

# UPMA LEADER

August 2024

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Leadership  
Potential, While  
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to Success**

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## UPMA Mission Statement

United Postmasters and Managers of America exists to support our membership through communication, education and representation.





## President's Purview

Edmund Carley, national president

# Leadership Crisis? What Are You Doing About It?

I recently read some comments about a “leadership crisis” that is causing “a significant number of EAS employees” to leave the Postal Service. I never have been one to defend every aspect of life in the USPS—the Postal Service is, was and always will be a tough place to work. While acknowledging the difficulties, the question remains: “What are we doing about it?”

For the past three years, I have witnessed leaders of employee unions and associations decry how terrible the USPS is. They blame our poor employee retention rate on our working conditions and supposed lack of leadership. It's not just in the entry-level craft positions, but also in the ranks of Postmasters, Managers and Supervisors,

in opposition to reform, such as a new network, just because it changes the status quo is counter-productive. I cannot answer for those other leaders or their organizations, but I can answer for UPMA.

Our organization supports and empowers USPS leaders in several critical ways:

### 1. Advocacy and Representation—

When warranted, UPMA's representation process is second to none. Our chapter and national leaders answer calls and respond quickly when needed. UPMA actively advocates for fair compensation, improved working conditions and better career opportunities for EAS employees. By voicing the concerns of our members at the highest levels, we strive to create a more supportive and rewarding environment in the USPS.

### 2. Training and Development—

Recognizing the gaps in USPS training mechanisms, UPMA provides comprehensive training programs designed to equip EAS employees with the necessary operational and leadership skills. Our programs focus on practical knowledge, real-world applications and continuous professional development to ensure our leaders are well-prepared for their roles.

### 3. Mentorship and Networking—

UPMA fosters a culture of mentorship and peer support. By connecting experienced leaders with those new to EAS roles, we facilitate sharing knowledge, best practices and invaluable insights. Our network of Postmasters, Supervisors and Managers provides a robust support system that encourages growth and resilience.



**UPMA educates its members and supports them in becoming better postal leaders.**

One opinion I read invoked the well-worn comparison to the *Titanic*, drawing a parallel between that ill-fated voyage and that of the Postal Service. One can take many lessons from such an analogy. Like the *Titanic*, the Postal Service faces extraordinary challenges. Just as the crew of the *Titanic* displayed remarkable bravery and selflessness in the face of disaster, so, too, do the leaders in the United States Postal Service (and UPMA) confront significant obstacles that demand courage and decisive action.

However, the question remains: What are the leaders of these unions and associations doing to improve it? Simply pointing out problems, constantly criticizing policies and programs and not offering meaningful input to enhance the place does not get the job done. For instance, standing

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## Leadership Crisis?

(continued from page 4)

### 4. Addressing Workplace Issues—

We take seriously reports of psychological aggression, hostile work environments and threats. UPMA works diligently to address these issues, advocating for a positive and safe workplace culture. We aim to eliminate behaviors that undermine morale and productivity by promoting respectful and supportive interactions.

### 5. Accountability—

Despite the challenges, UPMA remains committed to transparency and accountability. We continuously seek ways to partner with the USPS to gather and analyze information that can inform our advocacy efforts and drive meaningful change. We believe that, together, we can effect change this way—not just by sitting on the sidelines and complaining.

UPMA educates its members and supports them in becoming better postal leaders. Again, this summer, we partnered with the Career Conferences, giving scholarships to any UPMA member who wanted to attend.

Our robust associate program aims to equip our

craft employees to be ready for management and our entry-level Supervisors with the tools and tactics necessary to be great leaders. Those Supervisors then become great Postmasters and Managers.

Further, most chapter conventions this year partnered with postal districts to provide on-the-clock training to all EAS employees who wished to participate. Eventually, the Executive Leadership team will be full of UPMA-trained and influenced leaders for whom we all will be happy to work.

While we acknowledge the difficulties EAS employees face, it is essential to recognize that the USPS is not akin to the *Titanic*. Our institution has a storied history woven into the very fabric of our nation. And we continue to play a vital role in binding this country together. By leveraging the strengths of our leadership, we can navigate these turbulent times and steer the USPS toward a prosperous future.

UPMA stands steadfast in its mission to empower leaders, address critical issues and foster a thriving work environment. Together, we can overcome the challenges before us and ensure the viability and success of America's Postal Service.

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# Maximizing Our Potential

Padric Fisher, national executive vice president

## Think Before You Post (Office)

According to ASM 363.6.2b, Behavior and Personal Conduct - Employees: "Harassment, bullying, discrimination, or retaliation on Social Media: (1) between coworkers; or (2) by employees who identify themselves as Postal Service employees on Social Media that would be impermissible in the workplace is not permissible online, even if it is done after hours, from home, and on a personal computer, smartphone, laptop, or tablet device. Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that Postal Service employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The Federal Standards of Ethical Conduct referenced in Section 662.1 of the *Employee and Labor Relations Manual* also contain regulations governing the off-duty behavior of Postal Service employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service, whether done online using a personal computer, smartphone, laptop, or tablet device or otherwise. Conviction for a violation of any criminal statute may be grounds for disciplinary action against an employee, including removal of the employee, in addition to any other penalty imposed pursuant to statute."

The preceding section of the *Administrative Support Manual (ASM)* governs social media activity. While the USPS does not prohibit the use of social media, it does set forth some guidelines. Conduct should reflect favorably on the agency.

Social media is a wonderful tool. Information can be shared to many people in a very short period of time. The UPMA National Office maintains an official Facebook page (<https://www.facebook.com/>

UPMA.National/about) along with pages on Indeed and YouTube. Many chapters also maintain a Facebook page. I am proud the Oregon UPMA Facebook page has more followers than we have members. Frequently, information will get posted and shared on multiple pages.

These pages are administered and, generally, only share beneficial and useful content. It also allows members to keep in touch with each other across the miles. This is the positive use of the networking community. Conversely, the internet affords a false sense of anonymity and lends itself to a boldness of perceived distance.



**I urge all of us to showcase UPMA and our members as the pinnacle of professionalism.**

I have seen many posts on other pages (non-UPMA, but postal-related) that do not live up to the higher standard. Many of these sites do not speak favorably of the USPS and its employees. Many people like to vent their frustrations, sometimes anonymously and sometimes not. Many times, people ask genuine questions, looking for help with issues with which they are dealing. I'm often appalled at some of the denigrating responses they receive.

As the policy reminds us, we have an obligation to treat each other in a respectful and positive manner. I wonder if these Nattering Nabobs of Negativity would say these things face to face. Some of us need to go back to what our parents taught us, "If you don't have anything nice to say, don't say anything at all."

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# Leadership for Success

John Douds, Atlantic Area national vice president

## As a Seasoned Manager...

When I first became a Manager, I could not cut up with my friends like I did before. My fellow employees looked at me differently. This can be a tough transition for anyone looking for upward mobility. A long USPS management career has taught me some things you may find helpful while navigating the manager/employee relationship.

**1. Treat them all equally.** This can be tough, especially regarding corrective action. If two employees have an attendance issue, but one is a great mail carrier and the other is riddled with mistakes, still treat them equally, specifically in the area of attendance.

them every chance and kept the discipline in abeyance until it was necessary.

### 5. Say thank you!

While your authority in your office is assumed, respect for that authority must be earned. A simple “thank-you” goes a long way.

**6. Address both poor and great performance.** A great employee deserves recognition. Depending on the person, it might be better in private rather than in a group setting; the employee will appreciate it. At the same time, poor performers also must be addressed because the great employees are watching. And believe me, you don’t have to say a word publicly. They will see you pull the poor performer into the office, assume what is happening and spread the word.

**7. Be empathetic.** You have a job to do and so do they, but show you understand what they are going through and empathize with them—remember, respect is earned.

**8. Remember, they are humans.** Assume all your employees have families and one or more of the following: financial issues, marital issues, sick children, their own health issues, aging parents or even addiction issues. Any one of these or a combination could be affecting their work performance and/or attendance. If you suspect something, offer the Employee Assistance Program. And offer it sincerely (see #7)—not just as a requirement of a PDI.

Last, but not least, remember *you* are an employee and you also should be treated this way. If you are not, it may be time to address it with your manager or with the help of UPMA.

Happy managing!



**Do not blur the line between employee and supervisor.**



**2. You are not friends.** You can be “friendly” with employees, but don’t fall under the illusion you are “friends.” If you have to correct a certain behavior, your “friend” may not be your friend anymore.

**3. Keep it professional.** Do not blur the line between employee and supervisor. If you are out drinking with a subordinate employee, for instance, it will be much tougher to treat them equally (see #1). If there is an outside-of-work event, such as an employee Christmas party, show up, have no more than two drinks and bid them a Merry Christmas. Do not stay all night.

**4. Think twice before issuing discipline.** Is this your employee’s first bad quarter? First driving infraction? First time with delivery issues? This is a perfect time to have a private, one-on-one conversation with a “What’s going on?” tone. Make sure the employee knows you know this is unusual. Merely bringing the situation to the attention of a good employee usually will correct the behavior. When corrective action needs to be taken, the employee will not be surprised and, in a lot of cases, will take ownership, knowing you gave

# Political Diversity

As I prepare to write this column, it is July 14, the day after the assassination attempt on former President Trump. We are in the heart of the 2024 political election season. This is not a bias column in any way; it is a column to discuss political diversity.

