not just local but in South Jersey and across the country. What a great bunch of people out there and the great wealth of knowledge and assistance is over whelming. You are never alone in your quest to be the great Postmasters and managers you are. Many are experiencing or are having the same problems you are all over this country but the difference in many of them is that they reach out for help. Many know that there are people out there to assist in any question you may have no matter if it has to do with Daily Operations and or what we can do as your PM Representative.

What I'm trying to say is you need to change your mindset about our organization and get back into the saddle and start coming to meetings, going to conventions, and reaching out to all of your executive board for help or just to ask a question. Plus, I don't want to leave out that you have a mass amount of great years of experience and a wealth of knowledge with your retirees. We are always here to help all of you. There are many new things that our national representatives have sent to our PMG and Congress asking for changes and additions to our policies that govern us today. If you had gone to our convention these were addressed and many are or could be very beneficial to all of you no matter what level you are. We will be going to Reno shortly and new things will be showcased and a new National President will be elected. Will you be part of this history making event? I hear too many grumbings out there and rumors of things that are not acceptable but I don't see or do I have anyone contacting me or other representatives requesting us to assist you in getting what you need to be able to get that coverage you need to go on annual leave. Stop working 15 hours a day and do not allow upper management to think they can violate your rights under FSLA. Most of all your work is not supposed to take up your entire day and keep you away from your family like it is doing right now.

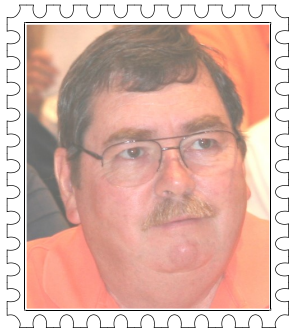
Let's get back involved with your organization so that all of us can bring these problems to the forefront and we can help you address them and relieve some of that stress you encounter each and every day. You are supposed to wake up in the morning and enjoy going to work, not dread that you have no idea what time you will return to your family and many other things. Enjoy your summer and enjoy your families most of all. Take some time to yourselves. Your life is not to work and nothing else especially if you are working in fear and intimidation. That has to stop. We are here to help. Thanks for what you do each and every day. I am here to help in any way I can either as your representative or advisor.



Retirees' President's Message

Honorable Ted Stirling,
Postmaster Retired

As the NJ UPMA Retiree State President one of my duties is to preside over the Memorial Service each year. This year was a tough one for me. Our old friend Joe Testa passed away. I met Joe when he was NJ NAPUS State President in 1983. I was an OIC and had just joined. He had a bus trip lined up to go to D.C. and my wife, Connie, and I both went. It was a very interesting trip, although it was very tiring. Back then the trips started and ended on the same day! The first time I met Joe I liked him. He was the kind of person who took charge and you would follow him into "battle" if necessary. Rest in peace Joe.

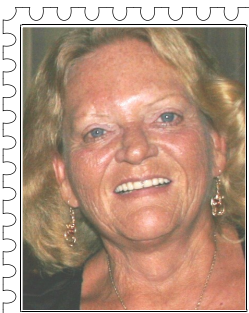


The next passing also upset me. My old boss, Ben Kriss passed away. Ben became the postmaster in Raritan in 1979. I was a city carrier and had wanted to seek upward mobility. Ben showed me the ropes and allowed me to be a 204-B. If it were not for Ben I don't think I would have had the opportunity. My old boss only let the clerks do 204-B work because he would say, "We need you to carry the mail." Ben taught me how to do the Cash Book and the Statement of Account, remember them? I consider Ben one of my mentors. Rest in peace Ben.

There were 18 names on our Memorial List this year. The most I can recall for a number of years. All of the postmasters, managers, and supervisors on the list were special people. They were part of the larger Postal Family and will be missed. It is always a touching moment when each name is read. If we knew the person we think back to when we worked with them or attended meetings with them. Many of them probably attended state and/or national conventions with some of us. May God bless them all. I was glad to see the two candidates for UPMA National President at our state convention. They are both knowledgeable and want the best for the organization. It is going to be quite a year transitioning from co-presidents to one president. I think that Tony and Sean did a great job getting UPMA on it's feet and running. Many thanks to both of them. Have a safe and happy summer!

