

2019 Articles Change #1

Proposed Change to the UPMA National Articles of Incorporation:

Article VII Amendments

Section 1

The annual National Convention shall make and amend a set of governing documents, consistent with the Articles of Incorporation and the laws of the Commonwealth of Virginia, for the administration and regulation of the affairs of the United Postmasters and Managers of America.

Section 2

~~All proposed amendments to these Articles must be submitted in writing to the National Office at least sixty (60) days prior to the opening of the annual National Convention of the Organization. The proposed amendment or amendments to the Articles shall be published prior to the National Convention at which they are to be considered.~~

Section 2 All proposed amendments to these Articles must be submitted in writing to the National Office by February 1st each year. The proposed amendment or amendments to the Articles shall be published prior to the **first chapter convention** at which they are to be considered.

Section 3 All proposed amendments to these Articles must be considered by a Committee on Articles and Bylaws, which shall make a recommendation to adopt or reject the proposed amendment. ADD: The committee shall present all proposed amendments to the National Executive Board for their consideration of the recommendations of the committee. The National Executive Board shall have the authority to concur with or reject the committee's recommendation. Following the consideration and the concurrence by the committee and the executive board the proposed amendment shall be published and shared at each chapter convention for the member's consideration at that convention.

Section 4

All amendments shall be read at one session of the convention and acted upon at a subsequent session. No amendment to the Articles shall be deemed to be adopted unless supported by two-thirds vote of those having voting privileges.

RATIONALE: With our current voting structure the voting for national office and amendments to the National Articles of Incorporation and the National Bylaws are to take place at the Chapter Conventions. Since the Chapter Conventions start as early as mid-March it is essential that the National Articles and Bylaws Committee and the National Executive Board have a period of time to review the proposed changes and share them with the chapters prior to their voting.

Submitted by National President Dan Heins

Committee Recommendation: Adoption

Executive Board Recommendation: Adoption

2019 Articles Change #2

Proposed Amendments to the Articles of Incorporation

Article IV Members

There shall be ~~three~~ classes of members as follows:

- 1) An Active member shall be a Postmaster, ~~Postmaster Relief~~, Manager, Supervisor or any other EAS employee employed by the Postal Service.
- 2) A ~~Postmasters Retired member~~ shall be any person who has retired from the Postal Service and includes the following:
 - a. ~~Employees having held the title of Postmaster at any time during their career.~~
 - b. ~~Employees having held an EAS position at any time during their career.~~
- 3) An Associate member shall be an individual who ~~pays dues and exercises an interest in the Organization to include the following:~~
 - a) ~~U.S. Postal Service employees (not otherwise covered in this article).~~
 - b) ~~Former Postal Service employees (not to include Postmasters Retired).~~
 - c) ~~Surviving Spouses.~~
 - d) ~~Associate members shall be considered members of the Postmasters Retired Organization.~~

Proposed Language:

There shall be **two** classes of members as follows:

1) Active member

- a) shall be Postmaster, Manager, Supervisor or any other EAS employee employed by the Postal Service.
- b) Associate - any non-EAS USPS employee who pays dues and exercises an interest in the Organization.

- 2) A **UPMA Retired Organization member** shall be any person who has retired from the Postal Service and includes the following:
- a) Surviving Spouses.

RATIONALE: Active USPS employees trying to move up within the USPS are being groomed to be our UPMA future leaders. They should still pay less dues until promoted but should be part of the Active organization like the PMR'S as that is their goal of trying to achieve a move upward and their ideas only will reflect towards the Actives agenda. To reflect what Bylaws Article V Section 7 states (The National Executive Board shall authorize the establishment of a UPMA Retired Organization). The UPMA Retired Organization does not know current USPS agendas to forward an Associates career. The UPMA Retired Organization should be a support system for the Active members. This clears the field with showing if you are a current USPS employee you are an Active member and if you are not then you are a Retiree member. Associate material currently to join says:

Benefits of joining UPMA as an Associate

UPMA wants to help you meet your goals and is the premier management organization that allows you to become a member before being promoted to an EAS position. A network of active postal employees who will help prepare you to take advantage of opportunities for upward mobility. All national UPMA leaders and state presidents are current USPS employees. The purpose of UPMA is to assist, mentor and guide all Postmasters, Managers and

Supervisors as well as anyone aspiring to these positions toward achieving their professional goals. We are an avenue through which all United States Postal Service employees can help one another and themselves in matters concerning their careers. We provide the essential training and networking necessary for every member to be successful. As an organization, we always strive to improve the conditions under which our members work and the compensation they receive. Our organization's leadership consults regularly with Postal Service management on policies affecting the welfare, happiness and morale of our members. Our leaders at the state and national levels are current USPS employees. We believe this is fundamental for staying in touch with the priorities and concerns of our members. After all, who is better equipped to represent you than your co-workers, living and working in the same conditions you do every day?

Budget Rational: Keep the dues returned to Active and Retired to show only minimal loss to not affect their respected budgets. **Associate member dues are unaffected.**

Article IV

Members:

UPMA Retired Member total;

11926 which includes 9559 Retiree and 2367 Associates as of (Feb 1st)

11926 members x \$60.00 = \$715560 yearly x 25% = \$178890 for Retiree Org.

\$178890 for Active Org.

Of the \$178890.00 the Associates of 2367 members x \$60.00 = \$142020 yearly x 25% = \$35505 for Retiree Org. and \$35505 for Active Org.

Proposed:

Retired Org. 11926 members minus 2367 Associates = 9559

9559 members x \$60.00 = \$573540 x **31%** = \$177797.40 **Increase from 25% to 31%**

\$178890.00 current - **\$177797.40 proposed = loss of \$1092.60** to retiree dues returned from National to equalize loss of Associate current USPS employees

Active Org.