As we all know, our country is extremely divided in our political views. Political diversity means having different beliefs and inclinations of what is the best path forward for our country. Everyone has different values important to them, whether it be abortion and family planning, immigration, gun rights, human rights, conservatism, liberalism, humanitarian aid, government funding and many other causes too numerous to mention.

**“ We need to be mindful and respectful of the array of opinions, beliefs, rights and campaigns of all. ”**

Thankfully, Trump was not gravely injured in this attack. We have to wonder what motivates an individual or group to go to such extreme measures in cases such as this. It is very unfortunate that one person lost their life and others were injured in this attempt. We wonder what takes a person to that place to commit this type of heinous act. We also must wonder what took the country to that place on Jan. 6, 2021.

Diversity and inclusion are exactly why we discuss these challenges, why we need them and why they are so important in our daily lives and workplace. In our world, we need to be mindful and respectful of the array of opinions, beliefs, rights and campaigns of all.

We live in a world where not everyone is in agreement, but we must learn to be accepting of others and respect opinions, even though they may not necessarily be our own. Everyone is entitled to information to help them make their voice heard. All voices should be counted; that is why we have the opportunity to vote in the United States.

Diversity and inclusion are more important than

ever before. If we had more training and discussions on this subject, possibly the activity we witnessed on July 14, Jan. 6, 2021, or in our jobs with the Postal Service might be greatly reduced, saving many lives. The hatred has to stop.

We all should go to work to earn a fair day's pay and go home to our loved ones. There never is any place for violent acts simply because we disapprove of what someone else stands for, the color of their skin, the personal choices they make, their choice of worship or who they love.

As the country's second-largest employer—with 640,000-plus employees from all races, nationalities, creeds, sexual identities and political backgrounds—here are some encouraging statistics that the USPS values diversity and inclusion:

- we have a majority-minority workforce
- 51.5% of our workforce is made up of employees of color
- we employ more than 32,000 employees with disabilities
- over 46% of our workforce are women
- over 70,000 of our workforce are veterans

The Postal Service commits to training and workshops each year on diversity and inclusion. UPMA is here to assist in any way to include its members, no matter who you are. If you are an employee of the USPS and a UPMA member in any capacity, we welcome you aboard and want your voice to be recognized, valued and included.

Please reach out to the UPMA National Office with any thoughts or ideas on how we can bridge the gap between our employer and you, as members. UPMA has a strong voice and works with USPS Headquarters in all facets of working life for all our members.

Thank you for reading and God bless the USA in these trying times. Be safe!



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# The Dilemma of Top-Down Decision-Making

In today's postal landscape, effective leadership and decision-making processes are crucial for success. However, when decisions exclusively come from the top and Managers lack the authority to run their own offices, it can create a host of challenges that hinder productivity, employee morale and overall performance.

Top-down decision-making refers to a hierarchical approach where senior or executive leaders make all significant decisions, which then are passed down the chain of command for implementation. While this method ensures consistency and alignment with the Postal Service's vision, it can stifle innovation and responsiveness at lower levels.

tions that require immediate action.

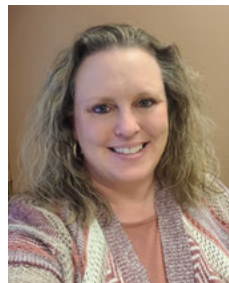
Employees who feel their input is not valued likely are to be disengaged. This is particularly true for Managers who are caught between executing orders from above and addressing the concerns of their teams. When Managers can't advocate effectively for their teams' needs, it can lead to the dissatisfaction and high turnover rates we see today in the Postal Service.

When I started in 1999, it was virtually unheard of to have a fellow employee resign. Now, we not only have bargaining employees resigning, but also EAS employees leaving the agency before they are eligible to retire.

Establishing open and effective communication between USPS Headquarters and post offices is essential. Regular meetings, feedback sessions and collaborative decision-making processes could help bridge the gap. When Managers are kept in the loop and their input is actively sought, it can alleviate some of the frustrations associated with top-down management.

Building a culture of trust is critical for any organization. USPS Headquarters should strive to empower Managers by allowing them the authority they need and trusting them to make decisions in their offices. This not only would boost morale, but also encourage a sense of responsibility and accountability among Managers.

While top-down decision-making can ensure consistency across our organization, it is not without its flaws. Managers are struggling to manage their own offices. I've often heard the saying, "Someone thought we were capable of managing our offices; that's why we were hired to do it." While consistency is a must, we also must be free to make decisions quickly and do what we were hired to do.



**In fast-paced environments like the Postal Service, quick decision-making is essential.**

Postmasters, Supervisors, MPOOs and even district Managers have very little flexibility when it comes to making decisions; we all have a script to follow. The flaw in that one-size-fits-all organizational approach is our offices are not cookie-cutter. We all have a different dynamic under our roofs. We employee people—not robots.

Managers who are unable to independently make decisions often feel disempowered and discouraged. This disempowerment can lead to frustration and a diminished sense of ownership over their work. When Managers are not trusted to make even routine decisions, it can demotivate them and their teams.

In fast-paced environments like the Postal Service, quick decision-making is essential. A top-down approach slows down the response time as every decision, big or small, requires approval from higher-ups. This delay can be detrimental in situa-

*Support the*

# Postal Employees' Relief Fund

# PERF



**The 2024 tornado season has arrived!** In late April, an intense line of severe storms swept through Nebraska, Iowa, Texas, Oklahoma and Arkansas. The National Weather Service received over 140 tornado reports over four days; at least eight reached EF3 or higher, with winds of at least 136 mph. Nearly 47 million people were at risk for severe weather.

Five fatalities were reported, but it could have been much worse. Fortunately, good forecasts were available ahead of time so people were warned and prepared. As a Postal Service employee, you can help prepare for a disaster by contributing to the Postal Employees' Relief Fund.

PERF exists to help active and retired postal employees—management and craft—whose homes are completely destroyed or uninhabitable as a result of a natural disaster. The fund provides small relief grants to help qualifying victims of such circumstances.

Whether you are a victim of a natural disaster or someone else in the postal family is a victim, PERF stands ready to help. Please make a contribution to this worthy fund.

## DONATIONS CAN BE MADE:

- Online at [postalrelief.com](https://postalrelief.com)
- By sending a check made payable to "Postal Employees' Relief Fund" to:  
**Postal Employees' Relief Fund**  
**PO Box 41220**  
**Fredericksburg, VA 22404-1220**
- By contributing to PERF through the Combined Federal Campaign (CFC); designate #10268

*All donations are tax-deductible.*



For more information, go to  
[www.postalrelief.com](https://www.postalrelief.com)  
202-408-1869  
[perf10268@aol.com](mailto:perf10268@aol.com)



## National Office News

Dan Heins, executive director

### Handle the Heat

Greetings, everyone! As I write this column, we are coming off the longest streak of over-101-degree days in the Washington, DC, area in history. We are not alone; there have been heat- and weather-related issues all over the country.

But, still, our Postal Service employees continue to persevere and get the mail delivered. Thanks to everyone for all the extra efforts you have had to put forth regarding mail sortation and delivery.

With that being said, however, it is not too early to start thinking about peak season and how that is going to affect you and your office. Now is the time to start considering staffing and making sure you have the number of people available in your office the Postal Service will authorize.

**“Our Postal Service employees continue to persevere and get the mail delivered.”**

You need to make sure your employees are properly trained and certified to drive whatever vehicles they need in order to get the mail delivered. If you live in an area with winter weather and have to deal with ice and snow, be sure and have proper personal protective equipment for your employees. You need to keep them safe during the winter season. It is never too early to make sure you are prepared.

I want to thank those of you who have taken the time to respond to our recent annual PAC mailing. If you have not sent in your contribution card with a check or credit card number, it is not too late. You can mail them any time!

With everything going on politically in our nation, it is even more important that we let our voice be heard by members of Congress who support our members' issues and will work to protect our benefits. With this being an election year, we do not know what the next Congress might bring

to the table after they are sworn in in early January.

We need to be ready to hit the ground running to educate those who may not be familiar with the Postal Service and its issues. Our PAC funds allow us to support those who show the good judgment to get on board with issues important to our members and the USPS.

In addition to using the PAC mailer, you also can simply send a check to the National Office: UPMA PAC, 8 Herbert St., Alexandria, VA 22305. I look forward to hearing from you.

We are looking forward to spending time with as many of you as possible at the National Convention. We will gather at the Caribe Royale Orlando, Aug. 24 to 30. If you are registered, thank you!

There still is time to get in on the fun, learning opportunities and comradery that are part of a national convention. See pages 26 and 27 for the list of seminars to be offered.

This month, I leave you with this quote from A.A. Milne's "Winnie the Pooh" — "Promise me you'll always remember: You're braver than you believe, and stronger than you seem, and smarter than you think."

### Think Before You Post (Office)

*(continued from page 7)*

I urge all of us to showcase UPMA and our members as the pinnacle of professionalism. Use social media platforms to uplift and encourage each other; network and celebrate each other. As our motto says, "Together, We Can." Let's think before we post and not be, "Divided, we can't."

I look forward to seeing many of you "offline" and in person at the Caribe Royale Orlando at the National Convention. Until we meet again, be well.



