



# LEADER

January/February 2026

Celebrating UPMA's

# RECORD-BREAKING

# MEMBERSHIP SUCCESS

Page 24



**2026 UPMA  
Legislative Summit  
MARCH 15-18**



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# CONTENTS



Volume 106 | Number 1 | January/February 2026

## 24

### Celebrating UPMA's Record-Breaking Membership Success

By Earl Husbands



## 36

### From Session to Sunsets: UPMA 2026 in Puerto Rico

By Myrna I. Rosado



## COLUMNS

### 4 President's Perspective

One Amazing Year Behind Us, Another Great One Underway

### 7 Maximizing Our Potential

Welcome to 2026

### 9 Leadership for Success

Act Like a Leader Before You Become a Leader!

New Year, New Position, Same Mission

### 11 Strategies to Thrive

Nonprofit Tax Filing for UPMA Chapters

### 13 From the Editor's Desk

Strengthening Our Chapter Publications in the Year Ahead

### 15 National Office News

A New Year, a New Page  
Diving Deep Into 2026

### 17 Find Your Way

Mental Health Matters in the Postal Workplace

### 18 Membership Matters

Introducing the New UPMA Phone App  
Membership That Works for You  
Let UPMA Make 2026 the Year of You

### 29 Your Path to Success

Career Development KSA Assistance Benefit: More Growth in 2026

## DEPARTMENTS

### 6 2026 UPMA Legislative Summit Registration

### 12 Chapter Presidents

### 14 2026 UPMA Leader Print Schedule

### 19 Welcome, New Members

### 20 2026 Membership Contest

### 31 Committees

**Adverse Action:** John Sertich

**Legislative:** Katie Evertsen-Tesch

**Education:** Mari Beth Kirkland

**PAC:** John Douds

**Communications:** Drew Martin

### 38 UPMA Retired

## UPMA Mission Statement

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



## President's Perspective

Tony Leonardi, national president

# One Amazing Year Behind Us, Another Great One Underway



I've just returned from San Diego, where we celebrated an absolutely amazing 2025. We opened with two days of executive board meetings by recapping the initiatives our UPMA National Executive Board and National Office began on the very first day of last year.

We started 2025 looking for ways to cut unnecessary expenses and quickly identified immediate savings. We reduced hard copy issues of the *UPMA Leader*, cut back on board travel, and streamlined our Legal Defense Fund with the help of Jim Dunlap, Jim Maher and John Sertich.

Meanwhile, Mari Beth Kirkland and I partnered to identify ways to reduce organizational drag and to create proper checks and balances to ensure our organization was financially sound. In total, this team's cuts and adjustments yielded more than \$400,000 in savings out of the gate.

generate more than \$500,000 in immediate fresh revenue. Along with other UPMA leaders, I also presented a bylaw change that helped capture an additional \$250,000 in new dues for the National Office.

All of these changes completely transformed our financial outlook. We went from an initial projection of a \$700,000 deficit to a year in which we did not touch our reserve funds.

We are now in a financial position that—if we continue to control costs and grow the organization—will allow us to actually *add* to the reserve fund for the first time in four years and for the foreseeable future.

Beyond fiscal improvements, we introduced new programs in 2025. In April, we launched the Career Development KSA Assistance Program, which nearly 1,000 members have already used to advance their careers. In July, we created a UPMA merchandise store, creating a new revenue stream for the organization and ensuring consistent branding. Then, in October, we introduced LEADership training, where we share best practices from UPMA leaders nationwide working to change post office culture.

We also developed the brand-new UPMA app, now available to you. This app delivers information and updates directly to smartphones, helping members stay engaged and informed on UPMA matters, including legislative updates and any major U.S. Postal Service developments.

Following the board meeting, we held our annual Membership Academy, where we celebrated the recruitment of a record 5,482 new EAS members

*continued on page 8*

**“ What impossible thing will we accomplish this year that no one today believes can be done? ”**

But as a leader, I knew we couldn't simply cut our way to prosperity, especially when my number one goal was to grow membership as quickly as possible. Growth takes some investment. So, I also concentrated on generating more income. I worked with our meeting planners and publishers to raise new revenue. Membership Director Earl Husbands got right to work correcting database errors while leading a fired-up Membership Team in what would prove to be a historic year. Our brand-new National Career Development Team, led by Deb Alums, quickly got busy helping hundreds of associate members in their quest for promotion. Combined, these efforts helped



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To learn more go to:  
[www.unitedpma.org](http://www.unitedpma.org)



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# 2026 UPMA Legislative Summit

**MARCH 15-18**

**Hyatt Regency Crystal City • Crystal City, VA**

Make plans now to attend the 2026 UPMA Legislative Summit in March. The summit is growing each year in attendance and impact. UPMA is a bipartisan leader on Capitol Hill. Our legislative priorities this year:

- **H.R. 1522:** Allows employees who started as non-career to count that time toward retirement
- **Postal Supervisors and Managers Fairness Act:** Improves the negotiation process for UPMA members' pay and benefits
- Halting another potential attempt at reconciliation that could cut federal employee benefits

It's imperative that our members learn about the issues and communicate with their lawmakers on Capitol Hill.

**Won't you join us in the nation's capital this year and help bring home more legislative victories?**

To register, use the QR Code or go to  
**[www.unitedpma.org/2026-legislative-summit](http://www.unitedpma.org/2026-legislative-summit)**



You can also access the link at **[www.unitedpma.org](http://www.unitedpma.org)**. Click on "Events," then "National Events." There is also a link to book your hotel room.

**Hotel Reservations:** Contact the Hyatt Regency Crystal City at Reagan National Airport to book your hotel room. Mention that you are attending the United Postmasters and Managers of America meeting.

UPMA rates (\$229/night for king and double; \$25/night for each additional guest in a room beyond two) are available until Feb. 27, 2026, or until the room block is sold out, whichever comes first.

**Hyatt Regency Crystal City phone number: 877-803-7534 • Group Code: G-RUTK**

A one-night deposit is required upon booking. The deposit is refundable for cancellations received by Jan. 15, 2026. After Jan. 15, 2026, refunds are not available. Check-in is 4 p.m.; checkout is 11 a.m.