9559 Retired members x \$60.00 = \$573540 x **19%** = \$108972.60, **decrease from 25% to 19% of \$69917.40 to actives** from National

2367 Associate members x \$60.00 = \$142020 x **48%** = **\$68169.60** gain of the current % of total Actives get back from National when Associates become active members.

\$108972.60 at 19% + \$68169.60 at 48% = \$177142.20

\$178890.00 current - \$177142.20 **proposed = loss of \$1747.80** to actives returned from National

National Org.

2367 Associate members x \$60.00 = \$142020 x **52%** = **\$73850.40 as active members**

2367 Associate members x \$60.00 = \$142020 x **50%** = **\$71010.00 as retiree members**

\$73850.40 as active payout - \$71010.00 as retiree payout = **Gain of \$2840.40**

Summary: National dues increase of \$2840.40

Active dues loss of \$1747.80

Retired dues loss of \$1092.60

States affected dues proposed: To move Associate current USPS employed from Retiree Organization to the Active membership role

19% from Retiree Organization to actives from National and **48%** from National for Actives

Change retiree percent received from National from **25% to 31% to offset**

***See attached Budgetary effects per each state both for Active and Retired* located on next page.**

STATE	Associates	Retirees	Actives	Total Assoc & Retired	Currently Received	Retired only Proposed	loss or gain Retirees
					25% of both	31%	
Alabama	99	208	323	307	4605.00	3868.8	-736.20
Alaska	6	30	90	36	540.00	558	18.00
Arizona	13	85	127	98	1470.00	1581	111.00
Arkansas	64	177	176	241	3615.00	3292.2	-322.80
California	59	338	621	397	5955.00	6286.8	331.80
Colorado	25	122	180	147	2205.00	2269.2	64.20
Connecticut	14	76	165	90	1350.00	1413.6	63.60
Delaware	4	25	40	29	435.00	465	30.00
District of Columbia	1	0	12	1	15.00	0	-15.00
Florida	131	215	374	346	5190.00	3999	-1191.00
Georgia	59	186	358	245	3675.00	3459.6	-215.40
Hawaii	3	33	60	36	540.00	613.8	73.80
Idaho	7	79	68	86	1290.00	1469.4	179.40
Illinois	85	408	404	493	7395.00	7588.8	193.80
Indiana	57	283	241	340	5100.00	5263.8	163.80
Iowa	95	298	308	393	5895.00	5542.8	-352.20
Kansas	34	234	160	268	4020.00	4352.4	332.40
Kentucky	63	284	218	347	5205.00	5282.4	77.40
Louisiana	58	214	232	272	4080.00	3980.4	-99.60
Maine	49	156	137	205	3075.00	2901.6	-173.40
Maryland	26	80	167	106	1590.00	1488	-102.00
Massachusetts	27	181	418	208	3120.00	3366.6	246.60
Michigan	31	264	301	295	4425.00	4910.4	485.40
Minnesota	54	322	264	376	5640.00	5989.2	349.20

Mississippi	44	129	183	173	2595.00	2399.4	-195.60
Missouri	68	288	269	356	5340.00	5356.8	16.80
Montana	15	101	107	116	1740.00	1878.6	138.60
Nebraska	30	167	131	197	2955.00	3106.2	151.20
Nevada	4	44	42	48	720.00	818.4	98.40
New Hampshire	11	101	124	112	1680.00	1878.6	198.60
New Jersey	45	170	306	215	3225.00	3162	-63.00
New Mexico	23	91	118	114	1710.00	1692.6	-17.40
New York	110	622	612	732	10980.00	11569.2	589.20
North Carolina	94	250	453	344	5160.00	4650	-510.00
North Dakota	25	130	79	155	2325.00	2418	93.00
Ohio	145	386	461	531	7965.00	7179.6	-785.40
Oklahoma	50	182	170	232	3480.00	3385.2	-94.80
Oregon	21	114	152	135	2025.00	2120.4	95.40
Pennsylvania	144	502	654	646	9690.00	9337.2	-352.80
Puerto Rico	3	25	92	28	420.00	465	45.00
Rhode Island	2	11	33	13	195.00	204.6	9.60
South Carolina	30	118	178	148	2220.00	2194.8	-25.20
South Dakota	21	132	103	153	2295.00	2455.2	160.20
Tennessee	27	136	212	163	2445.00	2529.6	84.60
Texas	184	434	705	618	9270.00	8072.4	-1197.60
Utah	5	60	68	65	975.00	1116	141.00
Vermont	17	112	91	129	1935.00	2083.2	148.20
Virginia	48	224	257	272	4080.00	4166.4	86.40
Washington	29	178	194	207	3105.00	3310.8	205.80
West Virginia	40	205	150	245	3675.00	3813	138.00
Wisconsin	58	309	229	367	5505.00	5747.4	242.40
Wyoming	10	40	61	50	750.00	744	-6.00
							-1092.60

