

**UPMA EXECUTIVE BOARD MEETING
AUGUST 25-26, 2023
DENVER CO**

FRIDAY, AUGUST 25, 2023

National President Edmund Carley, called the meeting to order at 8:00 AM. The invocation was given by Jim Dunlap, and Jim Maher led the group in the Pledge of Allegiance.

Susan Rice conducted the Roll Call; all UPMA Executive Board members were present.

Edmund Carley made his opening remarks, including mentioning the Convention Survey QR code located on the back cover of the convention program, as well as the separate QR code that has been developed for feedback on all of the training sessions.

It was moved by Greg Nors and seconded by Jerry Southard to adopt the agenda. Motion carried.

Susan Rice presented the Executive Board minutes of March 18-19, 2023. Motion made by Jim Maher, seconded by Jim Dunlap, to approve these minutes. Motion carried.

It was pointed out that a motion recorded on page 8 of those minutes which stated that we should “publish the 2021-22 UPMA financial year end report; and beginning with the first quarter of 2023 subsequent quarterly reports going forward in the *Leader*.” Since this motion was not acted upon it was requested that this be corrected immediately. President Edmund and Executive Director Dan promised that that would be accomplished in the next issue of the UPMA Leader.

Susan Rice presented the Executive Board minutes of June 29, 2023 (page 10). It was moved by Jeff Lightner, seconded by John Douds to approve the minutes. Motion carried.

Western/Pacific Area officer/advisor report given, Tania Cason, Katie Evertsen and Jim Dunlap gave a summary report of activities going on in their area.

Central Area officer/advisor report given, Kerry Nichols, Mari Beth Kirkland and Jim Maher gave a summary report of activities going on in their area.

Southern Area officer/advisor report given, Jerry Southard, Greg Nors and Tammy Powell gave a summary report of activities going on in their area.

BREAK

Tom Blum, Vice President, Labor Relations, USPS, spoke to the Board, discussed relevant matters and ended his presentation with a question and answer session.

Tony Leonardi and Katie Evertsen presented the Membership Report to the Board and discussed chapters in crisis program and where we currently stand in the 2023 membership contest.

Report by Shana Mansfield, Chair, 2023 UPMA National Convention.

Report by Jim Dunlap, Legislative Committee.

Atlantic Area officer/advisor report given by John Douds, Jeff Lightner and Dan Leonard on activities going on in their area.

John Douds, UPMA PAC chair, gave the PAC report. The total collected between January 1 and July 31, 2023, was \$111,210.04. John reported that they have a few activities planned to raise PAC funds during the convention.

The Adverse Action committee report was given by Jim Maher. He mentioned a new member was recently added to the committee, Cathy Winnie from New York. Tamika Sykes, UPMA Attorney will participate in the break-out session on Sunday and speak to the General Session on Wednesday.

The Legal Defense Fund update was presented by Dan Heins. The average spent per case is under \$20,000 for this year. There is an expected reimbursement of attorney fees coming back to the fund from a case that dates back to early 2016. The focus of the program is to protect those at risk from losing their retirement though they may not be able to stay in their current position with the USPS, but in most cases we are able to save their retirement.

LUNCH

The EAS Professional Committee report was presented by Jim Maher and Jim Dunlap.

The Diversity and Inclusion Committee report was presented by Jeff Lightner. A banner loop is planned at the start of each morning session this week to outline how many different nationalities we have working for the USPS that are members of UPMA.

Articles and By-Laws report was presented by Susan Rice.

Education Committee report was presented by Kerry Nichols.

UPMA Retired Report was presented by Mandy Whitten, President, UPMA Retired. Fifteen national scholarships will be awarded this year. Monthly meetings held with retiree member reps have been successful.

The 2023 Audit Report was presented by Susan Rice, assisted by Jerry Southard and Mari Beth Kirkland.

The discussion was led by Jim Maher on the proposed change to the UPMA National Bylaws to change the name of the Adverse Action Committee to the National Member Representation Committee that had been sent out to board for possible action during this meeting. It was moved by Jim Maher and seconded by Tammy Powell to approve the proposed change. Motion carried.

Edmund spoke about the Sortation and Delivery centers. At this time, we have been assured that no postmaster will lose their positions due to S&DC implementation.

Joe Lewis from EmoryDAY spoke to the Board via ZOOM and updated them on the progress of the UPMA website.

Dan Heins presented the UPMA Financial report. It was pointed out that UPMA has not paid the chapters for May-June-July amounts for the new members. Currently, it is just over \$230,000 that is

owed to the chapters. It was moved by Kerry Nichols, seconded by Jim Dunlap to allow a transfer of \$500,000 from the reserve fund to the general fund immediately, and up to an additional \$500,000 be transferred by the end of 2023. After discussion, Jim Maher made a motion, seconded by Dan Leonard to table the motion.

Katie Donta, representing Levitate made a presentation to the Board via ZOOM. The objective is to help UPMA build relationships and grow networks, maintain communications, automate routine communications, and raise awareness.