Please direct any questions about the summit to [UPMA@crispevents.me](mailto:UPMA@crispevents.me).



# Maximizing Our Potential

Jim Maher, national executive vice president

## Welcome to 2026

As we enter a new year, many of us take a moment to reflect on the past year's events. We start looking ahead and planning for what we hope to accomplish in the months to come. Looking back on 2025 for UPMA, some accomplishments are quite noteworthy.

If you are actively involved in the organization, you are aware of the huge focus on recruitment that President Tony has aggressively pushed over the last several years. In 2025, UPMA grew by almost 5,500 EAS members (5,482 to be exact). Let that sink in for a minute.

At the end of 2024, we had slightly under 19,000 EAS members. After 2025, we started this year with close to 23,800. That's an increase of almost 29% over the same period last year. Along with this phenomenal EAS growth, we also signed up 3,234 associates, bringing our total to 8,716 new members for the year. This is simply incredible.

**“ The success of 2025 belongs to those of you who went out to do the work and recruited 8,700 new members. ”**

Nineteen UPMA members recruited more than 100 people each. However, the story of the year is that 973 members recruited at least one person. It is amazing to have almost 1,000 people working toward a single goal: growing the organization. The success of 2025 belongs to those of you who went out to do the work and recruited those 8,700 new members. I thank you for your efforts.

One of the many benefits we provide for our members is the new Career Development KSA Assistance Program. This program came about as a result of the vision and efforts of retiree Debra Alums, who has strongly advocated for and championed programs to help our newer members succeed in the Postal Service. At last check, almost 1,000 members have inquired about this program,

and hundreds have taken advantage of it. Bear in mind, this program only began in April 2025. To generate that type of interest in such a short time is an amazing accomplishment!



So, where are we financially? It is no secret that UPMA drew approximately \$3 million from its reserves over the three-year period from 2022 to 2024. The forecast at the beginning of 2025 was not significantly better, and we anticipated an operating loss of over \$600,000. In fact, the National Executive Board approved another \$700,000 to be withdrawn from the reserves if necessary.

After making difficult decisions and implementing serious cost-cutting measures, we did not draw down the reserves and instead posted net income of more than \$375,000. That is a tremendous turnaround!

To be fair, there was a bylaw change at the end of the summer that revised the revenue percentages to keep more money at the National Office. That accounted for about half of the profit. The rest was entirely due to President Tony's extremely aggressive monitoring of our finances and operations. Due to this enhanced oversight, in 2026, we will be putting money back into the reserves for the first time in several years.

It was Henry Ford who said, "If everyone is moving forward together, then success takes care of itself." It is evident that a significant part of our organization is working together to ensure UPMA's continued success. It is very rewarding to watch UPMA's growth and all we've accomplished. It is simply a great time to be involved in this organization!

Here's to a healthy, prosperous and successful 2026 for you and UPMA.

## One Amazing Year Behind Us, Another Great One Underway

(continued from page 4)

in 2025. We laid out strategies for another great recruiting year in 2026 and to enhance our brand. Together, we enjoyed a fast-paced day of training and shared best practices with over 150 dedicated members, each pledging to ramp up their efforts to accomplish great membership recruiting feats again this year.

We set lofty goals for 2025, but that was nothing new; we've been doing that for years now. By year's end, 50 of 52 chapters had made their EAS goals, with many setting new all-time chapter records.

Year after year, individuals are stepping forward and reaching new heights previously considered impossible. In 2024, Scott Christiansen, Earl Husbands and Dominick Spadaro each recruited over 300 members, leading me to wonder, "How can we top that?" Since then, we've witnessed achievements that would have been unfathomable only a short time ago.

In 2025, Dominick stepped up his game, recruiting 423 new UPMA members! James Sayles joined the party, bringing in 503 members! And if those stellar performances weren't amazing

enough, Scott raised the bar so high that if I hadn't seen it for myself, I would never have believed it. In 2025, Scott Christiansen recruited 801 new members to UPMA!

He not only led his own chapter to stratospheric new heights but also recruited members in 15 other chapters, helping them achieve their goals. His leadership and dedication to UPMA are not only rare but truly inspirational.

As we begin 2026, my hopes and expectations for UPMA are at an all-time high. We've stabilized our finances. Our strategic plan is underway. Our Membership Team is engaged and ready for the challenge. As of the close of 2025, our UPMA family includes nearly 24,000 active EAS members, and we continue to grow in every area. I can promise you, the future could not be brighter.

I'll wrap it up with a quote from the incomparable Nelson Mandela: "It always seems impossible, until it is done."

What impossible thing will we accomplish this year that no one today believes can be done?

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**Bernadette Puodziunas**, Atlantic Area national vice president

## Act Like a Leader Before You Become a Leader!



A great description of leadership, as defined by New York Times bestselling author Kevin Kruse, is “a process of social influence, which maximizes the efforts of others, toward the achievement of a goal.”

As Kruse explains in his Forbes article, “What Is Leadership?”, leadership isn’t determined by position or age and doesn’t require a title; you can lead long before you receive a promotion, and great leaders have vision, integrity, ethics and communication skills that help them develop others.

we can agree to disagree.

You want to have an open-door policy where your teammates feel comfortable bringing their ideas, concerns or questions. And yes, there are no dumb questions.

Studies have shown that being a good leader means being real and showing emotion. People who show emotion, such as crying, can be strong leaders because of their emotional intelligence, or EQ. EQ is the ability to understand, manage and use your own emotions, as well as recognize and influence the emotions of others. As a leader, you need to develop skills such as self-awareness, self-regulation and empathy, along with social skills to build meaningful relationships. Emotional sensitivity allows leaders to connect deeply with their teams. Building trust helps leaders understand team dynamics and helps foster an environment where teams can thrive. Showing vulnerability and authenticity strengthens leadership effectiveness.

As a member of the UPMA Mental Health Awareness Committee, I encourage you to visit [www.loveyourmindtoday.org](http://www.loveyourmindtoday.org). The site’s message is simple: “Caring for your mind only makes you stronger.” The site can help you better understand emotions and moods, which over time will help you develop the EQ necessary to be a great leader.