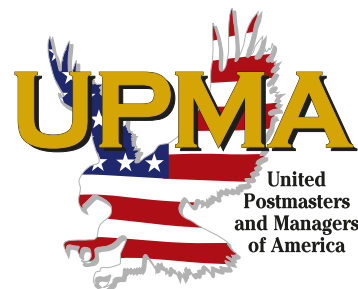


The UPMA Ohio Chapter Proudly Presents:

# *Central Area Officers' Summit*

**Sept. 20-23, 2024, Canton, OH**

**Embassy Suites by Hilton Akron Canton Airport**



First name: \_\_\_\_\_

Last name: \_\_\_\_\_

UPMA Chapter: \_\_\_\_\_

UPMA Chapter board position: \_\_\_\_\_

Mailing address \_\_\_\_\_

Email Address: \_\_\_\_\_

Phone: \_\_\_\_\_

*One attendee per registration form, please.*

## **Registration fee:**

**On or before July 31 ..... \$100**

**After July 31..... \$150**

*Registration fee is due Sept. 1*

## **Hotel Information**

Contact the Embassy Suites by Hilton Akron Canton Airport at 330-305-0500 or use this website to book directly online:

[www.hilton.com/en/attend-my-event/caknaes-90d-f38f8006-ff32-4d3b-99f8-3bb6e80e1db2/](http://www.hilton.com/en/attend-my-event/caknaes-90d-f38f8006-ff32-4d3b-99f8-3bb6e80e1db2/)

If reserving by phone, **be sure to ask for code 90D**—the UPMA Central Area Officers room block, which expires Sept. 1.

Registration fee is due Sept. 1 and can be paid using:

- Check or money order, payable to Ohio UPMA
- Mail a copy of your registration form and payment to:

**Ohio UPMA**

**3416 New Zoarville Rd. NE**

**Zoarville, OH 44656-9718**



# Nominations Pending on Board of Governors/PRC

Summer has been a busy time for the Postal Service's Board of Governors as the administration continues to nominate new and returning members. The board comprises 11 individuals, nine of whom are nominated by the president and confirmed by the Senate.

There currently are two vacant seats. Former Secretary of Labor Marty Walsh was nominated to the board in February 2024 to fill one of the vacated Democratic seats.

In July, President Biden nominated Val Demings and William Zollars to the Board of Governors. Demings served in the U.S. House of Representatives from 2016 to 2023, representing central Florida as a Democrat. She served on the House Judiciary, Intelligence, Homeland Security and Oversight and Government Reform committees. She chaired the House Homeland Subcommittee on Emergency Preparedness, Response, and Recovery.

Before her time in Congress, Demings served 27 years in the Orlando Police Department. This culminated with her being appointed Orlando's chief of police, making her the first woman to hold this position. She left Congress in 2023 when she lost her run for a Senate seat.

Zollars was renominated to the board after his previous term expired at the end of 2023. He was first nominated to the board in March 2020 by then-President Trump. Zollars spent 24 years at Eastman Kodak where he held roles in finance, strategic planning, marketing, logistics and general management.

He served as president of Yellow Freight in Kansas City. Zollars also served as chairman, president and CEO of Yellow Corporation in Kansas.

Once Walsh, Demings and Zollars all are confirmed by the Senate Homeland Security and

Governmental Affairs Committee, Biden will have seven appointees on the nine-member board.

Some believe this could pose a risk to Postmaster General Louis DeJoy's standing. The board controls hiring and firing the postmaster general—not the president.

In addition to the USPS Board of Governors, two members recently were nominated to the Postal Regulatory Commission (PRC). Ann Fisher and Ashley Poling appeared before the Senate Homeland Security and Governmental Affairs Committee on July 25. They both are nominated to serve six-year terms on the commission, which oversees the USPS.

Poling told the committee that recent Postal Service network modernization changes are disrupting a critical piece of national infrastructure that supports small businesses and connects households to vital medications and information. Poling wants to hold the agency accountable for not meeting its obligations. Fisher said the "Delivering for America" agenda has caused historic service-performance lows in some parts of the country.

With these new nominations to the Board of Governors and Postal Regulatory Commission, the Postal Service could see reform sooner rather than later.



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*Lily Israel is a legislative analyst at GrayRobinson, UPMA's lobbying firm; [lily.israel@gray-robinson.com](mailto:lily.israel@gray-robinson.com).*

## What Would You Do?



**Shari Hetzler** National Membership Representation Committee

So many times, people do not know what to do when they get “the call.” What call? You know what call—the one where your Manager or MPOO calls you to the office on Tuesday at 10 a.m. What is your first step? It definitely is not to go to the interview alone. You know better than that, right? I surely hope so. Let’s test your memory.

First thing to do is just say, “I will be there,” then show up. Beep—wrong!

Actually, the first thing to do is ask, “What is this about?” Your Manager or MPOO could say they would like to talk with you about an OIC assignment. Or you could be told it is an investigative interview (I&I). Then you call your UPMA Chapter Member Representative (CMR) and find out if the time is convenient for the rep.

Don’t know who your CMR is? Call your UPMA chapter president. All the chapter presidents are listed at [unitedpma.org](http://unitedpma.org).

Sometimes, our members are embarrassed about being part of an I&I; sometimes they are angry. I&Is are a part of finding out what happened and how it was handled. Accidents, scanning failures and more are reasons for an I&I.

An I&I should be done before discipline ever is issued. They should be done for irregularities. Sometimes, the investigation will eliminate discipline and find a solution to an issue.

Go into the interview with honesty. If you have questions about how to answer a question, take your CMR outside and talk to them. You can be honest with your CMR. If you made a poor decision, then you made a poor decision. It happens to the best, but be truthful.

If you are truthful, no one can say they don’t have faith in your honesty. I had a friend whose MPOO would call for some reason not even related to an issue that occurred. She immediately would blurt out what happened and what was being done—no coverup, no hiding. And, usually, the call was about something else. No one ever lost confidence in her ability.

Your CMR will not speak for you; they will be busy taking notes. So speak slowly and be sure the CMR is following along. The CMR will ask for a copy of the questions from the interviewer, but you will not receive them.

Focus on the questions being asked and answer them. Just answer the questions! Do not ramble on about the day or who did what. Answer the question! If there is something you think is pertinent, talk about it in advance with the CMR. If you just remembered something, take the CMR outside and talk about it.

### National Committee Chairs/Executive Board Advisers

#### Articles and Bylaws

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#### VIP

**Clarence Gagner**, 218-686-5702, [jcrgagner@hotmail.com](mailto:jcrgagner@hotmail.com)



When the investigative interview is over (here comes the hard part), you have to wait. Do not talk to other people about what happened. We all want to be justified in how a matter was handled and know that everyone agrees we did just the right thing. That is not the step I am asking you to take.

What?! I'm asking you to do one of the hardest things you will do. I hate it when no one gets back to you with a result, but that happens. It was an investigation. It could have been inconclusive or someone else was questioned. But it was an investigation.

Let's take this a little further and say there was an issue in your unit. Did you investigate it? That is a part of your responsibilities. If you are the

Supervisor/Postmaster/Manager and there was something possibly not done by an employee, *investigate*. It takes a little time, but when people start asking questions, you will have the answers. If discipline is needed, then talk with Labor or do training.

Document, document, document! Remember, you ultimately are responsible for what happens or does not happen. That includes discipline, paperwork and computer programs. Be prepared for your Manager and do the right things. But always cover yourself.

Follow instructions, ask questions and get a mentor. Above all, when you get the call, call your CMR, then, follow instructions!

## Membership

## COMMITTEES

# Hey, Batter, Batter!

Drew Martin, National Membership Team



We all know the saying, "If at first you don't succeed, try, try again." It's a proverb that means don't give up too easily; persistence pays off in the end. You can relate this to your membership recruiting efforts, as well.

Many of us have reached out to a Postmaster, Manager or Supervisor about joining UPMA and, for some reason or another, they just aren't interested. You have explained all the benefits of being a member and the outstanding representation our great organization has to offer, but, still no luck.

After you have been turned down a couple different times by the same person, the next time around you already have decided not to reach out again because "What's the use?" Well, this is where "try, try again" comes into play.

Some people may not be ready to join the first or second time you approach them, but, at some point, something might have changed in their life or at work or they may have talked to someone who already is a member who told them some-

thing that piqued their interest. If you already have decided to write them off and don't even approach them, you have lost that potential new member—again.

If you haven't had any luck in the past, reach out to someone else on your team to visit with the potential member. A new face and presentation of how they can benefit from joining could be just what it takes for them to decide to become a member.

Recently, there was a Postmaster a few of us had reached out to many, many times, but never had any luck getting to join. We put them in the "what's the use" category. But then, a new face on our Executive Board reached out and offered a different perspective. They either heard something they hadn't heard before or maybe it was just "the right time." Needless to say, the "try, try again" approach worked and they now are a new member of our chapter.

I encourage everyone to look back on your list of potential EAS employees you may have categorized as "what's the use" and decide to "try, try again." You never know, the timing might be right this time!

# Postal Annuitants Eligible for PSHB Special Enrollment Period



**A**s part of the Postal Service Health Benefits (PSHB) Program, annuitants may be eligible to participate in the PSHB Special Enrollment Period (SEP) for Medicare Part B. This SEP applies to certain Postal Service annuitants and family members who were entitled to Medicare Part A as of Jan. 1, 2024, but did not enroll in Part B.

During the SEP, eligible annuitants and family members may enroll in Part B without paying a late enrollment penalty. The one-time SEP is from April 1, 2024, to Sept. 30, 2024. Individuals eligible for the SEP should have received notification from the USPS by mail in March.