BREAK

The tabled motion was brought forward for consideration. It was moved by Dan Leonard, seconded by Jim Maher to table the original motion until the conclusion of this national convention when expenses are paid, and a re-evaluation can take place. Motion withdrawn.

The original motion remains on the table. A roll call vote was conducted, ten (10) yes votes recorded (Dunlap, Evertsen, Cason, Kirkland, Nichols, Lightner, Douds, Nors, Southard, & Rice; four (4) no votes recorded (Maher, Leonard, Powell, & Whitten.) Motion carried.

Discussion was held on the 2023 Chapter Special Assessment Requests. It was moved by Jim Maher, seconded by Tammy Powell to approve the chapter assessments requested for 2023. Motion carried.

Discussion was held on CMR Academy procedures. There are three planned in 2023, and how many will be planned in 2024 will be determined after this year's academies are concluded. A question was raised as to how the attendees are selected and how will the structure look going forward. The attendees are chosen by the chapters and what the structure will look like going forward will be determined after this year's academies, as well.

Discussion was held on the Kickoff Meeting/Membership Academy procedure. The UPMA Kick Off/Membership meeting will be held on Sunday, January 14, 2024. The UPMA National Executive Board will meet at the same venue on Friday and Saturday, January 12th and 13th, 2024.

Discussion held on the Small Chapter Supplement for the national events and if this program should be expanded in some way. The chapter supplement program is provided to assist smaller chapters by subsidizing their involvement in the legislative summit and national convention. A suggestion was made to possibly include a CMR small chapter supplement. This will be discussed at a later date.

It was moved by Greg Nors, seconded by Jim Dunlap to enter Executive Session at 4:46 p.m., to include Dan Heins, UPMA Executive Director. Motion carried.

SATURDAY, AUGUST 26, 2023

National President Edmund Carley, National President, called the meeting to order at 8 AM. The invocation was given by Tammy Powell and Dan Leonard led the group in the Pledge of Allegiance.

There were three national event planner presentations made to the Board; Conference Direct, Helms Briscoe/Metro Connections and Crisp Events.

BREAK

The 2024 National Convention report was presented by Lori McDonough, Chair, Orlando National Convention.

The UPMA Legislative Report was presented by Chris McCannell, Brian McLaughlin and Joel Riethmiller.

Jerry Hulick, Mass Mutual; Ryan Buck, Caring Consulting Group; and Leks Gerlak, National City Rochdale; presented the benefits and reserve fund investment reports to the UPMA Board.

Edmund discussed the updated Consultative Issue Log. Edmund has requested that he have the opportunity to resume quarterly meetings with the USPS as were held in the past. He is awaiting confirmation on that request.

The Chapters in Crisis program was again brought up for discussion. The membership committee has identified 14 chapters that they believe could benefit from special assistance from the national membership committee going forward to identify barriers to improving membership in those chapters. It will be up to the committee working with the National President to determine how that program will be administered going forward.

LUNCH

Bruce Nicholson, Manager, Labor Relations, USPS spoke to the Board, followed by a question-and-answer session.

It was moved by Tammy Powell, seconded by Jim Maher to enter Executive Session at 1:30 p.m. for a period of twenty minutes. The Board returned to regular session at 1:50 p.m.

Jim Maher discussed the issue of the financial year end explanation, and it was agreed formatting was a problem and will be re-done and included in the next issue of the UPMA Leader.

Mandy Whitten addressed the UPMA Retired dues structure for 2024. It was moved by Mandy and seconded by Jim Maher to increase UPMA Retiree dues by 5% beginning on January 1, 2024. Motion carried. It was noted that the new dues amount will be reflected in the cash dues letters to be mailed in November 2023.

It was moved by Dan Leonard, seconded by John Douds to choose one of the three national event planners presented to the Board this morning. Motion carried. The name of the company will be announced once the final contract details have been worked out by President Edmund.

It was moved by Jim Dunlap, seconded by Katie Evertsen the the Board to enter Executive Session at 2:05 p.m. to include Dan Heins, Executive Director. Motion carried.

THURSDAY, AUGUST 31, 2023

The meeting was called to order at 1:04 PM by National President Edmund Carley. All of the current members of the board were present along with the four (4) newly elected National Vice Presidents and the newly elected President of the UPMA Retired.

Discussion was held concerning 2024 national convention registration. All individuals attending the convention must complete a form and register themselves, including payment. There will not be any group, chapter, or "ghost" registrations accepted. No exceptions. There will also not be an exchange of registrations to another attendee allowed at a later date. Individuals may request a refund prior to June 1, 2024 per the current refund policy that is in place.

It was moved by Padric Fisher to self-nominate himself to serve a one-year term as Executive Vice President. The motion was seconded by Tony Leonardi. Motion carried.

It was moved by Jim Maher, seconded by Jeff Lightner to adjourn at 1:24 p.m. Motion carried.

Respectfully submitted,

Susan Rice, National Secretary-Treasurer