**“ True leadership is about building a team where everyone’s voice is heard. ”**

You want to make sure you are the best at your job, know it and know it well. Of course, you want your office, POOM/MPOO, and POOM/MPOO group to succeed. Ask yourself: What can I personally do to help make that happen? Don’t just join UPMA—get involved and build your network. Find someone who is successful in a position you aspire to and ask them to be your mentor. Seek out leadership opportunities, including 204B assignments, details, or spending some of your own time meeting with experts.

Once you become a leader, remember that true leadership is about building a team where everyone’s voice is heard and acknowledging that

### *In Our Prayers*

... the family of **Charles Joseph Abt**, retired Postmaster of Glen Head Cover and Bellmore, NY, who died Aug. 8; he was 77.

... the family of **Frank L. Garofalo**, retired Postmaster of Lindenhurst, NY, who died on Dec. 3; he was 78.

... the family of **Mary Jean Gilligan**, retired Postmaster of Bearsville, NY, who died Dec. 7; she was 83.

... the family of **Rita Vance**, retired Postmaster of Robinson Creek, KY, who died Dec. 31; she was 75.

## New Year, New Position, Same Mission

As the new year begins, I am transitioning from my previous position as UPMA Southern Area coordinator to a new role as one of the national vice presidents for the Southern Area for the 2026-2028 term. I am excited for the opportunity in this national role to focus on enhancing member support, fostering professional development and advocating for the needs and interests of all members.



and engagement across the association will grow.

I look forward to assisting chapters with membership growth, encouraging future leaders to become active in the association, and promoting participation in state and national conventions. A renewed focus on engagement will help ensure that members see value in their membership and feel connected to UPMA's mission.

Changes come every day in the Postal Service, in the form of new programs, new products and even leadership changes. I will strive to continue helping UPMA members navigate those changes successfully. Just remember: if you don't like the results, then be the change. Tap into the resources available at your fingertips—after all, someone from UPMA will probably respond the quickest. As an added bonus, building a network within the organization can create lifelong relationships you come to consider family.

**“ If you don't like the results, then be the change. ”**

I am committed to the mission of representing, educating and networking with members. I will also advocate and work toward improving the work environment and ensuring that member concerns are elevated and addressed in a timely manner. Achieving these goals will require excellent communication between the National Office, state chapters and individual members.

When members understand not only what UPMA is doing, but why we are doing it, confidence in

## So Glad to Be Here!

**Ann Brown**, publisher, [ann@akbstrategies.com](mailto:ann@akbstrategies.com)



Stepping into the role of publisher of the *UPMA Leader* is an exciting opportunity, and I'm grateful to serve this community.

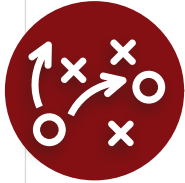
For more than 30 years, Karen Young guided this publication with care and consistency, leaving a strong legacy to build on.

That legacy includes the beautiful calendar you all create—send submissions anytime!

I will do my best to meet the high standards Karen set. If I get something wrong—or if you have ideas or suggestions—please reach out. I'd love to hear from you.

On a personal note, this role feels especially meaningful. My godfather was a Postmaster in rural Minnesota, and I grew up hearing stories about the pride, responsibility and community connection that come with postal leadership.

Thanks to Karen and to the National Office staff for helping me learn about UPMA and the Postal Service. I look forward to learning more from all of you and meeting many of you at the Legislative Summit and Annual Convention this year.



# Nonprofit Tax Filing for UPMA Chapters

Nonprofit associations in the United States are generally exempt from federal income taxes, but tax exemption does not exempt them from filing. UPMA and its chapters are exempt under Section 501(c)(5) of the Internal Revenue Code. The UPMA group exemption number is 0235. Each chapter must have a nine-digit Federal Employee Identification Number (FEIN) assigned by the Internal Revenue Service (IRS). If you do not know your chapter FEIN, please contact the UPMA National Office.

Most nonprofits are required to submit an annual information return to the IRS. The type of return a nonprofit must file depends primarily on annual gross receipts and total assets. Gross receipts include all monies received by the chapter during the fiscal year, including dues remitted to each chapter by the UPMA National Office, registration fees charged for meetings or conventions, interest earned on invested funds, and any miscellaneous income.

expense summaries and balance sheet information.



- **Form 990:** Used for chapters with gross receipts of \$200,000 or more and total assets of \$500,000 or more. Form 990 is a comprehensive return covering detailed financial statements where accuracy and completeness are critical.

**NOTE:** If your chapter has gross receipts over \$50,000 and you will file Form 990-EZ or Form 990, it is recommended that you hire an expert if you are not familiar with the process.

**All Forms 990, 990-EZ and 990-N are due by the 15th day of the fifth month after the end of the organization's fiscal year.** For organizations operating on a calendar year, the deadline is typically May 15. Since not all state chapters operate on a calendar year, it is important for state secretaries-treasurers to be aware of this requirement. Each state or territory also has rules on whether any filing is necessary for a particular chapter, so it's best that secretaries-treasurers contact their state tax department to obtain accurate filing information.

Exemptions are available by filing Form 8868, which grants additional time to file the return but does not correct missing prior-year filings.

**“ Filing the correct form on time is essential. ”**

The IRS uses three main forms for nonprofit tax filing: Form 990-N (e-Postcard), Form 990-EZ and Form 990. Filing the correct form on time is essential to maintaining a nonprofit's tax-exempt status.

### Overview of the IRS Form 990 Series

- **Form 990-N (e-Postcard):** Used for chapters with gross receipts normally \$50,000 or less. This is a fast and simple electronic notice.
- **Form 990-EZ:** Used for chapters with gross receipts under \$200,000 and total assets under \$500,000. Form 990-EZ provides a financial snapshot, including revenue and



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# Strengthening Our Chapter Publications in the Year Ahead



As we delve into this new year, one theme continues to rise to the top for every UPMA chapter: strong communication builds strong membership. Our chapter publications remain some of the most visible and influential tools we have for keeping members informed, connected and engaged. And at the center of that work is the chapter editor.