## How to Enroll

Complete the *Form CMS-40B*, Application for Enrollment in Medicare-Part B, provided in March. Mail the form and a copy of the notification letter in the return envelope received in the March mailing. The return envelope must be postmarked by Sept. 30, 2024.

## Do I have to enroll in Part B?

If you are a Postal Service annuitant, you are not required to enroll in Medicare Part B. If you are a covered family member of an annuitant, refer to your notification letter to determine if you have the option or are required to enroll in Part B. As a general rule, if the primary enrollee for health coverage is enrolled in Part B, eligible family members also

must enroll in Part B when they become eligible.

## What happens after I return the enrollment form and notification letter?

Once your enrollment is received, it will initiate your Medicare Part B coverage with an effective date of Jan. 1, 2025. Refer to your PSHB SEP notification letter to determine if Part B enrollment is an option or a requirement for you to remain eligible for the PSHB Program.

## What happens if my individual enrollment period overlaps with the PSHB SEP?

If your individual enrollment period (IEP)\* for Medicare Part B overlaps with the PSHB SEP, the IEP will take precedent and enrollment for Medicare Part B will become effective the month following receipt of your *CMB-40B* enrollment form.

If you misplaced the notification letter mailed to you in March or believe you are eligible to participate in the PSHB and did not receive a notification letter, contact the PSHB Navigator Help Line's toll-free number at 833-712-PSHB (7742) or email [retirementbenefits@usps.gov](mailto:retirementbenefits@usps.gov).

For more information on the PSHB Program, the fact sheets for employees and annuitants are on pages 19-20. Annuitants can access information at [KeepingPosted.org](https://KeepingPosted.org); a five-part educational video series is available. The website provides dates

and times for the PSHB Lunch and Learn seminars, held by the USPS Benefits and Wellness team, that will run through Dec. 5. Also available is the schedule for monthly seminars hosted by Consumers' Checkbook.

You also can receive information and updates by signing up for text-message notifications by texting "PSHBP" to 39369.

\*An IEP will occur when a person first becomes eligible to receive Medicare benefits. In most cases, this coincides with an individual's 65th birthday enrollment period, for a total of seven months—three months prior to the birthday, the month of and three months following the birthday. For individuals still working at the time of eligibility, your IEP period begins on the date of retirement and concludes eight months following the individual's retirement date.



## FACT SHEET

# Postal Service Health Benefits (PSHB)

## USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **active employee age 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
  - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
  - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
  - If you **retire on or after January 1, 2025, and you are under 64**, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
  - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
  - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
  - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.

## FACT SHEET

# Postal Service Health Benefits (PSHB)

### USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
  - a) Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.
  - b) **Note:** If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.



# The Woman Whose Name Is on the Declaration of Independence

By **Wendy Spears**, national editor

**M**ary Katharine Goddard was an influential figure in American history, particularly noted for her role in the early days of our country's fight for independence. Here's her story:

Mary Katharine was born on June 16, 1738, in New London, Connecticut, to Giles and Sarah Updike Goddard. Her family was well-educated and involved in the printing business. Her father was a Postmaster; her mother helped manage the family's printing operations after Giles' death. Mary Katharine and her brother William learned the printing trade from their mother.

In the 1760s, Mary Katharine and William moved to Providence, Rhode Island, where, in 1762, they established the *Providence Gazette*. Later, they moved to Philadelphia and began publishing the *Pennsylvania Chronicle*. When William moved to Baltimore in 1773, Mary Katharine took over the *Maryland Journal*,

becoming one of the first women publishers in America.

In 1775, during the early years of the American Revolution, Mary Katharine was appointed Postmaster of Baltimore by the Continental Congress. This made her one of the first women in America to hold such a position. Her 14-year tenure as Postmaster was marked by her efficiency and dedication to the role.

The role of Postmaster was crucial, particularly during the Revolutionary War. As Postmaster, Goddard managed postal operations during a tumultuous time, ensuring the delivery of important communications between revolu-

tionary leaders and troops.

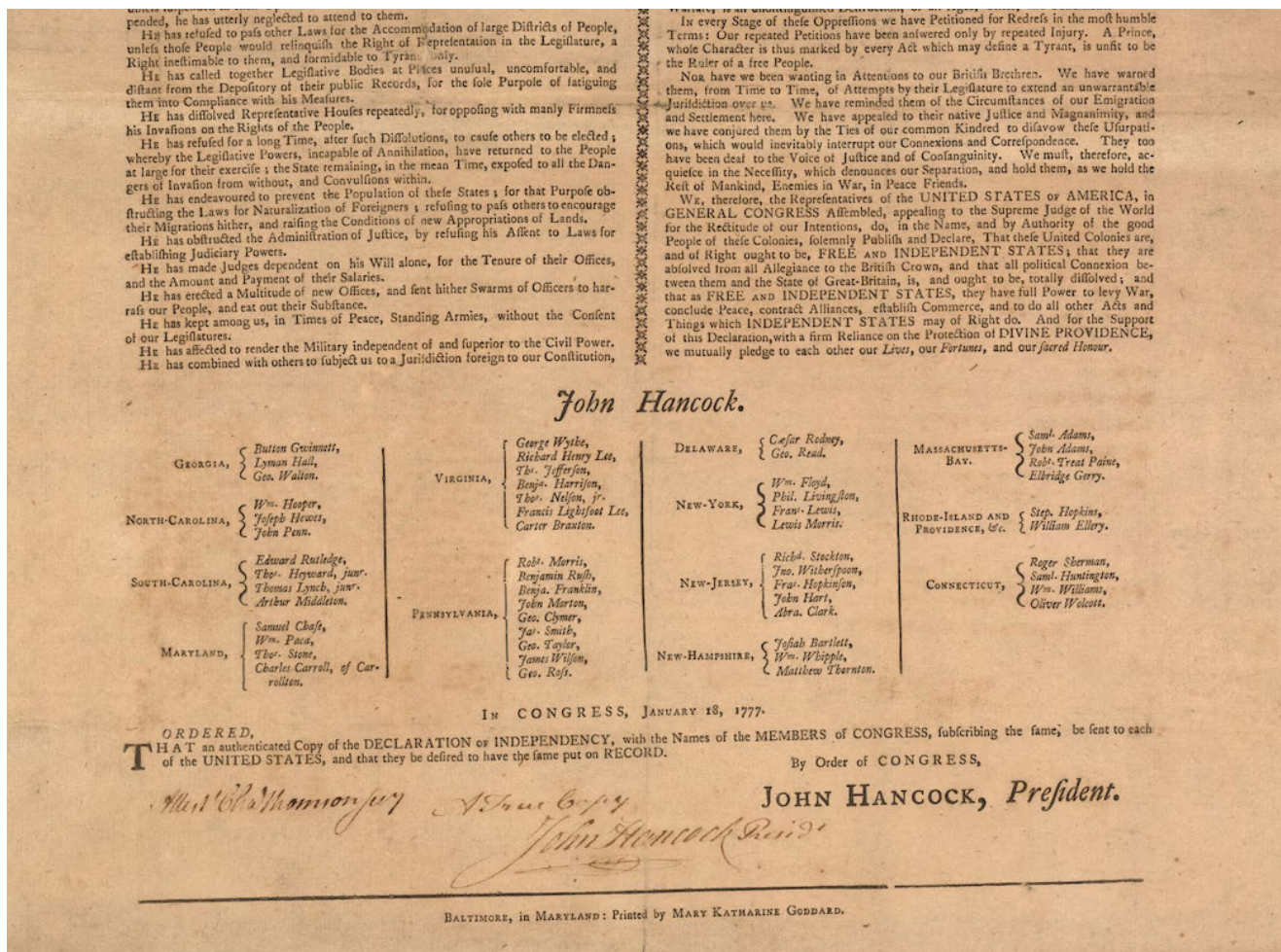
Her efficiency, dedication and ability to maintain postal service under difficult circumstances were widely recognized and praised. Her position made her a crucial figure in the flow of information, which was essential for coordination of the Revolutionary War efforts.

Mary Katharine held her position as Postmaster and simultaneously continued her role in the printing business. In January 1777, as publisher of the *Maryland Journal*, she was commissioned by Congress to print the first official copies of the Declaration of Independence that included the names of the signatories. This task was critical because it publicized the signers'



*Jinlap Collection/Alamy Stock Photos*





Detail of the Declaration printed by Mary Katharine Goddard: Library of Congress, Rare Book and Special Collections Division, Continental Congress & Constitutional Convention Broadside Collection

identities, thereby solidifying their commitment to American independence.

By printing her name on the Declaration of Independence, Mary Katharine aligned herself publicly with the revolutionary cause, making a bold statement against British rule. This was a time of great risk, as anyone openly supporting the revolution could be considered a traitor by the British, facing potential arrest, imprisonment or even execution. Her printed edition is one of the most historically significant documents of the era, symbolizing transparency and the courageous stand of the American leaders against British rule.

Mary Katharine was known for her

strong principles and professional ethics. Printing the Declaration of Independence with her name was an act of tremendous courage. It symbolized her personal commitment to the revolutionary cause and inspired others to stand firm in their convictions. Her actions demonstrated that the fight for independence was supported by individuals from all walks of life, including women who played vital roles behind the scenes.

