

**UPMA EXECUTIVE BOARD MEETING
AUGUST 23-24, & AUGUST 29, 2024
ORLANDO, FL**

FRIDAY, AUGUST 23, 2024

National President Edmund Carley called the meeting to order at 8:00 a.m. Katie Evertsen gave the invocation, and Mari Beth Kirkland led the group in the Pledge of Allegiance.

Greg Nors conducted the roll call; all UPMA Executive Board members were present.

It was moved by Padric Fisher and seconded by Jeff Jarrett to adopt the agenda. Motion carried.

Greg Nors presented the minutes from NEB meeting dated March 16-17, 2024, and NEB telecoms dated 3/28/2024, 7/11/2024 and 8/1/2024. It was moved by Padric Fisher and seconded by Jeff Jarrett to accept the minutes as written. Motion carried.

President Carley began the meeting with opening remarks. Edmund mentioned the state of UPMA membership and the massive growth we have achieved.

It was moved by Sharon Janicek and seconded by Jeff Jarrett to go into executive session to include Dan Heins and exclude Edmund Carley. Motion passed.

BREAK

It was moved by Jeff Jarrett and seconded by Bernadette Puodziunas to accept the report of the ethics committee. Motion passed. It was moved by Jeff Jarrett and seconded by Tony Leonardi that a UPMA Executive Board member be censured for ethics violations. Motion passed. It was moved by Tony Leonardi and seconded by Sharon Janicek that the National Secretary-Treasurer and the UPMA Executive Director will monitor all expenses and report any discrepancies immediately to the UPMA National Executive Board. Motion carried.

BREAK

It was moved by Padric Fisher and seconded by Greg Nors to come out of executive session. Motion carried.

Katie Evertsen, Tania Cason, and Padric Fisher gave their advisor reports on the WestPAC Area.

Mari Beth Kirkland, Kerry Nichols, and Jeff Jarrett gave their advisor reports on the Central Area.

Sharon Janicek, Carla Biggerstaff, and Tony Leonardi gave their advisor reports on the Southern Area.

Jeff Lightner, John Douds, and Bernadette Puodziunas gave their advisor reports on the Atlantic Area.

LUNCH

Tom Blum, VP USPS Labor Relations, discussed the five-year plan on LPS, S&DCs, and R&DCs. Tom also discussed admin leave and how it should be applied across the board.

John Douds discussed PAC contributions and asked for 100% participation from all board members.

Sharon Janicek reported on the National Member Rep Committee and discussed the CMR 101 and CMR 102 academies.

Dan Heins gave his report on the adverse action legal defense fund. Dan stated we have added three more cases since March. He said a couple of them are still pending and discussed the money that has been spent. He concluded that six cases have been settled.

Mari Beth Kirkland reported on the EAS Professional Committee.

Jeff Lightner reported on the Diversity and Inclusion Committee, and shared information on the project that we will be doing at this national convention.

Padric Fisher gave us a report on the Articles and Bylaws Committee with the voting results.

Kerry Nichols reported on the Education Committee and stated the Mari Beth Kirkland was assisting. Kerry said she was thrilled about the educator of the year.

Charley Peters shared with us how many retirees and guests were registered here for the national convention. He also discussed Tunnels to Towers fundraiser speaker for Sunday night. Charley also reported how many UPMA scholarships will be awarded this year.

Katie Evertson and Tony Leonardi gave their report on the membership contest standings. They discussed top performers and talked about their presentations. They also discussed states that are struggling with membership and what steps they are looking to take to get them back on track.

BREAK

Joe with EmoryDay zoomed in and talked about the marketing dashboard. He talked about the website and how they track visitors. He mentioned google ads and how this brings members to the website. Joe also talked about site updates, leadership information updates, retiree information and the forms submission page. Edmund added information on the levitate emails.

Heather and Leslie with Crisp Meetings and Events gave us some national convention updates. They talked about the registration process and registration totals. They introduced the new convention app and discussed sponsorships for the convention. They also discussed CMR academies, 2025 events and the 2026 National Convention in Puerto Rico.

Tony Leonardi discussed and shared information about the Membership Academy that will be held in Dallas in January 2026. The UPMA Membership Policy was also discussed.

It was moved by Padric Fisher and seconded by Mari Beth Kirkland to approve special assessment requests for Arkansas, Illinois, Indiana, Iowa, Kansas, Michigan, Missouri, Oklahoma and Texas as presented. Motion carried.

On a separate request, it was moved by Jeff Jarrett and seconded by Padric Fisher to approve the Georgia special assessment request. Motion carried.

It was discussed by Tony Leonardi to raise dues for retirees, but the motion and the motion second were withdrawn.

Jeff Jarrett discussed the first timers and stated that we are expecting over 100 for this year's national convention. He said all first timers will have a ribbon to signify them, and the executive board and all members are expected to hand out business cards to them.

It was moved by Padric Fisher and seconded by Katy Evertsen to adjourn at 4:50 p.m. Motion carried.