But no editor, no matter how dedicated, can be everywhere at once. With a full calendar of chapter meetings, training sessions, conventions and special events, it's impossible for one person to attend every gathering and still produce timely, high-quality content. That's why the partnership between chapter editors, chapter officers and all chapter members is more important than ever.

Photos are more than decoration. They document our history, highlight our members and bring our stories to life. A well-chosen photo can capture the energy of a meeting, the pride of an award presentation or the camaraderie of a social event in ways that words alone cannot. For editors, having a variety of photos—especially candid, people-focused images—makes every article stronger and every publication more engaging.

When chapter officers or members take pictures at events that the editor attends, the editor can focus on taking part, making connections and getting information. More importantly, when the editor cannot attend events, officers and members capture photos to ensure no chapter or national activity goes undocumented, and no member contribution goes unrecognized.

Photos alone can't tell the full story. To support accurate reporting, chapter officers and members should also provide short articles or event summaries, especially for events the editor does

not attend. These don't need to be polished—just a clear overview of what happened, who was involved and why it mattered. Even a few well-chosen details help the editor capture the event's tone and purpose, ensuring the chapter publication accurately and respectfully reflects the chapter's work. A brief article provides the editor with important background information:

- Purpose of the event
- Key speakers or presenters
- Important decisions, discussions or takeaways
- Awards, recognitions or milestones
- Standout moments worth highlighting

These articles can be used by the editor to create a complete publication that gives credit to all people who contributed. This method not only improves the publication but also effectively showcases each member's work.

**“The most successful chapters treat communication as a team effort.”**

The most successful chapters treat communication as a team effort. Officers and members don't need professional writing or photography skills. A smartphone, a few photos, and a short summary make all the difference. When this material is shared promptly, the editor can meet deadlines and maintain consistent, high-quality publications that truly represent the chapter's activity throughout the year.

Let's commit to enhancing communication among chapter members, chapter officers and chapter editors in the upcoming year. When everyone

*continued on page 16*

2026

UPMA  
**LEADER**  
**Print Schedule**

2026 Issue	Advertising & Copy Deadline	Mail/Email
January/February	1/12	2/13
March	2/20	3/9 (online only)
April	3/6	4/10
May	4/17	5/4 (online only)
June	5/13	5/29 (online only)
July	6/15	6/30 (online only)
August (includes calendar)	7/10	8/4
September/October	8/24	9/25
November	10/9	10/27 (online only)
December	11/13	12/2 (online only)

This schedule will be adhered to—no exceptions.

For persons submitting copy, **the copy deadline means receipt of Microsoft Word documents, plus any artwork or photographs being submitted for publication.** Materials should be sent via e-mail to [ann@akbstrategies.com](mailto:ann@akbstrategies.com); (301) 633-4193.

Legislative Summit: March 15-18

National Convention: Aug. 1-7



# A New Year, a New Page

As the page turns to a new year, it's a time to set fresh goals and evaluate progress on those we set last year. Whether your goals are personal, like losing weight, or professional goals, like getting that promotion you've been chasing, try focusing on the path ahead rather than dwelling on the past. Many of us tend to look backward, and USPS performance goals have followed the same pattern. While the format has changed over the years, the core question remains: "How did I do last year and what do I need to do this year?"

Setting goals is not always easy. We often feel pressure to meet both our own expectations and those set by our bosses, as well as customer service standards. Mail mix has shifted dramatically over the years from mostly letters and flats to mostly parcels. This year will bring even greater changes as artificial intelligence continues to evolve. For baby boomers like me, mechanized sortation gave way to automated sortation as computers and the internet transformed operations. AI is poised to have a similar impact on how America communicates, and it is difficult to imagine the changes ahead.



years? Chart a path with measurable, objective, specific and quantifiable steps, tracking progress with data. Hold yourself accountable along the way.

Treat each step like a stair or steppingstone toward the next milestone.

We all have a long list of things we want, need and must accomplish. Prioritize them in order of importance. Statistics show that fewer than 10% of New Year's resolutions are fully realized. That doesn't mean we shouldn't try—every step forward is one less backward step. Moving toward a goal, even an interim objective before a stretch goal, helps us grow and meet new challenges. Studies show that the process of setting goals, even if you don't fully achieve them, provides a sense of accomplishment and purpose. Knowing where we want to go gives us drive in itself.

Previous *UPMA Leader* articles have highlighted the importance of developing a bench of people ready to step into higher levels of responsibility. Mentoring your replacement increases the likelihood you will be deemed available when seeking new skills and opportunities. Many of us have heard the excuse: "I just can't afford to let you do that ... who will do your job?" To overcome this, evaluate your goals and plan how you will achieve them.

The Postal Service offers countless opportunities for skills training, new challenges and career development. Encourage your team to use available tools, including details, KSA development, training and mentorship. When your opportunity arrives, you won't be held back by an unprepared replacement.

Welcome 2026—251 years strong as a service and 250 years strong as a nation. Like a team rowing in sync toward a distant goal, we can tackle any challenge and achieve remarkable results together.

**“ Every step forward is one less backward step. ”**

Over the past 20 years, letter volume has declined significantly, along with print ads and magazines. Most advertising has gone digital, delivered online via television and radio. E-commerce has exploded—20 years ago, QVC was one of the few platforms generating parcels; today, nearly every retailer participates in electronic commerce, reflected in rising parcel volumes.

As we start this new year, let's take time to evaluate our goals. First, determine whether your goals are personal or professional, then set short-term, medium-term and long-term goals. Where do you want to be in six months? Five

## Diving Deep into 2026

UPMA had a very successful 2025. Looking back on what was implemented, created and changed in just one year, I am truly amazed. Your support, ideas, and the vision of the National Office staff made it all possible.

First, special kudos go to Dan Heins for getting us all trained and acclimated to our positions. His patience, endurance and perseverance helped us overcome many trials and tribulations. We appreciate that Dan continues to assist when needed and generously shares his wealth of knowledge.

