

**UPMA EXECUTIVE BOARD MEETING  
FEBRUARY 12-13, 2022  
ARLINGTON VA**

**SATURDAY, FEBRUARY 12, 2022**

The meeting opened at 8:00 a.m. in the Tidewater II Room, Hyatt Crystal City. Edmund Carley, National President, called the meeting to order; Katie Evertsen gave the invocation, and Tony Leonardi led the group in the Pledge of Allegiance.

Susan Rice called the Roll Call. All UPMA Executive Board members were present, with the exception of Dan Leonard.

A motion was made by Jim Maher, seconded by Padric Fisher to adopt the agenda, with the addition of eight items. Motion carried.

Edmund Carley began the meeting with opening remarks, reviewing his almost 100 days in office. Mentioning his bi-weekly meetings with Dr. Joshua Colin, Chief Retail & Delivery Officer and EVP.

A motion was made by Tony Leonardi, seconded by Jim Maher to adopt the minutes of November 8-9, 2021, and January 25, 2022 meetings. Motion carried.

Report by Padric Fisher, Katie Evertsen and Jim Dunlap reviewing the Western/Pacific Area. Assisting the UPMA Alaska Chapter to set up a chapter convention in June. Also, Nevada Chapter needs assistance—they will possibly be invited to join the Utah Chapter for their chapter convention. The Western/Pacific officer training meeting contract is being finalized for the dates of September 29 – October 2, 2022, at the Sheraton Airport Hotel in Portland, Oregon.

Jim Maher, Mari Beth Kirkland and Earl Husbands reported on the Central Area. Staffing issues, postmasters delivering mail, EAS salary increases compared to craft employees were items discussed. Earl mentioned there is a 3-digit meeting planned in Rockford, Illinois, March 1-3, to address complaints from members. The Central Area Officer Symposium (CAOS) meeting will be held in Milwaukee, Wisconsin the weekend of March 11-13.

Southern Area report was given by Tony Leonardi, Tammy Powell and Greg Nors. A level 18 postmaster was made to compete for a lateral move and didn't make the package and had questioned how that could happen. District is reviewing concerns. The former Houston postmaster is now the District Manager in South Carolina. The UPMA South Carolina chapter has changed the dates of their chapter convention to March 11-13 in Greenville.

Report by Jeff Lightner and Mike Quinn on the Atlantic Area. With the many new members they had elected last year, it took the UPMA Pennsylvania Chapter Board some time to hit their full stride, but they are doing very well now. There were reports of delayed mail in some parts of the Area, but most of those issues have worked themselves out. The New England Conference is scheduled to take place September 23-25 in Concord, New Hampshire. The UPMA Atlantic area chapters will be invited to attend.

Jim Dunlap deferred his Legislative Report to later in the day when the three members of the legislative team address the Board.

Earl Husbands reported on the UPMA PAC. Pages 36-39 of the Board book include UPMA Pac contributions and disbursements for 2021-22 cycle. Also discussed was the Super Bowl watch party activities that are planned to raise money for PAC.

Jim Maher reported on the Adverse Action committee. Dan Heins contributed the information on the UPMA Legal Defense Fund report as of January 31, 2022, is included on page 14 of the Board book. There were ten new cases in 2021, with an average of cost of \$26,000 per case.

Jim Dunlap and Jim Maher discussed the EAS Professional Committee. Possible upcoming articles in the Leader.

Discussion on the Diversity Committee, led by Jeff Lightner; "inclusivity" did not seem to be the right description going forward. Suggestion was made to mirror the USPS statement and to consider Diversity and Inclusion committee. Edmund will name a few more members to the committee; suggestion was made to include one member from each area. A motion was made by Jeff Lightner, seconded by Padric Fisher to rename the Diversity Committee to the Diversity and Inclusion Committee. Motion carried.

Edmund will be working with USPS Headquarters to procure a Diversity and Inclusion speaker at the upcoming national convention in St. Louis.

Padric Fisher reported on the Articles and Bylaws Committee, pages 15-17 in the Board book. There were a total of six proposed changes to the UPMA Articles of Incorporation (2) and UPMA National Bylaws (4). The committee met on the evening of February 9. The results of that meeting will be shared with the Board later in this meeting.