STATE	Retired Proposed from	Active with	Actives	loss/ gain	National Associate	National Associate	National gain/ loss
	National to actives	Assoc.total	Current	Actives	current retired	actives added	
	19%	48%	48%		50%	52%	
Alabama	2371.2	12153.6	9302.4	617.40	2970	3088.8	118.8
Alaska	342	2764.8	2592	-25.20	180	187.2	7.2
Arizona	969	4032	3657.6	-126.60	390	405.6	15.6
Arkansas	2017.8	6912	5068.8	246.00	1920	1996.8	76.8
California	3853.2	19584	17884.8	-402.60	1770	1840.8	70.8
Colorado	1390.8	5904	5184	-94.20	750	780	30
Connecticut	866.4	5155.2	4752	-80.40	420	436.8	16.8
Delaware	285	1267.2	1152	-34.80	120	124.8	4.8
District of Columbia	0	374.4	345.6	13.80	30	31.2	1.2
Florida	2451	14544	10771.2	1033.80	3930	4087.2	157.2
Georgia	2120.4	12009.6	10310.4	144.60	1770	1840.8	70.8
Hawaii	376.2	1814.4	1728	-77.40	90	93.6	3.6
Idaho	900.6	2160	1958.4	-187.80	210	218.4	8.4
Illinois	4651.2	14083.2	11635.2	-295.80	2550	2652	102
Indiana	3226.2	8582.4	6940.8	-232.20	1710	1778.4	68.4
Iowa	3397.2	11606.4	8870.4	238.20	2850	2964	114
Kansas	2667.6	5587.2	4608	-373.20	1020	1060.8	40.8
Kentucky	3237.6	8092.8	6278.4	-153.00	1890	1965.6	75.6
Louisiana	2439.6	8352	6681.6	30.00	1740	1809.6	69.6
Maine	1778.4	5356.8	3945.6	114.60	1470	1528.8	58.8
Maryland	912	5558.4	4809.6	70.80	780	811.2	31.2
Massachusetts	2063.4	12816	12038.4	-279.00	810	842.4	32.4
Michigan	3009.6	9561.6	8668.8	-522.60	930	967.2	37.2
Minnesota	3670.8	9158.4	7603.2	-414.00	1620	1684.8	64.8
Mississippi	1470.6	6537.6	5270.4	142.80	1320	1372.8	52.8
Missouri	3283.2	9705.6	7747.2	-98.40	2040	2121.6	81.6
Montana	1151.4	3513.6	3081.6	-156.60	450	468	18
Nebraska	1903.8	4636.8	3772.8	-187.20	900	936	36
Nevada	501.6	1324.8	1209.6	-103.20	120	124.8	4.8
New Hampshire	1151.4	3888	3571.2	-211.80	330	343.2	13.2
New Jersey	1938	10108.8	8812.8	9.00	1350	1404	54

New Mexico	1037.4	4060.8	3398.4	-10.20	690	717.6	27.6
New York	7090.8	20793.6	17625.6	-721.20	3300	3432	132
North Carolina	2850	15753.6	13046.4	397.20	2820	2932.8	112.8
North Dakota	1482	2995.2	2275.2	-123.00	750	780	30
Ohio	4400.4	17452.8	13276.8	611.40	4350	4524	174
Oklahoma	2074.8	6336	4896	34.80	1500	1560	60
Oregon	1299.6	4982.4	4377.6	-120.60	630	655.2	25.2
Pennsylvania	5722.8	22982.4	18835.2	180.00	4320	4492.8	172.8
Puerto Rico	285	2736	2649.6	-48.60	90	93.6	3.6
Rhode Island	125.4	1008	950.4	-12.00	60	62.4	2.4
South Carolina	1345.2	5990.4	5126.4	-10.80	900	936	36
South Dakota	1504.8	3571.2	2966.4	-185.40	630	655.2	25.2
Tennessee	1550.4	6883.2	6105.6	-117.00	810	842.4	32.4
Texas	4947.6	25603.2	20304	976.80	5520	5740.8	220.8
Utah	684	2102.4	1958.4	-147.00	150	156	6
Vermont	1276.8	3110.4	2620.8	-168.60	510	530.4	20.4
Virginia	2553.6	8784	7401.6	-144.00	1440	1497.6	57.6
Washington	2029.2	6422.4	5587.2	-240.60	870	904.8	34.8
West Virginia	2337	5472	4320	-186.00	1200	1248	48
Wisconsin	3522.6	8265.6	6595.2	-312.00	1740	1809.6	69.6
Wyoming	456	2044.8	1756.8	-6.00	300	312	12
				-			
				1747.80			2840.40

Submitted by Dan Leonard, NY Chapter

Committee Recommends: Rejection
Executive Board Recommends: Rejection

2019 Articles Change #3 – will be considered at the same time as Articles Change #2

**Articles of Incorporation
Article V
Officers**

The elected National Officers of UPMA shall be a President, Vice Presidents, and a Secretary/Treasurer who shall be active members (with the exception of ~~Postmaster-Reliefs~~ who are

not eligible to hold these positions) and members of the Executive Board, which is defined in the Bylaws of the Organization.

Proposed Language:

The elected National Officers of UPMA shall be a President, Vice Presidents, and a Secretary/Treasurer who shall be active members (with the exception of **non-EAS USPS employees** who are not eligible to hold these positions) and members of the Executive Board, which is defined in the Bylaws of the Organization.

RATIONALE: Until promoted to EAS, no active non-EAS USPS employee should be allowed to run the organization.

Budget Rational: None

NOTE: If Articles of Incorporation Change #2 is Rejected, this change becomes null and void.

Submitted by Dan Leonard, NY Chapter

Committee Recommendation: Rejection

Executive Board Recommendation: Rejection

2019 Bylaws Change #2 – will be considered at the same time as Articles Change #2

**United Postmasters and Managers of America (UPMA)
Bylaws**

Article I

Dues

Section 3

The annual membership dues for ~~Postmasters Retired~~, Postmaster Relief and Associate Members shall be sixty dollars (\$60). These dues will increase by the same percentage as the cost-of-living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM. The ~~Postmasters Retired and Associate members~~ are eligible to vote on changes to this section.

Proposed Language:

Section 3

The annual membership dues for the **UPMA Retired members**, Postmaster Relief and Associate Members shall be sixty dollars (\$60). These dues will increase by the same percentage as the cost-of-living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM. **UPMA Retired members** are eligible to vote on changes to this section.