In addition, the Executive Board approved several new processes that capture savings and streamline workloads. For example, outsourcing incentive checks and name plaques has saved staff many hours, allowing more time to manage other duties.

Third, the staff now has a solid routine, with the office transitioned and organized to meet our needs. We initially experienced many computer issues that made daily tasks difficult; we are now in a great place and excited to dive deep into 2026.

Finally, a few reminders for all:

■ **Chapter conventions:** It is vital that all chapters submit their 2026 chapter convention information. In February, Tony and I will assign national representative attendees to the chapter conventions. If you have not submitted your chapter's information, please prioritize this. If you need the form, email me at [mkirkland@unitedpma.org](mailto:mkirkland@unitedpma.org).

■ **Incentive checks:** Anyone receiving incentive checks must submit a W-9 to the National Office. The form is simple and takes just a

couple of minutes; email me at [mkirkland@unitedpma.org](mailto:mkirkland@unitedpma.org) if you need one.

■ **Retirees' cash-due**

**notices:** These have been mailed and are due. We have received many already, but please remit it as soon as possible if you have not done so.

I'll close with one of my favorite motivational sayings:

“Never regret a day in your life.

Good days give you happiness,

Bad days give you experience,

Worst days give you lessons, and

Best days give you memories.” —Anonymous



## Strengthening Our Chapter Publications in the Year Ahead

*(continued from page 13)*

contributes photos, notes and articles, the entire chapter benefits. Our chapter publications improve, our members feel a greater sense of belonging, and the narrative we all share—UPMA's story—becomes stronger, more accurate and more authentic.

We can ensure that every event, every accomplishment and every member gets the attention and praise they deserve.



Katrina Frey, Mental Health and Work-Life Balance Committee

# Mental Health Matters in the Postal Workplace

I am excited to be part of the Mental Health and Work-Life Balance team! The topic is near and dear to my heart. I have family members who struggle with depression, and I am currently dealing with a mental health issue in my office.



**Trauma.** Post-traumatic stress (PTSD) can follow incidents such as accidents or assaults, affecting recovery and increasing depression.

“**The Postal Service offers robust support through its Employee Assistance Program (EAP) for confidential counseling and resources.**”

I'd like to share what I have found regarding our workplace. Postal workplaces present significant mental health challenges, including high stress from heavy workloads, unrealistic expectations, hazardous conditions and workplace bullying.

While all of these issues contribute to an increased risk of anxiety, depression, substance abuse and suicidality, the Postal Service offers robust support through its Employee Assistance Program (EAP) for confidential counseling and resources. Unions also promote awareness and provide access to wellness apps such as Calm Health.

### Common Mental Health Concerns in the Postal Workplace

**Stress and burnout.** Contributing workplace factors include intense workloads, tight deadlines—especially during peak seasons—and juggling work-life balance.

**Anxiety and depression.** These may result from stress, isolation (especially after injury), financial pressures or feeling trapped.

**Substance abuse.** There is an increased risk due to stress and underlying mental health issues.

**Workplace bullying.** This is a recognized stressor impacting mental well-being.

### Contributing Stress Factors in Our Profession

- Hazardous work conditions and physical injuries
- Unrealistic performance expectations
- Financial and legal worries
- Isolation and lack of support after injury

### Available Support and Resources Within the USPS

**USPS Employee Assistance Program.** The EAP offers free, confidential, 24/7 counseling for mental health, family issues and job performance, including self-assessments.

**Union resources.** The APWU and NALC provide EAP access, mental health awareness, suicide prevention information and resources like Calm Health for stress management (for some members).

**Calm Health app.** This app offers meditation, sleep tools and screenings for APWU Consumer Driven Option members.

**FECA stress claims.** Employees may file for benefits if work factors cause or worsen mental conditions, though proving a causal link can be difficult.

### What You Can Do

**Utilize the EAP.** Contact the USPS EAP for immediate, confidential help.

*continued on page 30*



Over  
**23500**  
EAS members

## Membership Matters

Earl Husbands, national membership director

# Introducing the New UPMA Phone App

I am proud and excited to share some fantastic news that will elevate membership engagement and streamline your experience with UPMA. We are launching the UPMA phone app, a powerful new tool designed to keep you connected, informed and involved like never before!

The UPMA app is a user-friendly mobile application developed specifically for our members. Available on both iOS and Android devices, this app brings a wealth of resources directly to your fingertips. Whether you're seeking chapter contact information, staying current with our calendar or accessing valuable resources, the app is your convenient portal into the heart of UPMA.

Key features of the UPMA app include:

- **Chapter contact information:** Find your local chapter president's contact details quickly and easily, and connect with your chapter leadership for support with just a few taps.
- **USPS and UPMA calendar:** Stay up to date on events, meetings, training sessions and our national conventions and conferences. This calendar makes planning and participation effortless.
- **KSA assistance:** Access helpful guidance on Knowledge, Skills and Abilities (KSA) requirements, along with tips for career development within USPS and UPMA.
- **UPMA news:** Read the latest issues of the *UPMA Leader* and stay informed about organizational news, initiatives and success stories.
- **Resources and benefits:** Gain quick access to resources posted on the UPMA website.
- **UPMA merchandise store:** Browse and purchase official UPMA apparel and accessories directly through the app. Show

your pride and support of UPMA!

The app is designed not only to serve our current members but also to help recruit new ones. Share the app with potential new members to introduce them to the many benefits of UPMA membership.

Our goal is to enhance communication and make it easier for you to participate in our mission of professional development, camaraderie and advocacy. With instant access to key contacts, resources and updates, you'll be better equipped to develop your leadership skills, stay connected with your chapter leaders, and remain an active part of our growing organization.



“The app is your convenient portal into the heart of UPMA.”

The app is now available for download from the Apple App Store and Google Play Store. Simply search for “UPMA” and look for our official logo. Install it on your device, and you'll be ready to explore all the features designed to benefit you.

This new tool embodies our commitment to making UPMA more accessible, engaging and impactful for all members. We look forward to seeing how it helps us grow closer as an organization while supporting your professional journey.

Together, let's embrace this new chapter of connectivity and development!