Susan Rice reported on the Education Committee. One of the goals is to promote the UPMA Learning Center on the UPMA website and the Web-ex training sessions. All the Web-ex meetings are recorded and posted on the website. John Galera, national parliamentarian, will host two one-hour classes on learning to use the Roberts Rules of Order In Brief (3<sup>rd</sup> Edition) and the full 12<sup>th</sup> Edition books. John will be doing the presentation at the various conferences this year to review this topic as well as presenting at the national convention.

Mandy Whitten reported on the UPMA Retired organization. A new rail card promoting membership in UPMA Retired has been produced; UPMA paid the cost of producing and printing these cards. The retirees will distribute to potential members.

Tony Leonardi and Katie Evertsen deferred their Membership Report to Sunday morning.

Edmund reviewed the Chapter Convention schedule on pages 34-35 of the Board book. Executive Board members have been assigned to attend chapter conventions. We still have 12-13 chapters that have not shared their convention information with the national office.

### **BREAK**

Doug Tulino, DPMG, Chief Human Resources Officer and Executive Vice President, USPS came before the Board. His report was followed by questions from several Executive Committee members.

Chris McCannell, GrayRobinson and Joel Riethmiller/Brian McLaughlin of Imperium Global Advisors, reported to the Executive Board on the state of the UPMA/USPS legislative affairs.

## **LUNCH**

Troy Oakes, UPMA Auditor, reported to the Executive Board, reviewing the 2020/2021 audit report.

Dan Heins reviewed the 1<sup>st</sup> Quarter Financial Statement, included in the book on pages 59-63. Susan Rice reported on the UPMA Audit Committee findings. It was suggested that the audit committee meet twice a year instead of four times. The committee will meet in August 2022 and January 2023 for their next audits.

The Chapter Convention Report and the need to gather tax filing information is included on the UPMA website under the Resources tab. The executive board member assigned to a particular chapter convention should plan to forward the documents in advance with the understanding they must be filled out by the conclusion of the convention and returned to the national office within ten days of the conclusion of the convention. This is to include the results of the elections and the voting on the proposed changes to the Articles and Bylaws.

The upcoming Web-ex meetings hosted by FedPoint – subject matter was discussed. Mari Beth Kirkland will host the march meeting, and Padric Fisher will cover April.

Susan Rice discussed the UPMA Secretary Treasurer of the Year award to be presented at the national convention in St. Louis. Any UPMA member can nominate a Chapter Secretary Treasurer to receive the award, however, the Chapter President must sign off on the recommendation.

The 2022 UPMA National Convention will be held August 20-26, 2022, in St. Louis. Jim Maher discussed the different facets of the convention, including tours, registration, entertainment. As of this date 515 have registered; 215 of those are retirees and guests.

Edmund announced the 2023 UPMA Membership Academy is scheduled for January 14, 2023, in Denver. Each UPMA Chapter will be provided with two sleeping rooms. The issue of the SOC asking that a CMR academy be held in conjunction with the SOC planned for October 2022 was discussed. A motion was made by Jim Maher, seconded by Tammy Powell to fund the CMR academies in 2022, leaving the decision of when/where to be determined by the National President and the Advisory Board. Motion carried.

A brief discussion was held on the site of the 2023 UPMA National Convention in Denver. Edmund has signed a contract with the Sheraton Denver Downtown Hotel, for August 26 – September 1, 2023, room rate \$159/night.

Edmund reviewed the UPMA policies included in the Board book, pages 41-58. Included were some updated policies on pages 41-44 and 47. Also added was the Executive Director Pay Package 2021.

Motion made by Earl Husbands, seconded by Greg Nors that all health insurance, life insurance, vision, dental insurance costs of the national president be covered by UPMA. Motion withdrawn.

Motion made by Tony Leonardi, seconded by Earl Husbands that all health and life insurances that the national president held at the time of election, including dental and vision, be covered by UPMA.

Amendment by Tammy Powell, seconded by Jim Maher to insert the words “with the USPS” after national president (above). Motion carried.

Original motion, including the words “with the USPS” carried.