RATIONALE: All members in the Postmaster Retired organization need to be recognized as a member not just Postmasters retired. To comply with the Articles of Incorporation to include members not prior listed within the Retiree organization and to reflect what Bylaws Article V Section 7 states (The National Executive Board shall authorize the establishment of a National Postmasters Retired Organization)We allowed all EAS and current non EAS to join our organization and when they retire they should be recognized as part of the membership. By referring to the Retired as an organization in conjunction with the Articles of Incorporation it gives recognition to those not formerly mentioned.

Budgetary effect: There are no budgetary effects.

Section 5

The dues for Postmasters Retired and Associate members shall be divided with 50 percent going to the National Office, 25 percent to the Postmasters Retired organization and 25 percent to the Chapters. The UPMA Retired and Associate members are eligible to vote on changes to this section.

Proposed Language:

Section 5

The dues for **UPMA Retired members** shall be divided with 50 percent going to the National Office, **31** percent to the Postmasters Retired organization and **19** percent to the Chapters. **UPMA Retired organization** members are eligible to vote on changes to this section.

RATIONALE: To comply with the Articles of Incorporation to include members not prior listed within the Retiree organization and to reflect what Bylaws Article V Section 7 states (The National Executive Board shall authorize the establishment of a National Postmasters Retired Organization) and to increase the retiree percentage to avert a substantial loss with the move of Associate current USPS employees to the Active membership roles as the Actives are the group mentoring and providing assistance to the Associates moving upward. Dues are not changed as Associates would be entering the same role the PMR's currently have as the Associates are the ones replacing Postmaster and EAS roles now.

Budget Rationale: Keep the dues returned to Active and Retired to show only minimal loss to not affect their respected budgets. **Associate member dues are unaffected.**

Article IV

Members:

UPMA Retired Member total;

11926 which includes 9559 Retiree and 2367 Associates as of (Feb 1st)

11926 members x \$60.00 = \$715560 yearly x 25% = \$178890 for Retiree Org.

\$178890 for Active Org.

Of the \$178890.00 the Associates of 2367 members x \$60.00 = \$142020 yearly x 25% = \$35505 for Retiree Org. and \$35505 for Active Org.

Proposed:

UPMA Retired Org. 11926 members minus 2367 Associates = 9559

9559 members x \$60.00 = \$573540 x **31%** = \$177797.40 **Increase from 25% to 31%**

\$178890.00 current - **\$177797.40 proposed = loss of \$1092.60** to retiree dues returned from National to equalize loss of Associate current USPS employees

Active Org.

9559 Retired members x \$60.00 = \$573540 x **19%** = \$108972.60, **decrease from 25% to 19% of \$69917.40 to actives** from National

2367 Associate members x \$60.00 = \$142020 x **48%** = **\$68169.60** gain of the current % of total Actives get back from National when Associates become active members.

\$108972.60 at 19% + \$68169.60 at 48% = \$177142.20

\$178890.00 current - \$177142.20 **proposed = loss of \$1747.80** to actives returned from National

National Org.

2367 Associate members x \$60.00 = \$142020 x **52%** = **\$73850.40 as active members**

2367 Associate members x \$60.00 = \$142020 x **50%** = **\$71010.00 as retiree members**

\$73850.40 as active payout - \$71010.00 as retiree payout = **Gain of \$2840.40**

Summary: National dues increase of \$2840.40

Active dues loss of \$1747.80

Retired dues loss of \$1092.60

States affected dues proposed: To move Associate current USPS employed from Retiree Organization to the Active membership role

19% from Retiree Organization to actives from National and **48%** from National for Actives
Change retiree percent received from National from **25%** to **31% to offset**

See attached Budgetary effects per each state both for Active and Retired as shown above

NOTE: If Articles of Incorporation Change #2 is Rejected, this change becomes null and void.

Submitted by Dan Leonard, NY Chapter

Committee Recommendation: Rejection

Executive Board Recommendation: Rejection

2019 Bylaws Change #3 – will be considered at the same time as Articles Change #2

Article II

Organization

Section 4

c) elect a president, one or more vice presidents, a secretary treasurer and such other officers as provided by the Chapter bylaws (*With the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of ~~retired Postmasters, retired EAS or a Postmaster Relief~~ provided no other active EAS member seeks the office*);

Proposed Language:

Section 4

c) elect a president, one or more vice presidents, a secretary treasurer and such other officers as provided by the Chapter bylaws (*With the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of **the UPMA Retired (excluding surviving spouses), Postmaster Reliefs or Associates** provided no other active EAS member seeks the office*);

RATIONALE: To comply with the Articles of Incorporation to include members not prior listed within the Retiree organization and to reflect what Bylaws Article V Section 7 states (The National Executive Board shall authorize the establishment of a National Postmasters Retired Organization), excluding surviving spouses and to allow Associates the same opportunity as PMR's currently have.

Budget Rational: None

NOTE: If Articles of Incorporation Change #2 is Rejected, this change becomes null and void.

Submitted by Dan Leonard, NY Chapter

Committee Recommendation: Rejection

Executive Board Recommendation: Rejection

2019 Bylaws Change #4 – will be considered at the same time as Articles Change #2

Article VI

Conventions

Section 5

~~Postmasters Retired and Associate members shall be entitled to vote on floor votes for time and place selection of future National Conventions. They shall be entitled to one vote for each member registered and in attendance at the National Convention.~~

Proposed Language:

Section 5

The UPMA Retired members shall be entitled to vote on floor votes for time and place selection of future National Conventions. They shall be entitled to one vote for each member registered and in attendance at the National Convention.

RATIONALE: To comply with the Articles of Incorporation to include members not prior listed within the Retiree organization and to reflect what Bylaws Article V Section 7 states (The National Executive Board shall authorize the establishment of a UPMA Retired Organization), and to remove the Associates from the UPMA Retired organization.

Budget Rational: None

NOTE: If Articles of Incorporation Change #2 is Rejected, this change becomes null and void.