# Welcome, New Members

These new members joined in November 2025:

## Alabama

Kenyetta Abernathy, Jennifer Carmack, Halie Harvey, Jichelle Jackson, Sheena Kelly, Robyn Linsley, Jamika Lipscomb, Rebecca Poole, Gloria Vinson, Darah Wing, Shaun Younger

## Alaska

Catherine M Tanaman

## Arizona

Ana Arredondo, Kolten Doh, Diane Keith, Trudy Leichtle, Kristine Muller, Raymond Scott

## Arkansas

Terrance Baker, Chatonda Chirwa, Nicholas Turner

## California

Hector Actual, Orlando Adorno, Steve Arreola, Jalynn Bernardino, Zenaida Briones, Derek Brown, Vanessa Bustos, Jose Caniz, Jose Cazares, Gabriel Chandler, Laura Chavez, Tammiedee Clark, Ronny Clavasquin - Munoz, Joseph Collins, Sara Ann Conley, Ignacio Contreras, Mary Cooper, Jerome Covington, Destiny Cruz, Debra Davis, Charles Davis, Sandra Demello, Phil Vincent Dumanacal, Sindra Eatmon, Donald Eden, Ruben Escorza, Karla Escoto, Jennifer Ford, Randy Foust, Jr., Itzayana Frias, Joselito Gamboa, Marlena Gipson, Mariana Gomez - Salgado, Claudia Gonzalez, Noe Guevara, Leo F Gutierrez, Jr, Summer Guyden, Jewell Harris, Michael Huy, Ebony Johnson, Maria Jovel, Karla Juarez, Shirlene Lamore, Demetra Lipkins, Luis Lomeli, Ginny Lopez, Maria Lopez, John Lopez, Carlisa Love, Patrece Lucas, Alex Luna, Erik Luna, Arturo Magana, Udara Mahanthe - Archarige, Gary Marquez, Danny Martinez, Kathy Meade, Miguel Medina, Jay Montenegro, Diana Montes, Denia Mota, Everarda Munoz, John Myers, Mario Navarro, Peter Ojo, Hector Ortega, Norliasha Owens, Tracy Phillips, Sharon Pinkney, Bryon Puentes, Maira Rodriguez, Isaia Rosten, Marco Antonio Salazar, Vicente Sanchez, Arnold Sanchez, Rosa Sanchez, Miguel Santiago, Joi Scott, Latasha Shelton, Joanne Sievers, Darlene Smith-Miele, Emiliano Soto, Roshun Spann, Hirokazu Takanashi, Marc Arthur Tamase, Kaleab Tesfaye, Hilda Toles, Artavir Turner, Ilisha Turner, Arthur Vidrio, Charles Wade, Sheena Walker, Shaquita Wanton, Lorraine Washington, Tammie Wheeler, La'Tasha Williams, Christopher Williams, Connie Wong, Emily Yang, Nicole Young, Jackie Zhang

## Colorado

Judy E Distel, Tiffany Felix, Patricia Marcotte, Valeriu Motoc, Angel Parra, Jarrod Sandoval, Viktoriya Turner, Gordon Weir, Ms Rhonda Kay White

## Connecticut

Kassandra Cora

## Delaware

Aaron Casby, Brent Creese, Krasimir Dimitrov, Adam Savage

## District of Columbia

Jacqueline Mejia, Dannielle Mungo, London Shepherd,

## Florida

Barbara Atwell, Beverly Austin, Damion Barry, Tiffany Britton, Tiana Cobb, Brandon Cole, Adrienne Collins, Ian Daley, Yvonne Daniels, Natalie Demming, Miranda Domingo, Tarvares Doyle, Antonio Flunory, Latauja Gabriel, Takinya Garvey, Derrika Gordon, Stanley Guz, Simona Harris, Javier Hernandez, Takeyla Johnson, Tykwanzia Johnson, Jasmine Johnson, Delton Jones, David Jones, Derrickia Joseph, John Kirolos, Alexis Love, Lakeisha Major, Yasser Martinez, Jennifer Maturro, Erika McKinney, Nikeisha Mitchell, Cynthia Mobley, Kirk Murphy, Leo Philippe, Dana Prescott, Angela Proscia, Marva Pusey, Quenisha Solomon, Kajah Thompson, Shyrome Walton, Jasme Wesley, Quantell Williams, Gloria Xavier

## Georgia

Dorthenia Berry, Dominique Childress, Tiffany Clowers, Krystal Glenn, Kayla Gordon, Julnita Griffin, Jasmine Harris, Garnmarilise Jacques, Sylvia E Johnson, Julia Maxie, April Mitchell, Natasha Nettles, LaSundra Quarterman, Eliot Siegman, Talmecia Snell, Tamika Yancey

## Idaho

Miranda Deur, Camie Tate

## Illinois

Devin Bates, John Cale, George Gass VI, Natalie Harris, Sharon Kitchen, Tykeisha Lewis, Cortez Rhodes, Sharee Ridley, Dominic Torres, Brennan Workman

## Indiana

Nate Brown, Jennifer Coryell, Caroline Crescente, Rameek Edwards, Cara Fox, Amanda Gilmore-Kirkman, Melonny Henderson, Karen Hudson, Kimberly Kemp, Justin Leclercq, Lori Metzging, Brandon Newsome, Cortney Robinson, Rita Stevenson

## Iowa

Heather Foust, Matthew Klein, Brenda Klemme, Brandi Morton

## Kansas

Albert Ayala, Daniel Black, Ailyah Clemens, Deidra Dwight, Shannon Fehrenbach, Sarah Goemann, Kathleen McCready, Melissa Parker, Shanna Salas, Jalen Williams

## Kentucky

Lisa Henry, Beth Lancaster, Caleb Meade, Regina Perry

## Louisiana

Maria Armour, Keenon Black, Terre Green, Deandrea Hatcher, Ashley Hester, Gregory Jacks, Rafeal Johnson, Ariel Johnson, Maci Jones, Shannicia Mitchell, Cashmere Raines, Darrence Roberts, Keaton Sloan, Richard L. Smith, Tyrin Wise