Motion made by Tony Leonardi, seconded by Jeff Lightner that Item 2 of the UPMA Time and Travel Policies (page 47) be changed to read 1,000 miles round trip, replacing 700 miles round trip. Motion carried.

Motion made by Padric Fisher, seconded by Earl Husbands to add an Item 6 to the UPMA Time and Travel Policies (page 47) to read: If a travel disruption occurs while on travel orders, alternative travel plans may be made subject to approval of the President, retroactively, if necessary. Motion carried.

Discussion on the UPMA National Executive Director duties and responsibilities. Motion made by Tony Leonardi, seconded by Earl Husbands that all health and life insurances that the executive director held with the USPS at the time of their appointment, including dental and vision, be covered by UPMA. Motion carried.

Motion made by Greg Nors, seconded by Tammy Powell to eliminate the bullet item #9 that reads: UPMA will provide up to an additional \$2500 housing stipend, for the period of October 15<sup>th</sup> to October 31<sup>st</sup>, 2021. Motion carried.

Motion made by Padric Fisher, seconded by Earl Husbands to number the bullet points on the UPMA National Executive Director duties and responsibilities document. Motion carried.

The UPMA Star Chapter Award was discussed, including Chapter requirements. These details are posted on the UPMA website. The 2022 Star Chapter Awards will be presented at the upcoming national convention in St. Louis.

Discussion on the Amazon (Entry Times) (Warehousing) item. Amazon is referred to as a Major Mailer. Edmund met recently with the individual that oversees this program at USPS Headquarters and will continue to talk with them about issues related to the “pilot” program.

The Personal Time issue was discussed. This is not to be confused with comp time. Edmund has asked Bruce Nicholson, Manager, Labor Relations, USPS, to jointly provide training on this issue for UPMA members and POOM’s throughout the country.

A motion made at 3:06 p.m. by Padric Fisher, seconded by Jim Dunlap to enter into Executive Session.

#### **SUNDAY, FEBRUARY 13, 2022**

The meeting opened at 8:00 a.m. in the Tidewater II Room, Hyatt Crystal City. Edmund Carley, National President, called the meeting to order; Jim Dunlap gave the invocation, and Earl Husbands led the group in the Pledge of Allegiance.

Tony Leonardi, Katie Evertsen and Frank Augustosky reported on UPMA Membership, Board book pages 29-33. A motion was made by Jim Maher, seconded Padric Fisher to extend the current one-year free membership and \$195.00 rebate to the chapter until December 31, 2022.

Tony Leonardi asked to table the motion and reevaluate at the end of the completion of this current offer on March 31, 2022. Comment made that the 204-B's and plant managers are being overlooked.

An amendment made by Jeff Lightner, seconded by Earl Husbands to amend the motion to extend the current one-year free membership and \$195 rebate to the chapter until June 30, 2022. Not carried.

Jim Maher/Padric Fisher withdrew their original motion.

Frank reviewed the Membership Contest Standings, page 32 & 33. Question was asked about the calculated points system used in the contest. Dawn Woods, an original member of the Membership Team has taken a new position within the USPS, and Jeff Jarrett (Indiana) will replace her on the team.

The Proposed Change to the UPMA Articles of Incorporation #1, Article VII, Sections 4 and 1 was read. A motion was made by Tony Leonardi, seconded by Jim Maher to have the UPMA Executive Board concur with the recommendation of the Articles and Bylaws Committee to recommend adoption. Motion carried.

The Proposed Change to the UPMA Articles of Incorporation #2, Article VII, Section 2 was read. A motion was made by Padric Fisher, seconded by Greg Nors to concur with the recommendation of the Articles and Bylaws Committee to recommend adoption. A voice vote taken: 10 NO VOTES; 3 YES VOTES. Fisher, Rice, and Kirkland voted to concur. Dunlap, Evertsen, Husbands, Leonardi, Lightner, Maher, Nors, Powell, Quinn, and Whitten voted not to concur. The UPMA Executive Board will **not concur** with the recommendation of the Committee. The ten dissenters will write one dissenting opinion to present to the membership with the proposed change.

The Proposed Change to the UPMA National Bylaws #1, Article X, Section 3 and Article VI, Section 5(b) was read. A motion was made by Tony Leonardi, seconded by Katie Evertsen to have the UPMA Executive Board concur with the recommendation of the Articles and Bylaws Committee to recommend adoption. Motion carried.