Submitted by Dan Leonard, NY Chapter

Committee Recommendation: Rejection

Executive Board Recommendation: Rejection

2019 Bylaws Change #1

Article X Amendments

~~Section 1 All proposed amendments to these Bylaws must be submitted in writing to the National Office at least sixty (60) days prior to the opening of the annual National Convention of the Organization. The proposed amendment or amendments to the Bylaws shall be published prior to the National Convention at which they are to be considered.~~

Proposed Language:

Section 1 **All proposed amendments to these Bylaws must be submitted in writing to the National Office by February 1st each year.** The proposed amendment or amendments to the Bylaws shall be published prior to the **first chapter convention** at which they are to be considered.

Section 2 All proposed amendments to these Bylaws must be considered by a Committee on Articles and Bylaws, which shall make a recommendation to adopt or reject the proposed amendment. **ADD:** **The committee shall present all proposed amendments to the National Executive Board for their consideration of the recommendations of the committee. The National Executive Board shall have the authority to concur with or reject the committee's recommendation. Following the consideration and the joint approval by the committee and the executive board the proposed**

amendment shall be published and shared at each chapter convention for the member's consideration at that convention.

Section 3 All amendments shall be read at one session of the convention and acted upon at a subsequent session. No amendment to the Bylaws shall be deemed to be adopted unless supported by two-thirds vote of those having voting privileges.

Section 4 Unless otherwise specified, the effective date of an amendment so adopted shall be immediately upon the adjournment of the convention.

Section 5 The provisions of this article do not apply to Articles VII and VIII of these Bylaws. These two mentioned articles may be amended by a two-thirds vote of the National Executive Board. Any amendments to article VII and VIII must be provided, in writing, to the National Executive Board thirty (30) days prior to the meeting at which they are to be considered.

RATIONALE: With our current voting structure the voting for national office and amendments to the National Articles of Incorporation and the National Bylaws are to take place at the Chapter Conventions. Since the Chapter Conventions start as early as mid-March is it is essential that the National Articles and Bylaws Committee and the National Executive Board have a period of time to review the proposed changes and share them with the chapters prior to their voting.

Submitted by National President Daniel Heins

Committee Recommends: Adoption
Executive Board Recommendation: Adoption

2019 Bylaws Change #5

Article II Organization

Section 1

The Organization may establish a Chapter in a state, commonwealth, territory, possession or grouping thereof after receiving a petition for a charter on forms approved by the National Secretary-Treasurer. The petition must carry the signatures of at least ten (10) eligible members of the petitioning group.

Section 2

The National Secretary-Treasurer shall submit the petition to the National Executive Board for approval and the issuance of a charter

Section 3

All Chapters must maintain a ten (10) percent minimum representation of the post offices within the state, commonwealth, territory, possession or grouping thereof so chartered. A new Chapter shall be allowed one year to reach this minimum. Any Chapter failing to maintain this minimum may, at the discretion of the National Executive Board, be liable to forfeit its charter.

Section 4

Each Chapter chartered in accordance with and under the provisions of these Bylaws will be subject to the provisions of the governing documents, rules and policies of this Organization, and shall:

- a) adopt a set of bylaws, which must not conflict with the Articles of Incorporation, or Bylaws of the National Organization (Any amendments to the Bylaws of the National Organization, which pertain to Chapters, shall automatically become a part of the Bylaws of each Chapter);

- b) hold an annual Chapter convention;
- c) elect a president, one or more vice presidents, a secretary-treasurer and such other officers as provided by the Chapter bylaws *(With the exception of President or Executive Vice President, any Chapter office may be filled with a member in good standing of retired Postmasters, retired EAS or a Postmaster Relief provided no other active EAS member seeks the office)*;
- d) provide sufficient bonding to cover indemnity of Chapter members authorized to receive and disburse funds;
- e) be free to conduct its own affairs and generally perform the acts of an independent organization so long as such conduct and performance are not in conflict or inconsistent with this organization's governing documents,
- f) may edit and issue its own Chapter publication and/or website.

Section 5

All votes cast must be by percentage. Block voting is prohibited.

Rationale: This policy was used when the organizations merged to give everyone their own voice in every situation but was eliminated when the 2-year transitional document expired. Block voting alienates individuals and in turn the organization will continue to lose members.

Submitted by G. Sean Acord

Committee Recommends: Adoption

Executive Board Recommends: No Recommendation

2019 Bylaws Change #6

Article III

Executive Board

Section 2

~~The National President shall be elected by a majority roll call vote of the Chapters of this Organization at a National Convention.~~

Proposed Amendment:

Section 2

The National President election results shall be presented to the Chapters of the Organization at the National Convention. The results shall be certified to be correct by the Secretary-Treasurer and approved by acclamation.

Rationale: The votes are cast at the chapter conventions and cannot be changed. The results are known by all candidates on July 1st. The act of a roll call vote is unnecessary and could be uncomfortable for the losing candidates.

Submitted by G. Sean Acord

Committee Recommendation: Adoption

Executive Board Recommendation: Adoption

2019 Bylaws Change #7

Article III Executive Board

Section 6:

No member shall be elected or appointed to the office of National Vice President unless the member's Chapter is located within the same national vice-presidential area that he or she is elected or appointed to represent. No Chapter shall have more than one National Vice President serving on the National Executive Board at any one time.

Add: Exception: If a sitting Vice President receives an appointment with the Postal Service in another chapter that person shall be permitted to fulfil their term of office understanding that they are representing the area from which they were originally elected.

Rationale: If a sitting vice president gets a position, or promotion, with the Postal Service that takes them to another state, or UPMA area, that does not change the fact that when they were elected, they were elected to the position, not based on what chapter they were a member of.