## Maine

Wanda Curtis, Amy Everett, Charles Marshall

## Maryland

Patricia Boykin, Kanisha Dewitt, Katia Fauntroy, Trina Henderson, Asia Hunter, Renee Jones, Tateisha Lee, Lloyd Mumford, Chaz Payne, Patricia Pratt, Natalie President, Timeka Robinson, Geoffrey Roth

## Massachusetts

Ellis Chan, Robert Chapalonis, Thomas Driscoll, Rebecca Merkosky, Alvarado Ramirez, Anthony Torcia

## Michigan

Monica Brundidge, Amari Coates, Cody Couch, Shannon Fluker, Kamby Fowlkes, Geoffrey Lamb, Ronald Littlejohn, Brande Moreau, Bonita Norfleet, Jessica Pierce, Randall Stark, Jason Widner

## Minnesota

Moumin Amarreh, Mrs Janet Anne Boese, Andrea Coffman, Kenneth Currie, Kyle Delamar, Gina Dertinger, Aaron James Larson, Cory McKinley, Orion Merrill, Tyler Overvold, Nicholas Sauke, Lamar Wallace, Brandon Waters

## Mississippi

Andrew Floyd, Floyd McCool, Jr, Ebony Mikell, Carmen Robinson

## Missouri

Danita Barr, Lonna Branstuder, Jerac Burks, Alex Dannhauser, Kalee Deatley, Callie Durden, Curtis Elam, Dana Garr, Janice Gather, Jaleiyah Gibbs, Teresa Girdner, Ashley Hamilton, Eltha Harris, Zach Hayes, Keith High, Jo Hines, Alesha Hoener, Matthew Hull, Kristin Hummelgaard, Saple Johns, Demetria Johnson, Nicole Kammer, Tyrese Mcmorise, Jared Mitchell, Sherita

Morrison, Steven Olson, Angela Owens, Samuel Phillips, Kibet Rono, Helen Simmons, Harold Simpson, Russanna Slade, Steven Smyth, Matt Thomas, Bryan Tomez, II, Tamika Valentine, Sandy Willey, Jimmie Wilson

## Montana

Janet E Egeland, Emily Melton, ,

## Nebraska

Miles Bannan

## Nevada

Shayleen Bowling, Bobby Clark, Jr.

## New Jersey

Kenny Boursiquot, Carla M Brown, Joseph Colling, Ashaina Cumberbatch, Alisha Cumberston, John Gonchar, Rebecca Houston, Kevin Lovett, Audrey J. Papa, Calvert O Quow, Kimberly Rodriguez, Zeina Sfeir, Katina Smith, Kenneth Sturgis, Kristina Tamer, Eric Turoff, Jane Walsh, Anthony Walters, Anastasia Windish

## New Mexico

Edward Palacio, Erika Ponce

## New York

Steven Adams, Xices Adolfo-Boamah, Mohammad Ahad, Noorein Ahmed, Redwan Ahmed, Kaitlyn Akin, Yasmin Aktar, Vincent Ascanio, Loucretia Austin, Danielle Baldwin, Ashakay Bassarogh, Janie Benjamin, Candice Benjamin, Jemel Bernard, Ciellia Bholai, Dave Bianci, Teyuana Blake, Tracy Blake, Andrew Blenski, Michael Brooks, Amoy Brooks, Denaesha Brown, Kathy-Ann Browne, Tahera Bullen-Walker, Christopher Burgler, Richard Burns, Dexter Burrows, Tamila Bussell, Angela Cala, Jasmine Candelario, Robert Cantelmo, Joseph Capizzi, Amarisa Caraballo, Christopher Cardova, Angelina Carney, Travos Castello, Cameron Cavagnaro, Kenneth Champman, Kwomg Chau, Garrett Chen, Letrice Cherry, Cedrick Cherry, Abu Choudhury, Khadine Cochran, Samantha Cole-Cooper, Johanna Connors, Andrea Cooke, Taina Cooper, Andre Cooper, Kiaria Cooper, Philip Corvey, David Cumberbatch, Tammy Cumberbatch, Justin Daniel, Morgan Davey, Renee Davis, Marshene Davis, Schuyler De la Mar, Alexandra Dell, Karalyn Detreitas, Maurice Dewdney, Jashon Dickens, Elizabeth DiCola, Michael Dudley, Shane Duttinger, Benson Eaemoney, Thanielle Edward, Briana Edwards, Cherie Egipciaco, Kenneth Ellingham, Joshua Elliott, Cammilla Esprit-London, Mohammed Faroque, Allison Felix, Jordan Ferrari, Eric Fire, Lia Fisher, Melanie French, Kawafi Frye, Dennis Gafoor, Elias Galloway, Manoj Gangaram, Ta'anna Gant, Lindsay Gerber, Felicia Gilmore, Jonathan Gonzalez, Nicholas Gordon, Tina Graham, Fayon Graham, Keriann Granger, Tysharn Grant, Carl Grossi, Michael Gunther, Justin Gutierrez, Mohammed Haque, Md. Haque, Md. Hasan, Mohammad Hasan, Ferduose Hasan, Harold Hernandez, Vadessa Hernandez, Tamiacka Herviey, Peter Hoelig, Md. Hossain, Kezia Howard, Marlon Ince, Angelina Jackson, Manuel Jackson, Homewattie Jagnarine, Giovanni Jan-Philippe, China Jaxson, Christine Jean Louis, Leah Jett, Brandon Jones, Edmine Joseph, Justin Kastner, Irisa Kehl, Md. Khan, Billy King, Nicholas King, Biliah King, Richard Klee, Lillian Lang, Eric Langa, Dorothy Larose, Tisha LaSaine, Chan Lawsen, Vivian Lee-Ferrer, Jonathan Lisowski, David Lisowski, Katie Liu, Jason Loomis, Jacob Lopez, Ashley Lucci, Jahyra Luciano, George Luckey, Shane Maio, Rosalie Martial, Camille Mason, Mike Maseo, Michelle McLeod, Sekai Melendez, Carlos Mella, Darryl Mika, Youssef Mikhael, Mohamed Mohamed, Wai Man Moi, Janelle Mooie, Cytharca Moore, Alison Morgan, Md. Mostafa, Nettie Mullin, Trenton Muniente, Daniel Musses, Christopher Muth, Gerald Newport, Jayda Norfleet, Emmanuel Nunez, Mellisa Paciello,

*continued on page 37*

# 2026 MEMBERSHIP CONTEST

## EAS Goals

Each chapter will need to sign 5% of its total EAS members as of Jan. 1, 2026, to account for retirement attrition. Each chapter will also need to sign 10% of their opportunity for non-member Postmasters and Supervisors. Those two numbers combined, then reduced by 1 for every 20 associate members, give you the chapter's 2026 EAS member goal.