Despite her significant contributions, Mary Katharine faced challenges in her later career. In 1789, she was removed from her position as Postmaster, a move widely believed to have been motivated by gender discrimination. She petitioned President George Washing-

ton to be reinstated, but her efforts were unsuccessful.

Mary Katharine continued to operate her bookstore and printing business until her retirement. She died Aug. 12, 1816, in Baltimore. Her career as a Postmaster and her work in printing the Declaration of Independence are integral parts of her legacy.

Her pioneering efforts, dedication to public service and courageous actions during a pivotal time in American history highlight her significant contributions and enduring impact. Mary Katharine remains a symbol of resilience, integrity and commitment to the cause of American independence.

# I Was Thinking...

## Every Life Journey Needs a Path to Follow

LeAndra Beckemeyer, retired Howe, TX, Postmaster

I recently was at my great niece's trombone recital at Oklahoma State University in Stillwater. When we left, the sky opened up and rain, hail and wind came down on us. We spent some time under overpasses on two separate occasions to avoid the worst of the hail.

As the sirens continued to blare, I pondered life, choices and thoughts for the future. These nuggets of wisdom came to mind:

**Embrace change**—Change is the only constant in life. Instead of resisting change, embrace it as an opportunity for growth. Change offers a chance to explore new opportunities.

**Practice gratitude**—Take time each day to appreciate your blessings, large and small. Gratitude has the power to shift your focus from what you lack to what you have.

**Follow your passion**—Don't be afraid to take risks and chase your dreams. Pursue what matters to you—what sets your soul on fire.

**Invest in relationships**—Make time for meaningful connections and prioritize those who lift you up and support you through life's trials and tribulations. Life is richer when shared with others.

**Take care of yourself**—Prioritize your physical, mental, spiritual and emotional health by getting plenty of rest, nourishing foods and exercising regularly.

**Be kind**—Kindness costs nothing, but has the power to change lives. Acts of kindness can have a ripple effect on our world, making it a better place.

**Stay present**—Life is happening now. Embrace the present moments without dwelling on the past or worrying about the future. Appreciate the beauty of each moment.

**Seek meaning**—Find meaning and purpose instead of just

accumulating wealth. Reflect on what really matters to you and align your actions with your values. Seek that which brings you joy and a sense of fulfillment.

**Never stop learning**—Continuing the pursuit of knowledge is a lifelong aspiration. Stay curious, open-minded and humble. Be willing to admit you are wrong or challenge your own assumptions.

Life is a journey. Every day that we are blessed to be a part of it is an opportunity to learn and embrace the beauty of life. If you are close to retirement, don't forget to fill out an 1187-R.

The best is yet to come and sharing it with your UPMA family is an investment in wonderful relationships.

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*Reprinted from the July-August Lone Star Leader; Eva Finley, editor.*



### In Our Prayers

... the family of **Mark Garen**, retired Postmaster of New Vienna, OH, who died July 9. Condolences may be sent to his wife Cindy at 660 Kelly Dr., Wilmington, OH 45177.

... the family of **Bennie Shumate**, retired Postmaster of Lamar, CO, who died July 16. Condolences may be sent to the family at 911 South 4th St., Lamar, CO 81052.





# Join Us in Magical Orlando

Lori McDonough, 2024 National Convention chair

Florida is so proud to be the host chapter for the 8th UPMA National Convention. For the most up-to-date information, go to <https://www.unitedpma.org/upma-8th-national-convention/> and click on the “schedule” link.

Here are some suggestions on what to do on Tuesday, your free day:

**Casino**—[Casino.hardrock.com](http://Casino.hardrock.com)

**Cocoa Beach**—[visitspacecoast.com](http://visitspacecoast.com)  
This is the closest beach to the Orlando area.

**Kennedy Space Center Visitor Complex**—[kennedyspacecenter.com](http://kennedyspacecenter.com)  
Be sure to catch the Space Shuttle Atlantis.®

**Manatee Swim Tour**—[manateeswimcenter.com](http://manateeswimcenter.com)  
Want to swim with the manatees?

**Orlando International Premium Outlets**—[premiumoutlets.com](http://premiumoutlets.com)  
For those of you who prefer to shop!

**Universal Studios**—[universalorlando.com](http://universalorlando.com)  
Universal is running specials.

**Walt Disney World Resort**—[Disney.go.com](http://Disney.go.com)  
Disney is having specials on some days, as well as after our convention.

To register, scan the QR code or go to [unitedpma.org](http://unitedpma.org). Under the Events tab, click on “National Events,” then “UPMA 8th National Convention.” If you are an active first-timer, you

must pay your registration fee in advance. After the convention, first-timers will need to submit a form to the National Office for reimbursement. Here are the registration deadlines:



## REGISTRATION RATES

After June 30

Postmasters/Managers/ Supervisors/EAS Professionals/Associates/OICs	\$260
UPMA Retired or Guest	\$230
Guest/Spouse	\$195
Children 17 and under	\$80

## Hotel Reservations

The Caribe Royale Orlando is sold out. A room block at the neighboring Buena Vista Suites (on the same property as the Caribe Royale) is available for a limited time at the rate of \$129/night for single/double occupancy. Additional guests are \$15

per person each night. Maximum occupancy in a suite is four guests.

An \$18/day resort hotel fee will be assessed each night. This fee includes the basic amenities of the property, in-room Wi-Fi, fitness center, outdoor pool and scheduled transportation to Walt Disney



World. Parking is complimentary for guests of Buena Vista Suites.

**Caribe Royale phone number:**  
800-823-8300

**Group code:**  
UPMA National Convention

### **Scooter Rentals:**

Scooter rental reservations and fees are the responsibility of the individual. There are two options:

- K&M Rentals—1-855-643-6107 or 407-363-7388; [reservations@km-rentals.com](mailto:reservations@km-rentals.com)
- Scootaround—1-888-441-7575; [www.scootaround.com](http://www.scootaround.com)

### **Shopping:**

Walmart Supercenter, Orlando  
Vineland Premium Outlets, Disney Springs, Disney Boardwalk, Celebration Factory Outlet, Lake Buena Vista Outlet and more are less than four miles from the Caribe Royale.

### **Orlando Discounts link:**

Follow the “Discounted Tickets” link at [unitedpma.org](http://unitedpma.org) on the convention page to find discounted tickets for convention attendees to visit Walt Disney World, Universal Studios, SeaWorld and Aquatica.



You also can “Show Your Badge” during the convention to select business members to take advantage of some great offers.

### **Entertainment:**

**Saturday Night Welcome Dance—**The SOC (Southern Officers’ Conference) is graciously sponsoring the “SOC Hop” featuring music from the ’50s and ’60s. So, get out the saddle shoes, poodle skirts and muscle shirts; slick back that hair! Those of you who prefer just to watch, come on in and be entertained—it’s “greased lightning!”

**Sunday Welcome Reception Dinner—**The reception is a semi-formal event with a red-carpet feel. So,

ladies and gentlemen, let’s see how you are at “Puttin’ on the Ritz” in a semi-formal fashion. A dance will immediately follow dinner.

**Tuesday Free Day—**Explore Orlando’s entertainment or relax at the Caribe Royale.

**Wednesday “Surf’s Up—Let’s Dance” Night—**UPMA Retired is sponsoring this special dance with a variety of music for all to enjoy. Everyone is welcome; it’s not just for our retirees. UPMA Retired kindly sponsors this evening of entertainment; attire is casual, but no swimsuits, crop tops or halter tops, please.

**Thursday Caribbean Beach Party—**We are planning some special entertainment this evening, so come prepared to enjoy a Caribbean-themed party with a Jimmy Buffett tribute. Wear your vacation Caribbean shirt with shorts, skorts, skirts or slacks. I would like to tell you more, but it’s a secret!

You don’t want to miss out on all this fun! Save the dates, register and reserve today. If you have any questions concerning the UPMA National Convention, please contact [UPMA@crispevents.me](mailto:UPMA@crispevents.me).

## **Making Strides Against Breast Cancer**



This year’s convention charity of choice is Making Strides Against Breast Cancer. By uniting our communities and raising money, we can help the American Cancer Society fund breakthrough breast cancer research, provide free information and support and help people reduce their breast cancer risk or find it early when it may be more treatable.

For three decades, Making Strides Against Breast Cancer has hosted three- to five-mile noncompetitive walks and collectively has grown into the nation’s largest and most impactful breast cancer movement. The program provides a supportive community for courageous breast cancer survivors and metastatic breast cancer thrivers, caregivers

and families alike.

Donations will be accepted—cash or check, payable to the American Cancer Society. We will be taking an offering Sunday morning during the church service, as well as having a Making Strides Against Breast Cancer table. Thank you for your support; we greatly appreciate it!



# 2024 UPMA National Convention Training Seminars

## Postal Service Health Benefits (PSHB) Program/Investing in You

**Presenter:** Karla Kirby, Benefits and Wellness, executive manager, PSHB

**Boca 1—Monday, Aug. 26: 3:30-5 p.m.**

**Wednesday, Aug. 28: 1:30-3 p.m. and 3:30-5 p.m.**

Kirby will provide an overview of the new Postal Service Health Benefits (PSHB) program in addition to information and resources on how to select the best benefits program for you and/or your covered family members. Participants will be provided information on Medicare and the future requirement to enroll for certain postal employees.

