

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

Withdrawn by Submitter May 23, 2019

2019 Articles Change #3

Withdrawn by Submitter May 23, 2019

2019 Bylaws Change #2

Withdrawn by Submitter May 23, 2019

2019 Bylaws Change #3

Withdrawn by Submitter May 23, 2019

2019 Bylaws Change #4

Withdrawn by Submitter May 23, 2019

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 Fixed Annual		Proposed National 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	
					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 impact

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 impact

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 impact

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