

**UPMA EXECUTIVE BOARD MEETING  
MARCH 18-19, 2023  
ARLINGTON VA**

**SATURDAY, MARCH 18, 2023**

The meeting opened at 9:00 a.m. in the Roosevelt Room, Hyatt Regency Arlington hotel. Edmund Carley, National President, called the meeting to order; Greg Nors gave the invocation and Jeff Lightner led the group in the Pledge of Allegiance.

Susan Rice conducted the Roll Call; all UPMA Executive Board members were present, with the exception of Jim Dunlap.

A motion was made by Tammy Powell, seconded by Greg Nors to adopt the agenda. Motion carried.

Edmund Carley began the meeting with opening remarks, he asked all Board members and attendees in the room to put all electronic devices away, with the exception of the UPMA staff. Edmund stated he had been in office for 502 days and outlined what has happened organizationally in that time.

A motion was made by Jeff Lightner, seconded by Mari Beth Kirkland to adopt the minutes of the January 12-13, 2023, and February 16, 2023 meetings as printed. Motion carried.

Tania Cason and Katie Evertsen reported on the Western/Pacific Area. Taking away supervisors due to complement was discussed, along with carriers being out late and the challenges of hiring.

Kerry Nichols, Mari Beth Kirkland, and Jim Maher reported on the Central Area. Career Conference planned in Akron, OH and Sioux Falls, SD which are two of the first ones out of the box. The Akron conference will serve as a pilot program. Mari Beth has been helping the WV members with representation when needed.

Jerry Southard, Greg Nors, and Tammy Powell reported on the Southern Area. There is a feeling that the Postal Service is pushing postmasters to the breaking point—causing them to resign and walk out. Filing a workplace environment claim is cumbersome and time consuming and most do not want to take the time to do that.

John Douds, Jeff Lightner, and Dan Leonard reported on the Atlantic Area. Not being able to hire in a timely manner is a major issue in most of the area; however, there are pockets in the New England states that seem to be worse than some other parts of the area.

Doug Tulino, USPS Deputy Postmaster General, Chief Human Resources Officer spoke with the Board for about an hour, ending with questions from some of the Board members. Mr. Tulino touched on issues with where the organization is in the ten-year plan, where they are with addressing hiring issues and how we continue to refocus as an organization when we move away from letters and flats to more and more parcels in the system.

**BREAK**

Edmund spoke about the number of UPMA chapters that will be providing training, on the clock, at their Chapter Conventions. He asked Kerry Nichols, UPMA Education Chair, to compile a list of the districts where this has been approved.

John Douds spoke briefly about the plans for the UPMA PAC committee at this Legislative Summit and distributed PAC envelopes to Board members. At this meeting there will be a PAC table, 50/50 and gift card raffle to raise funds. The Legislative/PAC telecom is planned for the 3<sup>rd</sup> Wednesday of each month.

Jim Maher spoke about the Adverse Action committee, will continue to represent members to the best of their ability. There are three CMR training academies planned for this Fall. They will take place in September in Philadelphia, October in Portland, Oregon, and the first weekend in November in Oklahoma City.

Dan Heins reported on the Adverse Action Legal Defense Fund as of February 28, 2023 (pg. 12 of the board book). Four removal cases have been added in 2023 with the possibility of a fifth in the near future. There are 12 cases on the books that there continues to be activity on them from time to time – in most cases we are just waiting for the Merit Systems Protection Board to get through their backlog and resolve some of these cases. Some of the cases date back as far as 2018.

Jim Maher reported on the EAS Professional Committee telling Board members a new chair has recently been named, Albert Ruiz, Chapter President of the DC Chapter.

Susan Rice, Articles and By-Laws Committee member and board advisor mentioned the reading of the proposed changes to the Articles and Bylaws was done at the February 16, 2023 Board telecon, and these proposed changes will be going forward to the Chapter conventions for votes by the active members present.

Jeff Lightner spoke about the UPMA Diversity and Inclusion Committee, stating Tania Cason and Mari Beth Kirkland have joined the committee and regular ZOOM meetings will be scheduled in the future.