## Techniques for Dealing with Workplace Stressors for You and Your Employees

**Presenter:** Don Roussel, MSW, LICSW, psychological resiliency counseling and training

**Boca 2—Monday, Aug. 26: 3:30-5 p.m.**

**Wednesday, Aug. 28: 1:30-3 p.m. and 3:30-5 p.m.**

During your 90-minute session with Don, you will learn how to identify the major signs and symptoms associated with suicide risk, which often is a result of clinical depression. However, there are other factors that can contribute to suicide risk in an accelerated manner, such as behaviors that bring personal, public or professional shame.

As supervisors and leaders, you will learn how to engage with your employees and co-workers around suicide risk with confidence and competence. The session is intended to be interactive to bring to life the reality of workplace stressors and inherent strengths.

## Town Hall with FESA

**Presenter:** Nicole Standly, Federal Employee Service Association (FESA)

**Boca 3—Monday, Aug. 26: 3:30-5 p.m.**

This session will answer questions on Social Security, TSP, Medicare and aging out kids before you retire.

## Supervisor Workload Credit (SWC) System and PS150 Staffing Models and Zone of Tolerance

**Presenters:** Chad Smith, Organization Design, manager, Field Staffing; and Denise Meurch, Organization Design, Field Staffing design consultant

**Boca 4—Monday, Aug. 26: 3:30-5 p.m.**

Attendees will learn how to access non-bargaining staffing models for post offices and receive guidance on earning appropriate credit to ensure Supervisor authorizations and post office levels are appropriate. Attendees will gather insight on the ins and outs of the models.

## Grievance Handling, Attendance Control and Contract Compliance

**Presenter:** Shayne Hensley, USPS senior director, Field Labor Relations Operations

**Boca 5—Monday, Aug. 26: 3:30-5 p.m.**

**Wednesday, Aug. 28, 1:30-5 p.m. and 3:30-5p.m.**

Field Labor Relations will provide tips on effective grievance handling, attendance control and overall contract compliance. Attendees also will be informed of ongoing FY23 Labor Relations initiatives, as well as a look ahead to the FY24 focus. Attendees not only will receive guidance on the above topics, but also understand why they are important and how they help facilitate an effective and efficient postal operation.

## Parliamentary Procedure—The ABCs of Amendments

**Presenter:** John Galera, UPMA national parliamentarian

**Boca 6—Monday, Aug. 26: 3:30-5 p.m.**

Main motions are the way UPMA makes changes in meetings. This seminar will introduce attendees to the basic rules for amending a main motion to make it acceptable to the majority of members. All attendees will receive a copy of “Robert’s Rules of Order in Brief” to assist them in learning the concepts of amending motions.

## Pay-for-Performance (PFP) and National Performance Assessment (NPA)

**Presenter:** Don Flak, USPS executive director, Performance/Field Operations Support

**Boca 3—Wednesday, Aug. 28: 1:30-3 p.m. and 3:30-5 p.m.**

Attendees will get an overview of the PFP program and NPA performance indicators. They will learn about changes to PFP and NPA, including performance metrics and how to access and monitor to determine their impact on pay awards, as well as current year-to-date performance.

## Personal Development and Developing Subordinates

**Presenter:** Diane Gagne, senior Career Development specialist

**Boca 4—Wednesday, Aug. 28: 1:30-3 p.m. and 3:30-5 p.m.**

Learn how focusing on your development can enhance your skills, accelerate career growth and help achieve your goals. This interactive workshop covers available tools and resources, including Development Plans, Career Conversations, MyHR Learning Library, Virtual Job Fairs, Career Conferences and more. Gagne also will provide guidance and strategies on how to coach and support your employees’ development and build your bench.

## TSP—Early to Mid-Career

**Presenter:** Arvella Collins, TSP training and liaison specialist, Office of Participant Experience

**Boca 6—Wednesday, Aug. 28: 1:30-3 p.m.**

This seminar will focus on what early to mid-career participants can do to take full advantage of the TSP. Discussion will focus on TSP contributions, the differ-

ence between traditional TSP and Roth TSP, the core TSP investment funds and beneficiary designations.

## TSP—Pre-Separation

**Presenter:** Arvella Collins, TSP Training and Liaison Specialist, Office of Participant Experience

**Boca 6—Wednesday, Aug. 28: 3:30-5 p.m.**

This workshop will provide late-career participants the tools they need to make smart decisions with their TSP savings as they prepare to separate or retire. Discussion will focus on TSP distribution options, other separation concerns regarding their TSP account and death benefits.

## Understanding Federal Benefits, FERS, TSP and Alternatives

**Presenters:** Jerry Hulick and Ryan Buck, MassBenefits Consultants

**Boca 8—Wednesday, Aug. 28: 1:30-3 p.m.**

Confused by the various product alternatives available for your FERS or TSP? Considering alternative solutions for your FERS or TSP? Then this workshop is for you. It will focus on understanding the specifics and differences around alternative products that are promoted to FERS, TSP and other federal benefit participants.

The presenters will dive into the various options available and help clarify their appropriate use. This workshop will help you understand how to maximize possibilities with your FERS and TSP program—presented by your Supplemental Benefit Program providers for over 40 years.

## Rural Delivery Operations

**Presenters:** Cathy Perron, USPS director, Contract Administration (NRLCA); and Casey Butler, Rural Delivery specialist II

**Boca 7—Wednesday, Aug. 28: 1:30-3 p.m. and 3:30-5 p.m.**

This seminar will be an interactive discussion concerning rural delivery operations to include understanding route evaluations within the RRECS environment and successful scheduling and staffing. Contractual compliance also will be discussed to provide attendees the information and tools needed for success in managing their operations.

# Welcome, New Members

These new members joined in July:

## Alabama

Shutrinka M. Adair, Jartshire Jones, Jeremy Stephens

## Alaska

Mary Underwood

## Arizona

Joshua J. Edwards, Gloria E. Pedroza, Gregory David Propper

## California

Beyene K. Alemayehu, Teresa M. Alexander, Enoga G. Aubanel, Harmail Aujla, Michael S. Baker, Jacqueline Benjamin-Holmes, Karen Blessing, Miguel Arturo Bolivar, Tommy Nelson Brown III, Sierra L. Burrough, Julie Caporale, Danita R. Carrillo-Zolck, Tracy Christie, Jaid M. Clark, Trevor Cuneo, Jona P. Daguna, Thomas J. Dreyer, Katherine S. Dutton, James M. Estrada, Mohan E. Gnanadoss, Kanwaljeet Grewal, Olga L. Guerrero, Christopher Z. Guim, Carly Ann Hamontree, Cher Hermann, Jason Heskest, James R. Jenkins, Zhane Johnsonlyons, Kaur Kamaljit, Michael Karcher, Gloria Kohn, Chinh N. Le, Chandra J. Logan, Jemelle R. Malinis, Scott J. Medlen, Edward G. Mitchell Jr., Otilia E. Mungaray, Michael A. Murillo, Nica Nellis, Durano B. Nilo Nell, Summer Pryor, Rita Rani, Joey Reza, Tammera L. Robustelli, Jose F. Sanchez Jr., Shubhpreet Singh, Gurdayal Singh, Nichole D. Stanley, Johanna Stuart, Nguyen Tai, Samantha J. Thomas, Leataata F. Toomalatai, Eric Tran, Linda L. Tualla, Srianth Vudaykrishnamurthy, George C. Weaver, Keith D. Wong

## Colorado

Michael Abeyta, Aaron E. Benavides, Clint E. Cloud, Isaac Dodson, Tyrell Irvin, Chocka James, Celeste Rodriguez, Trinidad Steven Valdez, Nicole L. Wood

## Connecticut

Keegan Kenneth Abdul-Lateef, Maria F. Aljoburi, Devin Aponte, Raymond Arriaga, Heather Asselmeyer, Yusuf Bilewu, Anameka Silvia Biscoas, Michael Biswaa, Amanda Braun, Heather Capuano, Giovanni A. Colaccino, Bryan David Colletti, Johna Derosier, Nelba Diaz, Stacy M. DiDio, Katrina Enos, Stuart C. Gomes, Donette Gordon, Derriffe D. Graham, Clorine T. Grien, Lisette Hernandez, Wesley Holland, Stephanie Jordan, Ywinshin Kale, Abdul Highe Khan, Tamikka Long, Melody Lopez, Irma L. Lozada, Petrit Mamudi, Elisa Mangual, Jacqueline Mateo, Tiffany McDougol, Daniel T. Mead, Natasha I. Mercado, Gloria Mille, Panbahie Newland, Jeffrey A. Novotny, Christopher Oliver, Diana Ortiz, Nicole Petarkin, Shibo Vellavanathanathu Punnoose, Andrene Richards, Anthony Richards, Uilany Rivera, Delphine Roberts-Armstead, Lakeisha Seabrook, Christopher Sorel, Maizete Venancio, Shannon Vincent, Sandra Way, Constance Wells