SATURDAY, AUGUST 24, 2024

National President Edmund Carley called the meeting to order at 8:00 a.m. Jeff Lightner gave the invocation, and Sharon Janicek led the group in the Pledge of Allegiance.

Bruce Nicholson addressed the National Executive Board. Bruce stated that the PMG is all about the Delivering For America plan and gave us an update. Bruce discussed and pointed out that Edmund has an extraordinary relationship with Dr. Colon which has opened doors for many discussions on issues of importance to UPMA members. Bruce discussed the Postmaster workloads and said we needed to figure something out with

Postmasters having to work till 8:00 or 9:00 at night. We asked for an update on the changes for the PS Form 150, and were told it was still being worked on.

Dan Heins discussed some of the financials and gave us a 6-month report. He said the income is not where we projected it to be because we had projected it out and divided it evenly for the year rather than adjusting for new members coming on each month. He said we had to take \$100,000 out of the reserve account to cover expenses. Dan also discussed the non-dues paying members. Dan stated that JL Systems will be transitioning the NOAH systems to a new company they merged with named Cannolai. The people that work with Cannolai systems said they can look at their system to see if it might benefit us when we are pulling reports to find errors. The possible change will be researched and discussed at a later date.

BREAK

Tony Leonardi brought up the issue with records not being collected for 2 years and with errors in the dues system. The national office and individual states have lost revenue and Tony brought his concerns forward about the fact we cannot recoup this money.

Greg Nors presented a voucher from Dixie Bentley that was received past the 30-day submission deadline. It was moved by Jeff Jarrett and seconded by Bernadette Poudziunas to approve the voucher to be paid. Motion carried.

Tony Leonardi discussed the presidential transition for him moving into the presidency for 2025. Tony stated that there is not a formal process. Tony proposed that he be given two weeks in leave recovery and expenses. It was then stated that the existing policy states that the incoming president gets 2 weeks leave recovery to transition into the new position. Tony asked that he be given travel orders to all four fall conferences as part of the transition. It was moved by Tony Leonardi and seconded by Padric Fisher to modify the presidential pay package to include 2 weeks of leave recovery and four fall conference travel orders to transition into the presidency. Motion passed.

It was moved by Tony Leonardi and seconded by Katie Evertsen to remove the \$195 incentive payment made to the chapters for signing up new EAS members and replace it with a \$100 incentive for EAS members signed and \$50 for associate members signed. Motion carried.

Tony Leonardi discussed the plan for the 2025 CMR academies. He plans to hold off until January 2025 to book these. Tony talked about the costs of putting these on and he said he might recommend including them in with other conferences.

The government relations team gave their presentation and discussed the WEP/GPO bill (HR 82), as well as, the 2024 presidential and congressional elections.

Ryan Buck with Caring Consulting Group and Jerry Hulick with Mass Benefits gave their presentations. It was moved by Carla Biggerstaff and seconded by Tony Leonardi to

enter into an agreement with MetLife for pet insurance and Farmers Insurance for homeowners and auto insurance. Motion carried.

LUNCH

It was moved by Tony Leonardi and seconded by Kerry Nichols to authorize the national office to take up to \$500,000 out of the UPMA reserve account and move to the operating account as needed. Motion carried.

Edmund Carley discussed the possible need to purchase travel/event insurance for the 2026 national convention in Puerto Rico. Edmund said we will explore options.

It was moved by Jeff Lightner and seconded by Katie Eversen to move into executive session and to include Dan Heins. Motion carried. It was moved by Greg Nors and seconded by Carla Biggerstaff to provide a 2.5% COLA increase to a member of the UPMA National Office. Motion carried. It was moved by Tony Leonardi and seconded by Sharon Janicek to develop a more in-depth and redefined audit policy. Motion carried.

Jeff Jarrett moved to come out of executive session, and Padric Fisher seconded the motion. Motion carried.

It was moved by Padric Fisher and seconded by Greg Nors to adjourn at 3:49 p.m. Motion carried.

THURSDAY, AUGUST 29, 2024

President Carley called the meeting to order at 12:40 PM. All UPMA Executive Board members were present along with incoming vice presidents, Darwin Adams, C. Scott Christiansen, Stephanie Thompson and Jim Maher. Dan Heins and John Galera were also in attendance.

The event services agreement with Crisp Meetings and Events was discussed. It was moved by Jeff Lightner and seconded by Padric Fisher to allow President Carley to sign a three-year contract with Crisp. Motion carried.

Next on the agenda was the election for UPMA Executive Vice President for 2025. It was moved by Jeff Jarrett and seconded by Carla Biggerstaff to elect Padric Fisher by acclamation. Motion Carried.

It was moved by Padric Fisher and seconded by Jeff Jarrett to adjourn. Motion carried. Meeting adjourned at 1:03 PM.

Respectfully submitted,

Greg Nors, National Secretary-Treasurer