A-PLUS will be celebrating their 6<sup>th</sup> Annual National Convention to be held April 13-16, 2023, in New Orleans. The theme is "Creating Connections-Building Bridges... Together!" A-PLUS has been a constant vehicle for providing training, mentoring, and networking for countless employees of the United States Postal Service during their 36-year history. Edmund Carley will attend and speak at this convention.

Kerry Nichols discussed future plans for the Education Committee. Cindi Cotton and Jason Hirschvogel will join her committee and help plan educational seminars and speakers for the upcoming national convention in Denver.

Mandy Whitten, National President, UPMA Retired, spoke to the Board. The National Scholarship Committee, administered by the retirees will be represented in Denver at the convention. The deadline for scholarship applications is July 15, 2023. Mandy stated anyone who signs up a retiree or an associate to join their organization will be awarded a \$25 check through December 31 of this year.

Katie Evertsen spoke about UPMA Membership report. Membership meetings are scheduled on the last Thursday and the first Thursday of each month to track where we are as an organization.

Edmund spoke about UPMA chapter convention schedule. Assignments have been made; Tammy Powell will attend the Kentucky chapter convention. Edmund encouraged Board members to contact the chapter officers of their assigned chapter in advance, forwarding audit documents, possibly scheduling recruitment days before/after convention dates. Confirm bonding information and tax filings are current. Edmund also addressed conducting national elections at the chapter conventions.

## **LUNCH**

Troy Oakes, CPA, spoke about the 2022 UPMA Audit Report and distributed his report to the Board. This report will be published in a future *Leader*. The office staff will work with Troy to make sure the quarterly reports are published on a regular basis going forward.

Jerry Hulick, Mass Benefits, spoke to the Board about the Supplemental Retirement Plan and the Lincoln National Life Insurance Company, and the Investment Accounts, giving each Board member an in-depth report.

Jerry introduced Leks Gerlak, Senior Investment Consultant, City National Rochdale and reintroduced his associate Ryan Buck to the Board. Together they presented an investment option for the Board to consider for our investment accounts going forward. The Board agreed to continue the discussion later in the meeting.

Edmund mentioned Nicole Standly, FESA, and spoke about FESA's sponsorship of UPMA and how they will be involved in the monthly UPMA training telecons and other support that FESA will give at national and chapter events.

Susan Rice, Jerry Southard, and Mari Beth Kirkland conducted the first quarter Audit in the national office this past week. They reported on their findings.

Dan Heins reviewed the 2023 UPMA Financial Report, pages 17-21.

Edmund talked about the fifty Career Conferences conducted by the USPS this year. A motion was made by Jerry Southard, seconded by Katie Evertsen to refund the \$30 registration fee to any UPMA members that choose to attend; as well as to any new member that joins at the conference. Motion carried.

## **BREAK**

Motion by Jim Maher, seconded by Jerry Southard to enter Executive Session (3:15 p.m.), to include Dan Heins. Motion carried.

Motion by Dan Leonard, seconded by Jim Maher, to leave Executive Session (4:15 p.m.)

Legislative presentation by Chris McCannell, GrayRobinson and Brian McLaughlin, Imperium Global Advisors.

5:05 p.m. Meeting adjourned.

## **SUNDAY, MARCH 19, 2023**

The meeting opened at 9:00 a.m. in the Roosevelt Room, Hyatt Regency Arlington hotel. Edmund Carley, National President, called the meeting to order; Mari Beth Kirkland gave the invocation, and Katie Evertsen led the group in the Pledge of Allegiance.

Discussion was held on the upcoming 2023 UPMA National Convention in Denver. Due to the number of complimentary suites that are available and the fact that this year there is not one available for the Retiree Hospitality Suite, a motion was made by Kerry Nichols, seconded by Mari Beth Kirkland to subsidize the UPMA Retired organization in the amount of \$4,000.00 to help offset the cost of their hospitality suite at the convention. Motion carried.

Discussion was held regarding the 2024 UPMA National Convention planned at the Caribe Royale Hotel in Orlando, Florida. The contract has been signed and the room rate will be \$174/night (which includes a reduced rate of \$15/night for the hotel's resort fee).