## Delaware

Damaris L. Sandiford

## District of Columbia

Marquita S. Alston

## Florida

Jessica Alvin, Maria Amador, Sean Ashley, Talecia Bailey, Sandra Bailey Baker, Maria E. Baker, Krystal Barker, Laiosah Barnard-Clarke, Bryan Benard, Zachary Berthiaume, Joel Bonilla, Monica Bradley, Rolanda Brantley, Nicole M. Briggs, Mertna Briseus, Seymore Butler, Cody P. Button, Cassandra Bynum, Gamaelle Calixte, Shadeen Campbell, Maryann Card, Chasidy Chapman, Tory Chestnut, Leslie Christie, Kylee Daniels, Sharnay Dixon, Sophia Dorval, Brittney Ellis, Jasmine Evans, Lyle S. Feldpausch, Shakiera Garland, Gregory N. Garrison, Kikelomo R. Gbadebo, Ricardo Germain, Sheila R. Gorham, Christopher K. Gosier, Brandon M. Graham, K'Teesha Greenwood, Sharifa Harris, Kim Heidi, Taquandra Higgs, Jose Idrovo, Nashawna Jackson, Nakeisha James, Valerie Jean, Fabiola Jean Baptiste, Krystle Johnson, Ronaldo Jones, Nahkea Jones, JoyceLynn J. King, Jennifer F. Lashley, Zakiya Lawrence, Jose Lebrun, Keysha T. Linder, Kadian Malcolm, Roystan Marshall, Melinda Matheson, Lorraine S. McGhee, Thanhnhha Megargee, Marvin Michel, Antaya Taj Morris, Temekia Newkirk-Richardson, Devon Osborne, Jamilia Perry, Dominique Pierce, Amani Poitier, Ward Powell, Dennis L. Ramos, Demetrius Julius Ramsey, Manabendra N. Ray, Celeste Ray, Melissa Ready, Sari Robinson, Michael Rodriguez, David A. Rosario, Daniel Simmons, Erica R. Simpson, Lanetra Smith, Tyeishala Smith-Peoples, Keisha Stephens, Roberta Stevens-Simmons, Keiondra Strong, Malasha Taylor, Jeffrey Taylor, Gabrielle Thomas, Janiyia Toomer, Ramon Alberto Torres, Othiz Torses Jr., John R. Trice, Kimberly Tucker, Antonio F. Wade, Rashan White,

Latosha M. Williams, Felicia S. Williams, Helen Williams, Carolina Wilson, Alondres R. Wyatt, Roberta L. Zorn

## Georgia

Adrianna A. Bozeman, Angela M. Brooks, Angel Castro, Charles Edwards, Shareka F. Ellerbee, Craig S. Evans, Danda M. Ford, Monica Golden, Debra K. Griggs, James Harrell, Lisa D. Leverett, Ramon Matta, Nikia K. McCord, Shellie D. Millsaps, Angelo Mincey, Contina Moore, Uniqua Morris, Levie Nesmith, Kyra Z. Riles, Joslyn N. Rogers, Ajelica L. Rush, Edward C. Scott, Earnest L. Thompson

## Hawaii

Gwendolynn K. Brown, Rhea M. Butay, Genevieve E. Djuissi, Pauni Escue, Gail V. Fuiava, Joaddie A. Gionson, Rochelle U. Nahulu, Gay Lynn Paaluh, Denise A. Rosario, Desiree M. Yasay,

## Idaho

Deanna Bellucci, Jennifer Harris, Demar Love, Tyler Northern

## Illinois

Regina Aikens Brown, Valerie Allen, Justin Aluizo, Mary Anderson, Edward Antonacci, Tenesha Bailey, Sherese Brown, Angela Bryant-Fletcher, Donna Carroll, Arthalia Carter, Tyra K. Clemons-Lawson, Dominique Ryshonda Coleman-Gooch, James Cook, Kenneth Crockett, Champang Davenport, Melissa Davison, Antoinette Farmer, Andrew Felt, Sandra R. Ferguson, Sultan Gardner, Mary Getz, Jacqueline Green, Courtney C. Hall, Jada Hanks, Rosa Marie Harris, Jill Hubbard, Sharlton Jelks, Nancy Johanningsmeier, Ernestine Johnson, Theresa Jones, Jodi M. Kirk, Elidia Lahey, Greg Ledbetter, Regina Lesley, Carla Lewis, Christopher A. Lopez, Kiara Major, Ed Marberg, Tanya Mason-Dlakiya, Carmen McElroy, Carrie McKimmy, Larue Michelynn, Brock Norvel, Rocio Ortega, LaKeasha Pickens, Cedeja Monet Powell, Markinna Price, Raymond Rettko, Garry Rightnowar, Tierra Robinson, Martin Santoyo, Paul Selhime, Bhavnaben U. Shah, Siobhan Nichole Sharif, Kim Shed-McLaurin, Shaun Slater, Kevin Smith, Clorethea L. Smith, Richard Spencer, Andre Spencer, Nicole Summar, Dishae Swann, Antoine T. Thorne, Toni Turner, Theresa Turner, Frank Veal, Victor Wallin, Christina Watson, Zach Weinman, Robin R. West, Scarlet Wharton, Jonice Wheaton, Erica Williams, Samantha Winters, Gabriel Yordy

## Indiana

Felecia Allen, Bailey A. Boberg, Dale Bonelli, Taylor R. Carter, Marcia Goodman, Whitney J. Gregory, Katelyn C. Hicks, Bonnie Hoffa, Michael Jones, Dawn Kerns, Kimberly Napier, Kelly K. Ruggiero, Leah Schwartz, Tiffany N. Slay, Richard Span, Shena S. Wilkins

## Iowa

Mike D. King, Paul Scofield, Chelsea Woodin

## Kansas

Grady D. Allen, Trudy Allen

## Louisiana

Sheterrica Bolden, Shukura Henry, Latrese Jackson, Betty C. Lemoine, Kimberly A. Litzsey, Sha-Ron Starwood, Jacobian Stephens

## The PO Box

By Earl Musick



"Ah, yeah. I might miss a scan today."

www.earlmusick.com





**Maine**

Bryce E. Alley, Danashia C. Gomes, Steffon P. Tranchemontagne

**Maryland**

Thomas S. Weiler, Melissa Chavez, Georgia A. Demby, Tiffanie M. Everette, Kendra T. Gilchrist, Gilbert Hardy Jr., Willie D. Wilkins

**Massachusetts**

Anthony M. Alviti, Randall T. Bates, Joseph Cardenas, Kristie Cutillo, Edna Davila, Carolyn Kelly, Anthony L. Tinker, Justin Toussant, Matthew S. Weir, Brian K. White

**Michigan**

Joi Holt, Donald Karl, Bilal M. Laurencin, Rachel M. Pinkston, Mitchell Zemites

**Minnesota**

Robin Dhondt, Carla Diefenbacher, Jennifer Forberg, Meagan M. Fortier, Heather Gilge, Bereket H. Greberemedhin, Abdikarim Y. Haji Ali, Ishia M. James, Christopher B. Johnson, Douglas Kuklok, Tracy L. Lawrence, Brandy Lee, Norman John Lindholm, Ellen Mielke, Matthew Mitchell, Stacey Patterson, Virginia M. Ratzlaf, Carman Robretsen, Ali I. Said, Sarah Mariebeth Schultz, Megan A. Sorenson, Scott A. Stolaas, Tosca Wohl, Hyemin Yi

**Mississippi**

Reshia Braswell, Jonathan Brownell, Larorian Clark, Kimberly Cummings, Amanda Inmon, Toni Jefferson, Nikolys K. Lee

**Missouri**

Assata Brandon, Moriah Chumbley, Latrice Gipson, Kacie Golden, Julia Letterman, Jessica Mason, Brenda C. Moore

**Nebraska**

Cory C. Maher Jr.

**New Jersey**

Deirdre Clarke, Jeff D. Joubert, Nourhan M. Khalil, John Neill, LaRhonda Quinn, Rania Stamos

**New York**

Frederick Fiore Jr., Sascha McRae, Marlon Mineses, Samantha Phillips

**North Carolina**

Isaac B. Adeleke, Adewale I. Adeyiga, Shadonna Alford,

Brian R. Armwood, Mordecai E. Baity, Melisa Y. Baldon, Briana Denise Baldwin, Teresa L. Batts, Charles J. Beck, James M. Bellamy, Angela D. Bethea, Angel C. Brown, Anna S. Caldwell, Sarah C. Carmichael, Richard L. Chitman, Joanie Church, Lashanna S. Cooper, Mamie C. Cummings, Devin O. Downey, Kejoniah Durham, Taqeyia Edwards, Eric L. Edwards, Tanya D. Ellison, Renee C. Ensminger, Ericus J. Fuller, Christina L. Gagliano, Natalie S. George, Wayne J. Hairston, Morih D. Harmon, Dedrick R. Harris, Erica Haskins, Roland V. Henry, Tiandria S. Holloway, Robert G. Humphreys, Flora Jackson, Jeffrey Jeffrey Matthews Jr, Tracey L. Jenkins, Tammi N. Jetton, Nicole Y. Johnson, Shonte M. Jones, Megan A. Lamb, Brianna N. Lynch, Jaren A. Mack, Sally McCanne, Janee L. McClain, Wendy J. Michaels, Erica A. Michell, Jerry Miles, Lauren Mitchell, Eric D. Moody, Kniquadna R. Moore, Porscha Moten, Deja Oakes, Stacie D. Oglesby, Robert Olive, Amantha Parker, Lisa R. Pemberton, Ceazar D. Petty, Dolores A. Phillip, Antwaine D. Philson, Ashley R. Pitts, Gloria Prempeh, Hubert J. Quick, Olive Neila Robinson, Lisa Rodgers, Constance R. Rudd, Erica Santiago, Catina Scales, Denay M. Smith, Frederick Thomas Southerland, Ronnie S. Spears, Shannon M. Steele, Sherry Thompson, Latasha N. Tuttle, Daniel J. Watson, Keyona L. Williams, Belinda Williams, Leroy Williams, Artisha N. Williamson, Robin A. Wright

