

**UPMA EXECUTIVE BOARD MEETING
AUGUST 8-9, 2025
DALLAS, TX**

FRIDAY, AUGUST 8, 2025

National President, Tony Leonardi called the meeting to order at 8:00 a.m. Carla Biggerstaff gave the invitation, and John Douds led the group in the Pledge of Allegiance.

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

Tony presented the agenda for the board meeting. It was moved by Padric Fisher and seconded by Edmund Carley to adopt the agenda. Motion carried.

President Tony gave opening remarks and began discussing the convention agenda. Tony recapped the last board meeting and talked about savings and the increase in revenue due to sponsorships. Tony covered the 2025 financial report and stated that the 60/40 split will be taking effect in August. Tony discussed the projected expenses for August and September and stated that we will not have to go into our reserves to make budget.

Greg Nors gave the audit report that was conducted on July 25 and 26 by Padric Fisher, Jim Maher and himself. Greg, Padric and Jim discussed the findings of the audit and offered suggestions. It was moved by Padric Fisher and seconded by John Douds to accept the audit report. Motion carried.

Padric Fisher, Tania Cason, and C. Scott Christiansen gave their advisor report on the WestPAC Area.

Kerry Nichols, Jeff Jarrett, and Jim Maher gave their advisor report on the Central Area.

Carla Biggerstaff, Kendric Comulada, and Darwin Adams gave their advisor report on the Southern Area.

John Douds, Stephanie Thompson, and Bernadette Puodziunas gave their advisor report on the Atlantic Area.

The Peak Season was mentioned and Tony stated that he will ask for something to be put out for the pecking order of who works on the holidays. We want to have something very clear and specific. Tony stated that he will meet with Elvin Mercado to discuss a clear peak season plan.

BREAK

Darwin Adams and Kendrick Comulada discussed what they are doing with diversity and inclusion and talked about people writing articles.

Bernadette Puodziunas discussed the zoom calls that Don Roussel has been conducting on mental health and the possibility of doing another session.

C. Scott Christiansen talked about the communication team and what they are doing and mentioned updates to the UPMA website.

Mari Beth Kirkland talked about the third Thursday education trainings that are being provided to UPMA members.

Charley Peters shared information on the 16 scholarships of \$1000 each that will be presented at this year's convention. Charley also discussed the three bylaws that retirees will be voting on at the convention.

President Tony shared information on the Thursday recognition lunch and asked the NEB to sit at certain tables to make sure we thank the members who helped with this year's national convention. Tony discussed the 2026 national convention that will be held in Puerto Rico. Tony shared some of his ideas on the agenda and possible changes.

Michael Elston, VP Labor Relations, USPS and Bruce Nicholson, Director Labor Relations Policies and Programs, USPS, addressed the NEB. We introduced ourselves to them and then Mike shared his biography and talked about his current position. Mike also discussed the process of reporting issues from the field. They ended with a question-and-answer session from the board.

LUNCH

The discontinuance of the issuance of member name plates for new members was discussed. Earl stated that we are recruiting about 500 members a month and the process of ordering and verifying names and spellings takes an enormous amount of time and work. Earl stated that there is an option for anyone wanting to order name plates on the website.

It was moved by Edmund Carley and seconded by Carla Biggerstaff to continue sending out name plates to new members. Motion carried.

It was moved by Jim Maher and seconded by Padric Fisher to set up a committee to generate options by 10/1/25 on how we are moving forward on the issuance of name plates. Motion carried. The committee will be Earl Husbands (Chair), Carla Biggerstaff, Jim Maher and Edmund Carley.

Heather and Leslie with Crisp Meetings and Events gave us updates on registrations for national events and compared the numbers with 2024 data. They also discussed

events for 2026, shared information on Puerto Rico, and on sponsorships moving forward. They ended with discussing the 2027 national convention site selection.

Jim Dunlap, UPMA Executive Director, gave an update on the organization at the national office. He discussed what they did to set up bank accounts to improve accountability for PAC funds. Jim gave a presentation on the financial snapshot of UPMA and elaborated on the monitoring of incoming funds and the verification of dues. Jim said he has developed an executive director checklist to create continuity along with weekly, biweekly, monthly and annual duties.

Earl Husbands, UPMA Membership Director, discussed duplicate membership problems and fixes. Earl shared what was new with the 1187s. He also talked about career conferences, recruitment, engagement and development and tying those into the new KSA program.

John Douds discussed PAC goals and encouraged us all to contribute to PAC while at the convention.