Submitted by Dan Heins

Committee Recommendation: Adoption
Executive Board Recommendation: Adoption

2019 Bylaws Change #8

Article III Executive Board

Section 7

~~Voting for the office of National Vice President shall be restricted to those Chapters whose post offices are located within the same vice-presidential area. National Vice Presidents shall be elected at the annual National Convention by majority roll call vote of the Chapters of the vice-presidential area to be represented.~~

Proposed:

Section 7

Voting for the office of National Vice President shall be restricted to those Chapters whose post offices are located within the same vice-presidential area. The National Vice President election results shall be presented to the Chapters of the Organization at the National Convention. The results shall be certified to be correct by the National Secretary/Treasurer and approved by acclamation.

Rationale: The votes are cast at the chapter conventions and cannot be changed. The results are known by all candidates on July 1st. The act of a roll call vote is unnecessary and could be uncomfortable for the losing candidates.

Submitted by G. Sean Acord

Committee Recommendation: Adoption
Executive Board Recommendation: Adoption

2019 Bylaws Change #9

Article III Executive Board

Section 8

An Executive Vice President shall be chosen by majority of the National Executive Board at a meeting immediately following the convention. Voting is limited to the current National Executive Board and all newly elected officers. Those eligible for the position shall be the incumbent vice presidents whose term does not expire on Oct. 31 of the current year, and newly elected vice presidents. The Executive Vice President shall assume the duties on Nov. 1, for a one-year period.

Proposed:

Section 8

An Executive Vice President shall be chosen by majority of the National Executive Board at a meeting immediately following the convention. Voting is limited to the **incoming National Executive Board**. Those eligible for the position shall be the incumbent vice presidents whose term does not expire on Oct. 31 of the current year, and newly elected vice presidents. The Executive Vice President shall assume the duties on Nov. 1, for a one-year period.

Rationale: The outgoing Board should have no say on the incoming Board assignments.

Submitted by G. Sean Acord

Committee Recommendation: Rejection

Executive Board Recommendation: Rejection

2019 Bylaws Change #10

Article III Executive Board

Section 10

~~The National Secretary-Treasurer shall be elected by a majority roll call vote of this Organization cast by Chapters at an annual National Convention. The term of office for the National Secretary-Treasurer shall be three (3) years. An incumbent National Secretary-Treasurer may not seek re-election to a consecutive term.~~

Proposed:

Section 10

The National Secretary-Treasurer election results shall be presented to the Chapters of the Organization at the National Convention. **The results shall be certified to be correct by the current Secretary-Treasurer and approved by acclamation. The term of office for the National Secretary-Treasurer shall be three (3) years. An incumbent National Secretary-Treasurer may not seek re-election to a consecutive term.**

Rationale: The votes are cast at the chapter conventions and cannot be changed. The results are known by all candidates on July 1st. The act of a roll call vote is unnecessary and could be uncomfortable for the losing candidates.

Submitted by G. Sean Acord

Committee Recommendation: Adoption
Executive Board Recommendation: Adoption

2019 Bylaws Change #11

Current Language

Article I Dues

Section 2

The annual membership dues for this Organization shall be determined: a) By multiplying the salary for the midpoint for each EAS level in the current pay schedule by .5 of 1 percent rounded to the next higher whole dollar. b) The dues for Postal Career Executive Service (PCES) employees shall be the same as the EAS level 26 as outlined in section a) above.

Section 4

All membership dues paid by active members shall be divided between the Organization and the Chapter with 52 percent being retained by the National Office and 48 percent being remitted to the Chapter.

Proposed Language

Article I Dues

Section 2

The membership dues for this Organization shall be \$6.00 per USPS Pay Period for Part Time Postmasters through EAS 13, \$12.75 per USPS Pay Period for EAS 14-20 and \$14.75 per USPS Pay Period for all other active members. These dues may increase annually by up to the same percentage as the cost-of-living allowance (COLA) increases equal to the amount of annuity adjustments as issued by OPM.

Section 4

All membership dues paid by active members shall be divided between the Organization and the Chapter with **50** percent being retained by the National Office and **50** percent being remitted to the Chapter.

Rationale- Simplifying the dues structure reduces administration costs and will allow UPMA to more effectively recruit EAS members, especially at higher levels. The National Executive Board may forgo annual increases if it sees fit.

Effect on UPMA is budget neutral at the National level and 49 Chapters will see an increase in dues revenue. The three Chapters (AZ, DE and DC) that will see a decrease, less than \$200 per year, already receive the small state supplement to offset.

Respectfully submitted by
 Sean Acord, Postmaster Lewisburg, WV
 Edmund Carley, President Illinois Chapter, UPMA
 Anthony Leonardi, President Florida Chapter, UPMA

Grade	PP Current	PP 2018	PP 2019	Proposed
E	5.27	7.81	7.96	6.00
11	8.71	9.15	9.31	6.00
12	9.12	9.58	9.77	6.00
13	9.54	10.04	10.23	6.00
14	10.04	10.58	10.77	12.75
15	10.62	11.15	11.35	12.75
16	11.50	12.12	12.38	12.75
17	12.04	12.65	13.00	12.75
18	12.58	13.23	13.50	12.75
18B	12.58	13.23	14.12	12.75
19	13.16	13.85	14.46	12.75
20	13.89	14.62	15.42	12.75
21	14.54	15.31	16.42	14.75
22	15.62	16.46	17.46	14.75
23	16.47	17.35	18.38	14.75
24	17.31	18.23	19.38	14.75
25	18.16	19.12	21.04	14.75
26	19.08	20.08	22.27	14.75