Discussion was held on the potential sites for the 2025 UPMA National Convention. Currently, we have proposals from Dallas, Long Beach, Reno and Cincinnati. In some cases, we are still waiting for chapter endorsement for some of the sites. The city comparison sheet will be published in the May 2023 *Leader*.

Edmund talked about his plans to attend the National Postal Forum in Charlotte, NC, May 20-25. He is planning to expand the role that UPMA plays at this event. Katie Evertsen and Tammy Powell volunteered to attend if needed.

Discussion was held on the biweekly CRDO Updates that Edmund has with Dr. Colin, the EAS Carry Survey and T-Time; as well as the number of offices with only one carrier per route and how the USPS is tracking these issues and trying to address them.

The UPMA Membership policy was discussed. Jim Maher made a motion, seconded by Katie Evertsen to change the word "must" to "may" under VI. Chapter Assignments. Motion withdrawn.

Motion made by Jim Maher, seconded by Tammy Powell, the Chapter Executive Board shall review and act upon any variance request as soon as practical, page 24, VI. Chapter Assignments. Motion carried.

The Adverse Action Legal Defense Plan was reviewed. A motion was made by Kerry Nichols, seconded by John Douds to remove, "an active EAS member" under the Eligibility heading on page 26. Motion withdrawn.

A motion was made by Kerry Nichols, seconded by John Douds, to insert, under the Eligibility heading on page 26, "To be eligible for AALDP benefits, *you must have been a member of UPMA* for at least one year prior to the date of the initial proposed adverse action. Motion carried.

Discussion was held on S&DCs. The letter dated February 28, 2023, from James Lloyd, Director, Labor Relations Policies and Programs is included in the Board book. According to the Postal Service the purpose of creating S&DCs is to reduce transportation and mail handling costs.

## **BREAK**

A question was raised regarding PAC contributions by UPMA members, a report can be generated by Dan Heins and provided with the amount contributed by each member since the inception of the PAC, November 1, 2016 as long as they have given \$900, or more since that date. This may be useful to alert members within \$100 of the next medallion level. Medallions are awarded at the national convention each year for those contributing over \$1,000 to PAC and in increments of \$1,000.

The NOAH database is not able to provide an accurate account of UPMA non-members other than through our website and the reports available there. Dan will be working with them, attending a workshop of April 5-6, to help understand and hopefully improve the current system.

Emory-Day was mentioned—a UPMA website is under construction and there was concern expressed that we are not providing up-to-date information on the current website; Executive Board minutes have not posted; however, this has been addressed and they will be posted soon. We need to make sure we are getting updated news stories posted as soon as possible. Dan and Edmund will address this with Emory-Day.

CSV training was brought up by Dan Leonard for discussion. This is something that could be addressed with the Postal Service.

A motion was made by Jim Maher, seconded by John Douds to publish the 2021-22 UPMA year-end financial report; and beginning with the first quarter of 2023 subsequent quarterly reports going forward in the *Leader*. Motion carried. Suggestion was made to include with the publication an explanation of expenditures.

Discussion was held on the City National Rochdale proposal presented to the Board on Saturday by Jerry Hulick and Leks Gerlak. Each Board member received a hard copy of this proposal. Motion made by Jim Maher, seconded by Kerry Nichols to accept the Rochdale proposal and to begin moving our reserve funds to this company incrementally over the next few months. Motion carried.

Suggestion was made the Executive Board receive an advance copy of the Board book when the book is sent to the printer prior to each UPMA Executive Board meeting.

Motion made by Jim Maher, seconded by Katie Evertsen to have the UPMA financial audit conducted as directed by the UPMA National Office as least three times per year. Motion carried.

Edmund let the UPMA Board members know they are not required to use the UPMA VISA Card provided to them when they started their term on the Board. Susan Rice asked that each Board member be responsible and timely in sending in receipts if in fact they use the UPMA VISA card.

Motion made by Tammy Powell, seconded by Jim Maher that the Executive Board enter Executive Session immediately following the lunch break. Motion Carried.

**LUNCH**

A motion was made by Dan Leonard to come out of Executive Session. Seconded by Jim Maher. Motion passed.

Jim Maher moved to adjourn. John Douds seconded the motion. Motion passed.

Respectfully submitted,

Susan Rice  
UPMA National Secretary Treasurer