Chris, Brian and Joel presented a legislative update and talked about issues affecting the USPS.

It was moved by Jeff Jarrett and seconded by Jim Maher to adjourn. Motion carried.

SATURDAY, AUGUST 9, 2025

National President, Tony Leonardi called the meeting to order at 8:00 a.m. Tania Cason gave the invocation and Kerry Nichols led those present in the Pledge of Allegiance.

President Tony gave us a recap of what was done yesterday, and we added a couple of agenda items.

Tony shared that Karen Young is retiring after 36 years, and we need to look be looking for a new editor and publisher.

Tony stated that any candidates running for national office will be allowed to speak on Wednesday morning during the general session.

Chapter leadership issues were discussed. There are chapters that do not have leadership present and are not having chapter conventions as required. We might need to develop a policy on what the NEB does when situations like these arise.

It was moved by Padric Fisher and seconded by C. Scott Christiansen to appoint a committee by 10/1/25 to evaluate at risk chapters to explore options. Motion carried.

Mari Beth Kirkland, Executive Assistant to the National President, gave us a presentation on her duties and responsibilities at the national office.

It was moved by Edmund Carley and seconded by Carla Biggerstaff to approve the minutes from the NEB zoom calls from 3/12/25, 4/9/25, 5/5/25, 5/22/25, 6/10/25, and 7/16/25 as presented. Motion carried.

It was moved by Edmund Carley and seconded by Jim Maher to approve the late expense vouchers received from the Vermont Chapter and from Dixie Bentley. Motion carried.

President Tony conducted a budget review for this first six months of this year. He covered membership dues, income and expenses and discussed each line item.

Jim Maher talked about the CMR training and said it cannot be completed here at the national convention in the allotted time. He talked about offering CMR 101 in Atlanta and CMR 201 in Denver this year.

Greg Nors discussed presidential travel, chapter convention travel, and site visit travel for sites bidding on the national convention.

Tony led a discussion on outsourcing membership incentive checks and issuance of 1099s. He said we will get bids on doing this.

Earl Husbands talked about partnering with Signature FCU and APCU on the emails that he sends out and including links to their websites. Earl discussed leadership training, KSA team assistance, and the UPMA store.

Jerry Hulick from Mass Benefits and Ryan Buck from Freedom Broker Services gave a presentation on the UPMA reserve fund and benefit program.

LUNCH

John Douds posed the question to the membership staff of how many PS form 1188s are being received at the national office. The reply was that they are minimal. John then asked why the 1188s are not being shared with the state chapters.

It was stated that President Tony will work on getting a contract for the UPMA Merchandising Store.

The UPMA travel policy was discussed. It was stated that we need a policy that is more specific regarding airline travel since there are lots of changes being implemented. Jeff Jarrett, Padric Fisher and Jim Maher will work on this project.

Special assessments were presented for Iowa, Indiana, Georgia, Illinois and Missouri. It was moved by Edmund Carley and seconded by Carla Biggerstaff to approve the assessment requests for all three states. Motion carried.

The UPMA Leader was discussed. It was stated that we are making more money from sponsorships for the magazine. Bernadette Puodziunas stated that if we are making more money from the Leader sponsorship, then we need more hard copies. A discussion was led on next year's publication schedule and ideas were presented. It was moved by Edmund Carley and seconded by Jeff Jarrett to table discussion on this topic until we can get more information on the new editor/publisher position and the publishing contract.

Tony discussed the fall conferences for this year. Tony stated that he doesn't think we should give the same training as we did at the national convention and would not be approving NEB members to attend, except for John Douds to attend the Atlantic Conference.

Steve Auffarber, National Convention Chair, gave us a report on this year's convention and gave information to the board.

It was moved by Jim Maher and seconded by Jeff Jarrett to move into executive session. Motion carried.

It was moved by Carla Biggerstaff and seconded by Jim Maher to add supplemental insurance to the presidential pay package.

It was moved by Edmund Carley and seconded by Carla Biggerstaff that meeting minutes be submitted by the National Secretary-Treasurer to the national office within 30 days. Motion carried.

It was moved by Edmund Carley and seconded by Padric Fisher that the National Secretary-Treasurer and the National Executive Director will review, monitor, and propose changes to the budget quarterly. Motion carried.

It was moved by Edmund Carley and seconded by Jeff Jarrett to change Mari Beth Kirkland's salary to \$70,000 a year. Motion carried.

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

It was moved by Padric Fisher and seconded by John Douds to adjourn. Motion carried.

Respectfully submitted,

Greg Nors, National Secretary-Treasurer