50/50 12.75, 14.75, 6.00 Chapter PP 03 2019	Current Chapter no retired Bi-Weekly Annual		Proposed Chapter EAS fixed Bi+assoc	Proposed National Fixed Annual National BI National		Excludes Retired Chapter Annual Diff	
Delaware	255.10	6,632.60	248.19	6,452.81	250.50	6,512.87	-179.79
District of Columbia	94.79	2,464.54	88.08	2,290.02	88.66	2,305.03	-174.53
Nevada	251.30	6,533.80	246.69	6,413.81	249.00	6,473.87	-119.99
Alaska	436.66	11,353.16	437.23	11,367.92	443.58	11,533.08	14.76
Rhode Island	216.99	5,641.74	223.53	5,811.78	224.69	5,841.81	170.04
Montana	583.50	15,171.00	591.35	15,375.04	602.32	15,660.32	204.04
Idaho	404.30	10,511.80	412.92	10,735.86	416.96	10,840.96	224.05
Hawaii	387.03	10,062.78	401.48	10,438.55	403.22	10,483.59	375.77
Arizona	827.39	21,512.14	844.96	21,968.96	853.05	22,179.17	456.82
Oklahoma	1,054.52	27,417.52	1,074.86	27,946.30	1,105.47	28,742.09	528.78
Connecticut	1,052.97	27,377.22	1,075.09	27,952.21	1,083.17	28,162.42	574.99
Utah	401.90	10,449.40	424.14	11,027.58	427.03	11,102.65	578.17
New Mexico	711.73	18,504.98	734.03	19,084.85	747.32	19,430.19	579.87
South Dakota	611.36	15,895.36	634.27	16,490.89	649.28	16,881.28	595.53
Puerto Rico	560.48	14,572.48	584.36	15,193.30	586.09	15,238.34	620.81
Wyoming	296.20	7,701.20	321.01	8,346.20	328.52	8,541.39	645.00
Vermont	563.01	14,638.26	589.57	15,328.76	599.39	15,584.01	690.49
Maine	845.84	21,991.84	872.88	22,694.75	901.75	23,445.50	702.91
North Dakota	409.95	10,658.70	438.83	11,409.45	456.15	11,859.90	750.75
Tennessee	1,316.21	34,221.46	1,349.87	35,096.69	1,366.62	35,532.12	875.22
New Hampshire	741.72	19,284.72	775.98	20,175.42	782.33	20,340.58	890.70
Arkansas	1,095.58	28,485.08	1,130.93	29,404.05	1,171.35	30,455.10	918.97
South Carolina	1,122.24	29,178.24	1,158.56	30,122.50	1,177.62	30,617.99	944.25
Maryland	1,049.17	27,278.42	1,089.97	28,339.16	1,105.56	28,744.56	1,060.74
Colorado	1,083.42	28,168.92	1,125.47	29,262.16	1,141.06	29,667.56	1,093.24
Nebraska	769.88	20,016.88	817.21	21,247.53	837.43	21,773.05	1,230.65
Wisconsin	1,404.66	36,521.16	1,453.23	37,783.92	1,488.46	38,699.83	1,262.76
New Jersey	1,990.76	51,759.76	2,043.19	53,122.94	2,069.76	53,813.63	1,363.18
Washington	1,190.20	30,945.20	1,247.08	32,423.95	1,264.40	32,874.40	1,478.75
West Virginia	903.34	23,486.84	960.83	24,981.65	985.67	25,627.29	1,494.81
California	4,009.03	104,234.78	4,067.07	105,743.89	4,101.15	106,629.77	1,509.11
Kentucky	1,314.49	34,176.74	1,373.24	35,704.24	1,411.36	36,695.23	1,527.50
Michigan	1,857.48	48,294.48	1,917.68	49,859.75	1,936.74	50,355.24	1,565.26
Missouri	1,627.35	42,311.10	1,692.33	44,000.58	1,733.91	45,081.66	1,689.48
Mississippi	1,129.80	29,374.80	1,195.54	31,083.91	1,220.95	31,744.57	1,709.11
Virginia	1,626.00	42,276.00	1,692.35	44,000.97	1,720.07	44,721.69	1,724.97
Minnesota	1,594.47	41,456.22	1,664.82	43,285.39	1,698.90	44,171.27	1,829.17
Kansas	949.06	24,675.56	1,020.12	26,523.06	1,041.49	27,078.61	1,847.50
Oregon	869.36	22,603.36	954.38	24,813.82	966.51	25,129.13	2,210.46
North Carolina	2,835.68	73,727.68	2,927.79	76,122.41	2,982.07	77,533.82	2,394.73
Alabama	1,953.05	50,779.30	2,052.06	53,353.56	2,112.12	54,915.12	2,574.26
Iowa	1,725.20	44,855.20	1,824.36	47,433.30	1,883.84	48,979.84	2,578.09
Louisiana	1,387.08	36,064.08	1,489.95	38,738.64	1,524.02	39,624.52	2,674.56
Georgia	2,114.30	54,971.80	2,218.60	57,683.67	2,253.83	58,599.58	2,711.87
Indiana	1,416.35	36,825.10	1,535.93	39,934.18	1,571.74	40,865.11	3,109.08
Illinois	2,384.75	62,003.50	2,510.05	65,261.36	2,562.61	66,627.73	3,257.86
Massachusetts	2,467.81	64,163.06	2,628.22	68,333.66	2,643.81	68,739.06	4,170.60
New York	3,653.62	94,994.12	3,818.13	99,271.45	3,883.39	100,968.14	4,277.33
Pennsylvania	3,958.27	102,915.02	4,126.82	107,297.39	4,218.65	109,684.77	4,382.37
Ohio	2,708.98	70,433.48	2,899.70	75,392.27	2,986.91	77,659.53	4,958.79
Texas	4,402.65	114,468.90	4,631.12	120,409.06	4,739.11	123,216.86	5,940.16
Florida	2,077.70	54,020.20	2,325.90	60,473.47	2,401.56	62,440.43	6,453.27
Total PP 03 2019 less bel Retired and Assessments	70,694.68	1,838,061.68	73,961.88	1,923,008.88	75,401.01	1,960,426.26	84,947.20
					PP 03 2019 below 77,832.63	2,023,648.38	
This is Level 20 and below 12.75, 21+ is 14.75, 13 and below 6.00					Proposed vs. PP 03 National		
					-2,431.62	-63,222.12	

Committee Recommendation: Rejection
Executive Board Recommendation: Adoption

2019 Bylaws Change #12

Original Language

Article III
Executive Board
Section 5

There shall be six (6) National Vice Presidents from each of the two national vice-presidential areas, two (2) National Vice Presidents shall be elected annually from each area for a term of three (3) years and may not seek re-election to a consecutive term.