Notes from the Gypsy PM

Honorable Debbie Stubbs,
Postmaster Retired



Since the weather was so agreeable here in March and April, I decided to paint the outside of my house. I started in the back which is cinderblock and then onto the side, working my way around the house. I used to think the worst surface to paint was popcorn ceilings until I started painting stucco! Absolutely horrible! Several friends suggested I spray the house but the spray would never get behind the edges of the stucco that stick out. I worked a few hours a day and little by little I finished the back, the front of room and "U" front windows

I had to pack for my 2 week trip to Cancun! So relaxing and a place to re-charge the batteries! to Atlanta to get there (funny-go north to go southwest) and who was joining me for a week. 6 of us who took a shuttle to tive resorts and an hour later were at the pool bar toasting. We had such a great time! lutely nothing but hang at the day, interspersed with playing lotteria (Mexican bingo), and eating scrumptious dinners every night. Of course having the company of GREAT friends made the time fly by! And Lo & Behold - I had a direct flight from Cancun to Tampa! After I got home I tried to re-start my house painting and had nothing but 2 weeks of rainy days! Barely had enough time to mow my lawn before it would start raining again. Thank goodness I'm painting it the same color or it would look horrible! Now that the temperatures are reaching the 90's everyday I may just wait until September to finish it. That is before I leave for Hawaii for a month! Hope to see y'all in Reno at our 2nd National UPMA Convention!



one side, the living 1/2 of my with all the and a deck. stop and cun. AH-GREAT I had to fly having to met Kathy There were our respec- er we our vaca- Did abso- pool all bingo or

VP/Legislative Chair

Honorable Tim Hunt,
Postmaster Monroe



Thanks to all New Jersey members for a great state convention. The postmasters, retirees and guests who attended brought the enthusiasm, positive attitude, and energy I always encounter at a New Jersey UPMA gathering.

I particularly want to thank our national legislative liaison, Bob Levi, for his willingness to join us and to present his views on the status of postal related legislation and the likely direction of congressional action. Bob is a hardworking asset for our organization and I think everyone appreciated his availability and willingness to review the state of things in Washington. As always seems to be the case, the perspective Bob offered involved a mixed forecast. The introduction of a late arriving Senate reform bill this spring was a hopeful event since the bill contains a number of provisions UPMA can endorse. But at the time of this writing, some of the momentum to put a workable bill on the legislative calendar seems to have subsided. Since the time of our Washington advocacy event in February other priorities have begun to catch congressional attention.

But most concerning is President Trump's creation of a task force in June to study the viability of privatization of the United States Postal Service whose membership is made up of members of his own administration implicitly biased in favor of privatization – Treasury Secretary Mnuchin, OMB Director Mulvaney and OPM Director Pon. This action preempts the work of the postal task force created in April. The task force was to study pricing of package delivery, volume loss, the universal service obligation, workforce issues and pricing of services. The new force is specifically charged with study of the privatization model. In an exercise of pre-judgement, officials spoke in favor of it.

This represents a threat to the universal service obligation, our customers and the postal workforce unlike any previous challenge. The charge given by the President to the task force offers no specifics on how service would improve under privatization. The lowest stamp price in any privatized European postal system is \$1.45. Rural communities would be most vulnerable to cuts in service by a private entity concerned only with profit rather than both profit and public service goals. What is being gained?

Postmaster General Brennan responded to the controversial move by stating that the delivery of the mail is inherently a government function, established in Article 1, Section 8 of the United States Constitution and that part of the public mission of the Postal Service is to bind the country together through the efficiency and reach of its delivery network. At a teleconference of UPMA state legislative chairs, several points addressing the task force threat were raised:

1. It is nonsensical to privatize the federal agency with the highest approval rating.
2. New task force to study privatization is prejudiced toward a predetermined conclusion in favor of it.
3. It represents a danger to universal delivery service.
4. It embodies a real threat to rural communities.
5. Privatization implies raises in consumer postage costs.
6. The scope of the privatization movement implies a break with a two hundred twenty six year tradition of serving every household, institution and business in the country.

At the moment political and congressional sentiment runs against the changes described above. But opinions change quickly in contemporary politics and we need to let our governmental decision makers know what we expect them to do. Direct action is essential. Let people who represent us know the privatization idea is a bad one. (continued on page 13)

Call and Express Your Opinions on Postal Privatization:
The White House switchboard 202-456-1414
The Congressional switchboard 202-224-3121



New Jersey UPMA 2nd Annual State Convention

Bally's Hotel & Casino, Atlantic City, NJ

May 30–31, 2018