**North Dakota**

Wanda Cleveland, Skyler J. Kern

**Ohio**

Dana S. Beck

**Oklahoma**

Tanner Barnes, Crystal Michelle Hinds, Mary L. Thompson

**Oregon**

Joel D. Gunderson

**Pennsylvania**

Jessica Leigh Aldrich, Harvinder Gupta, Keith J. Repanshek

**Puerto Rico**

Geovanny Moreno, Efrain Sanchez Ruiz

**Rhode Island**

David Costa

**South Carolina**

Johann Bullock, Ericka Henry, Steven O. Pringle, Anthony D. Williams

**South Dakota**

Angela Lynn Jones

**Tennessee**

Tasha Dayvonne Buckley, Brandon Foreman, Christopher D. Lindsey, Wesley A. Oldham, Melanie B. Womac

**Texas**

Ashley L. Coffey, Esther E. Horton, Lakeisha M. Knight, Jennifer Law, Ashley K. McCranie, Kiana M. McFadden, Darlis J. Nace, Katrina L. Pate, Pedro Pena Jr., Theresa D. Ramirez, Suzanne Shoaf, Chyanne Thomas, Landon L. Thornton, Sonya Toma

**Virginia**

Bobby L. Anderson, Chelsey K. Cornetti, Teresa M. Dickens, Jeremy L. Mutter

**Washington**

Aiyana Bayley, David Bibler, Spencer Briggs, Kim Gordon, Michael-Ray Tibbals, Kirk C. Wallen

**West Virginia**

Amelie Hess, Steven T. Jackson, Christopher L. Lemon, Robert D. Morris II, Matthew Trace

**Wisconsin**

David Blaesing, Darren A. Block, Rose Brundlik, Sue A. Franke, Michael Koser, Ashley M. Lambert, Monica L. Morales, Brent J. Schreiner, John M. Summers, Sara A. Thompson

# Welcome!

## PICTURES FROM THE PAST

Anthony Iezzi, deltiologist

This real photo postcard is from the 6th Annual National Convention of the Montana Branch of the National League of District Postmasters. The convention was held Sept. 7-8, 1928, in Billings, Montana.

The convention comprised 40 attendees: 21 Postmistresses and 19 Postmasters. Some are wearing a convention ribbon/name tag.

*Tony Iezzi is a postcard collector, photographer and the retired Postmaster of Oley, PA; iezziphoto@gmail.com.*



# Thanks for Your Generosity

**Steve Vanderhoof**, Veterans Outreach Program chair, and **Eva Finley**, editor

Eva and I are excited to share the news about donations for our veterans project. As of July 15, \$8,290 in donations went directly to the Tunnel to Towers Foundation (T2T) on the dedicated website. Those donations were made by 21 of our members. The link for the UPMA Veteran's Project 24 is found at [dogood.t2t.org/UPMAVeteransProject24](http://dogood.t2t.org/UPMAVeteransProject24).

In addition to the money collected on the website, \$9,507.95 was donated through sending checks to Louise Nix, UPMA Retired Treasurer. We also have \$7,000 remaining from last year's veterans program, which brought all totals to \$24,797.95.

Thanks to all our generous donors willing to support T2T as our veterans charity for this year. We will have a booth at the national convention in Florida; plan to visit us! We will offer raffle tickets for a flag flown over the USS *Arizona* Memorial in 2005 on the 65th anniversary of the remembrance of the attack on Pearl Harbor.

Larry Beckler, T2T ambassador, and his wife Laney Waller will join us at the welcome dinner Sunday night at the convention. Larry will talk about T2T's great deeds to support veterans and their families. They are doing things for veterans, widows with small children and homeless veterans that no other organization is able to support.

T2T recently has stepped up its efforts to support homeless veterans by building facilities and refurbishing hotels. These facilities will provide living spaces and services such as mental health, wellness and financial and on-site rehab to help their journey to self-sufficiency.

Since UPMA announced T2T as our veterans charity, we have received messages and testimonials supporting our selection. Patrick Harkin, retired Postmaster from Iowa, gave us a heartwarming endorsement. He already was a longtime supporter and appreciated our efforts to support such a worthy organization. Thank you, Pat, and all the others who have made a financial contribution.

We all get more requests for donations than we can sup-

port; no one can afford to support all the needy charities. I learned some facts about T2T that caused me to shift my donations to this organization. Other charities we have supported in the past have proven to be very inefficient with their donation spending.

What impressed me about T2T is its website shows the amount of money it pays to the president and Board of Directors—\$0; 95.1% of all donations go to veteran programs. They have the maximum rating from Charity Navigator.

There are several ways to donate to T2T:

1. You can donate with the use of the QR barcode. It allows you to make a single or monthly donation.
2. You can call T2T at 718-987-1931 and make a contribution over the phone.
3. We prefer you send a check, payable to Tunnels to Towers, to Louise Nix, Treasurer, UPMA Retired, 88 Rodney Nix Rd., Cleveland, GA 30528. She will log your contribution and forward the checks to ensure they are added to our UPMA total.



If you make a contribution other than sending a check to Louise, let her know by email at [louisenix@yahoo.com](mailto:louisenix@yahoo.com). She will maintain a database to show total contributions from UPMA members. It is important for us to track your donations. We want to see the impact of our members and organizational donations. Please consider donating—no matter how large or small your contribution.

Thanks to each of you who have made donations. Your generosity is representative of the compassion of our UPMA members.

## National Convention Update

**Charley Peters**, president

All convention activities will be in the Caribe Royale Convention Center:

Church Choir Practice will be Saturday, 4:30 p.m., in Curacao Room 2. The choir will meet 7:45 a.m. Sunday in the Caribbean Ballroom before the Church Service that begins at 8:30 a.m. in Caribbean Ballroom 6 & 7.

UPMA Retired business meetings will be in Caribbean

Ballroom sections 1-5, which also is the location of the convention's general business sessions. Immediately after the Church Service, there will be a UPMA Membership meeting for all attendees in Caribbean Ballroom 1-5.

At 1 p.m. on Sunday before our retiree business session, Karla Kirby from USPS Headquarters will hold a training session for retirees on Postal Service Health Benefits with the latest updates before open season.

Our first retiree business session on Sunday will be from 2:30 to 4:30 p.m. in the Caribbean Ballroom. On Monday, our retiree voting booth will be open from noon to 1:30 p.m. in Boca 5. Our final retiree business meeting on Monday will begin at 2 p.m.

Convention general business sessions are Monday, Wednesday and Thursday, 8 a.m. to noon. Tuesday is a free day to relax or enjoy Orlando attractions. The UPMA Retired Luncheon is Wednesday at 12:30 p.m. in the Palms 3 Ballroom.

The Retiree Hospitality Room will be in one of the villas, but the number is not available at this time. The information will be announced in *UPMA Gold* when the exact location is known. For more information, refer to Lori McDonough's article on page 24.

## Time for Sunshine in the Sunshine State

**Rosa Gonzales**, secretary

Time has flown by since our 2023 National Convention in Denver. I attended several chapter conventions the past couple months. In April, Steve and I attended the Illinois, Oklahoma and Mississippi chapter conventions. We also attended the Minnesota convention in May.

Each one was great. We really enjoyed seeing old friends and making new ones. This is what I love about chapter conventions—they are smaller and more personal; you get to know everyone better. I want to thank everyone at the conventions who made us feel welcome.

I want to remind everyone it is important to contact your area representative or me regarding officer changes in your chapter. To keep our contact information up to date, it takes all of us communicating with each other.

A reminder to UPMA Retired area representatives and committee chairs to write a report on this past year's activities. If you can, write it in the form of a newspaper

article and bring two copies to the convention. I will keep a copy for my records and Eva Finley will use many of them as articles for "In the Mailbox," as well as keeping them for our historian records.

I also want to remind everyone to notify the UPMA National office of changes to addresses, emails and phone numbers. It's important to keep the information updated. The labels for the *UPMA Leader* are generated from the addresses in the National Office database.

Address changes for "In the Mailbox" should go to Eva Finley. "In the Mailbox" only is sent to those who request it. Eva keeps the addresses in her computer database and prints labels. If you know of anyone who is deceased, please let Eva know.

As secretary, I go into the system to get information for various reasons. I have found several people do not have an email address in their contact information. The National Office can disseminate information to everyone with a good email address on file. Again, it's all about the ability to communicate and keep everyone informed.

It is an honor to be your secretary and working for the good of UPMA Retired. I am excited to see all of you in Florida. I know we are going to have a great convention.

## We Are Here for You

**Patricia Groves**, Area 2 rep

What an honor to be asked to represent UPMA Retired Area 2. I attended the Connecticut Chapter convention and met with a lot of Connecticut attendees, including USPS District Manager Carissa Laino and UPMA Atlantic Area National Vice President Bernadette Puodziunas.

I am here to represent you and our UPMA Retired officers. UPMA is a powerful team of active and retiree members who still are active in UPMA; we have many years of knowledge with our careers in the Postal Service. Please reach out to us if you need assistance or have a question.

The New York Chapter convention was a grand slam! The efforts of the chapter touched my heart and soul. The effort was coordinated by UPMA member May Lou Zerby, also a member of the West New York Quilters for a Cause. A few of our UPMA members were honored to receive a hand-made quilt of valor.



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