The Proposed Change to the UPMA National Bylaws #2, Article X, Section 1 was read. A motion was made by Tony Leonardi, seconded by Earl Husbands the UPMA Executive Board **does not concur** with the proposed change. A voice vote was taken: 10 YES VOTES; 3 NO VOTES. Dunlap, Evertsen, Husbands, Leonardi, Lightner, Maher, Nors, Powell, Quinn, and Whitten voted yes. Fisher, Rice, and Kirkland voted no. The ten yes voters will write one dissenting opinion to present to the membership with the proposed change. Motion carried.

The Proposed Change to the UPMA National Bylaws #3, Article III, Section 6 was read. A motion made by Tammy Powell, seconded by Earl Husbands that the UPMA Executive Board concur with the recommendation of the Articles and Bylaws Committee to recommend adoption. Motion carried.

The Proposed Change to the UPMA National Bylaws #4, Article III, Sections 1 and 9 was read. A motion made by Susan Rice, seconded by Padric Fisher to have the UPMA Executive Board concur with the recommendation of the Articles and Bylaws Committee to recommend adoption. Motion carried.



Discussion was held on the assignment of UPMA Executive Committee members to attend UPMA Chapter Conventions, page 35. It was pointed out that this is a work in progress.

Using the UPMA VISA card issued to UPMA Executive Committee members versus using the Committee members' own personal card was discussed. A motion made by Padric Fisher, seconded by Jim Dunlap to allow that if a personal credit card is used to pay for air travel costs, a comparison must be submitted with the voucher to exhibit the savings. Motion defeated.

A motion was made by Susan Rice, seconded by Tony Leonardi that UPMA discontinue the requirement to use the UPMA credit cards with the exception of the National President, UPMA Staff and any Executive Board member that requests one. Motion carried.

Susan Rice discussed the turn around time on credit card reconciliations, emphasizing the need for timeliness for the process to work.

Edmund discussed U.S. Code – Unannotated Title 39, included on pages 64-67 in the Board book. Discussion ensued about reforming Title 39 and Edmund would like Executive Board members to submit thoughts and ideas going forward.

#### **BREAK**

Edmund read the UPMA Code of Ethics, included in the Board book on pages 54-57. The last item listed: Training on principles of investigative interviews shall be done annually at an executive board meeting. The members of the Ethics Committee currently serving: Edmund Carley, Susan Rice, Mandy Whitten, Tammy Powell and Earl Husbands.

The Leader Print Schedule is included in the Board book on page 68. If you have not heard from Steve Kochersperger, National Editor, concerning your assignment, please contact him.

A discussion held updating and sharing with the Executive Board the work being done by Emory Day, the firm updating the UPMA website and digital marketing. Edmund and Frank meet with them every other week.

A discussion was held on the item added to the agenda concerning a Consultative Log for Plants. The national office will work with USPS Headquarters to get a flow chart developed so everyone knows what the proper procedures are dealing with issues especially in non-Customer Service areas.

A discussion was held on Postmasters carrying mail.

A discussion held on the 120-day rule and the ability to bid on a position that you are acting in. Edmund spoke about 743.15 and 743.16 allowing an exception to the 120-day rule is an OIC assignment. Members asked that this be clarified and printed in the Leader.

An Executive Committee member shared a letter received from Jeff Jarrett, President, UPMA Indiana Chapter concerning the UPMA Auxiliary group, B.R.A.T.S. (Bringing Real Attributes to Society). Edmund asked that he be allowed to have a discussion with the Auxiliary president on this subject and report back to the Executive Board.

Dan Heins wrote and read the dissenting opinion of the ten board members concerning the Proposed Change to the UPMA Articles of Incorporation #2. **Dissenting opinion:** We dissent from the recommendation to adopt this proposed change because we believe the requirement for one active member from ten (10) different chapters would be too restrictive and may discourage the membership from submission of proposed changes in the future.

Motion made by Padric Fisher, seconded by Jeff Lightner to adjourn the meeting at 11:45 a.m.

Respectfully submitted,

Susan Rice  
UPMA National Secretary Treasurer