(a) National areas are specified as:

(1) East = AL, CT, DE, FL, GA, IN, KY, MA, MD/DC, ME, MI, MS, NC, NH, NJ, NY, OH, PA, PR/VI, RI, SC, TN, VA, VT, WV

(2) West = AK, AR, AZ, CA, CO, HI/PI, IA, ID, IL, KS, LA, MN, MO, MT, ND, NE, NM, NV, OK, OR, SD, TX, UT, WA, WI, WY

Proposed language

Section 5

There shall be **three (3)** National Vice Presidents from each of the **four (4)** national vice-presidential areas, **one (1)** National Vice Presidents shall be elected annually from each area for a term of three (3) years and may not seek re-election to a consecutive term.

(a) National areas are specified as:

(1) North West = AK, IA, ID, IL, NE, MN, MT, ND, OR, SD, WA, WI, WY

(2) North East = CT, DE, DC, MA, MD, ME, MI, NH, NJ, NY, PA, RI, VT

(3) South East = AL, FL, GA, IN, KY, MS, NC, OH, PR/VI, SC, TN, VA, WV

(4) South West = AR, AZ, CA, CO, HI/PI, LA, MO, KS, NM, NV, OK, TX, UT

Rationale - The relationship between National Vice Presidents and the National Vice-Presidential Areas will be strengthened, as the smaller geographical areas will allow the Chapters covered to more closely identify with National VPs. Continues to allow for National VPs to be elected at Chapter Conventions but with more reasonable travel expectations for candidates. Simplifies election procedure with only one position elected annually per NVP Area

Budget neutral although National Board travel will be cheaper with smaller areas to cover.

Respectfully submitted by

Terry Clark, President Virginia Chapter, UPMA
Edmund Carley, President Illinois Chapter, UPMA
Anthony Leonardi, President Florida Chapter, UPMA

Committee Recommendation: Adoption
Executive Board Recommendation: No Recommendation

2019 Bylaws Change #13

Original Language

Article IV
Order of Succession National Executive Board

Section 1

In case of a vacancy in the office of President, the Executive Vice President shall succeed to the position until the next annual National Convention, at which time an election shall be held to fill the unexpired term.

Proposed Language

Article IV
Order of Succession National Executive Board

Section 1

In case of a vacancy in the office of President, the Executive Vice President shall succeed to the position ~~until the next annual National Convention, at which time an election shall be held to fill the unexpired term.~~

This change to take effect November 1st, 2019

Rationale- Allows for continuity on the National Executive board
No budget impacts

Respectfully submitted by
Edmund Carley, President Illinois Chapter UPMA
Anthony Leonardi, President Florida Chapter UPMA

Committee Recommendation: Rejection
Executive Board Recommendation: Rejection

2019 Bylaws Change #14

Original Language

Article IV Order of Succession National Executive Board

Section 3

In case of a vacancy in the office of National Vice President, the President, with the approval of the National Executive Board, shall name an active member from the appropriate vice-presidential area, to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

Proposed Language

Section 3

In case of a vacancy in the office of National Vice President, the President, with the approval of the National Executive Board, shall name an active member from the appropriate vice-presidential area, to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

This change to take effect November 1st, 2019

Rationale- Allows for continuity on the National Executive board
No budget impacts

Respectfully submitted by
Edmund Carley, President Illinois Chapter UPMA
Anthony Leonardi, President Florida Chapter UPMA

Committee Recommendation: Adoption
Executive Board Recommendation: Adoption

2019 Bylaws Change #15

Original Language

Article IV
Order of Succession National Executive Board

Section 4

In case of vacancy in the office of National Secretary-Treasurer, the President, with the approval of the National Executive Board, shall name an active member to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

Proposed Language

Section 4

In case of vacancy in the office of National Secretary-Treasurer, the President, with the approval of the National Executive Board, shall name an active member to fill the position until the next annual National Convention at which time an election shall be held to fill the unexpired term.

This change to take effect November 1st, 2019

Rationale- Allows for continuity on the National Executive board
No budget impacts

Respectfully submitted by
Edmund Carley, President Illinois Chapter UPMA
Anthony Leonardi, President Florida Chapter UPMA

Committee Recommendation: Adoption
Executive Board Recommendation: Adoption

2019 Bylaw Change #16

Withdrawn by submitters March 25, 2019

2019 Bylaw Change #17

Article VI
Conventions

Section 5

UPMA Retired and Associate members shall be entitled to vote on floor votes for time and place selection of future National Conventions. They shall be entitled to one vote for each member registered and in attendance at the National Convention.

ADD: UPMA Retired members, at their own Chapter Convention, shall be entitled to vote on issues related to the business of their chapter that do not involve elections, Articles and Bylaws Changes that are prohibited in the National UPMA Articles of Incorporation and Bylaws.

Rationale - The spirit of this Organization, United Postmasters and Managers of America, is an inclusive organization uniting all members. Retired members should be recognized and allowed to vote for their own Chapter affairs i.e. scholarship disbursement, welfare committee etc.

Respectfully submitted by
Deanna White, Richard Hui
Massachusetts Chapter

Committee Recommendation: No Recommendation
Executive Board Recommendation: Rejection