### Here is an example using the Idaho Chapter:

5% of 149 total EAS members = 7  
 10% of 79 total EAS opportunities = 8  
 1 for every 20 (of chapter's 29) associate members = 1  
 $7 + 8 = 15 - 1 = 14$   
 Idaho's EAS membership goal is 14

### Here is an example using the New York Chapter:

5% of 1,078 total EAS members = 54  
 10% of 1968 total EAS opportunities = 197  
 1 for every 20 (of chapter's 332) associate members = 17  
 $54 + 197 = 251 - 17 = 234$   
 New York's EAS membership goal is 234

## Associate Membership Goals

Each chapter will need to sign 5% of its total EAS members as of Jan. 1, 2026. Each chapter will also need to sign up an additional 15 new members for every USPS Career Conference hosted in their chapter. Add those two numbers together for each chapter's 2026 new associate member goal. If your chapter's associate total is fewer than 10, it will automatically be upgraded to 10.

### Here is an example using the Idaho Chapter:

5% of 150 total EAS members = 8  
 Number of USPS Career Conferences = 0  
 $8 + 0 = 8$   
 Idaho's associate member goal is 8

### Here is an example using the New York Chapter:

5% of 1,084 total EAS members = 54  
 Number of USPS Career Conferences = 45  
 $54 + 45 = 99$   
 New York's associate member goal is 99

Division	Chapter	EAS Target	Assoc. Target
A	California	308	166
A	Florida	134	120
A	Illinois	116	85
A	Michigan	114	54
A	New Jersey	100	47
A	New York	233	99
A	Ohio	124	66
A	Pennsylvania	148	86
A	Texas	221	122
B	Arizona	64	28
B	Colorado	54	34
B	Georgia	58	67
B	Maryland	59	36
B	Massachusetts	83	42
B	Minnesota	55	46
B	Missouri	56	56
B	North Carolina	80	62
B	Tennessee	76	33
B	Virginia	90	36
B	Washington	55	49
B	Wisconsin	52	42
B	Indiana	52	52

## Yearlong EAS and Associate Member Divisional Contests

Each chapter will be ranked by the percentage achieved toward its EAS goal and associate member goals. For both EAS and associate member recruitment, the 1st-place chapter in each division will be awarded \$1,500; the 2nd-place chapter in each division will be awarded \$1,000; and the 3rd-place chapter in each division will be awarded \$500.

Division	Chapter	EAS Target	Assoc. Target
C	Alabama	34	42
C	Connecticut	34	29
C	Indiana	41	52
C	Iowa	28	36
C	Kansas	32	12
C	Kentucky	41	15
C	Louisiana	29	39
C	Nevada	30	10
C	Oklahoma	42	28
C	Oregon	42	16
C	South Carolina	30	38
C	Utah	26	23
D	Alaska	22	20
D	Arkansas	24	14
D	Delaware	9	10
D	District of Columbia	16	10
D	Hawaii/Pacific Islands	18	18
D	Idaho	14	23
D	Maine	24	22
D	Mississippi	11	33
D	Montana	20	10
D	Nebraska	23	12
D	New Hampshire	20	10
D	New Mexico	20	10
D	North Dakota	11	10
D	Puerto Rico/Virgin Islands	16	25
D	Rhode Island	15	10
D	South Dakota	13	10
D	Vermont	11	10
D	West Virginia	22	22
D	Wyoming	8	10

## Membership Star Chapter Contest

The Membership Star Chapter award (not to be confused with the UPMA Star Chapter Award) is presented to one chapter at the UPMA Kickoff and Membership Academy in January each year. To be eligible for the Membership Star Chapter Contest, each chapter will have to make its end-of-year EAS goal and its end-of-year associate goal, as well as be above the national Postmaster average percentage or achieve a 10% Postmaster increase from the previous year.

We then add each eligible chapter's end-of-year EAS goal percentage, each eligible chapter's end-of-year associate goal percentage and each eligible chapter's Postmaster percentage together. To qualify, 100% of the EAS and 100% of the associates membership goals must be signed up by a member of the chapter. The chapter with the highest total will be the 2026 UPMA Membership Star Chapter.

## Membership Madness Tournament

Thirty-two chapters will compete in an in-year membership tournament that begins Saturday, Feb. 28, and ends April 10, 2026. Every chapter competes against other chapters in their division all the way up until the Final 4. The top 8 chapters from each division with the largest % towards their EOY EAS goal from Jan. 1 through Feb. 25, 2026, will qualify.

Chapters will be seeded by division in each quadrant of the bracket from highest % to lowest % at the beginning of the tournament. Winning chapters advance to the next round. Each round will reset based on chapter percentages toward the end-of-year EAS goals for each week beginning on Saturday at 12 a.m. EST, and ending on Friday at 11:59 p.m. EST.

Round 1: Top 8 Chapters from each division (32 total chapters) will begin Feb. 28, 2026, and end March 6, 2026. Round 2 (Sweet 16) will begin on March 7, 2026, and end March 13, 2026. Round 3 (Elite 8) will begin March 14, 2026, and end March 27, 2026 (*extended one extra week due to this being the week of the UPMA National Legislative Summit*).

Round 4 (Final 4) will begin March 28, 2026, and end April 3, 2026. Round 5 (Championship) will begin April 4, 2026, and end on April 10, 2026.

Each of the four chapters that advance to the Final Four will each receive a \$1,000 prize. The 1st place winning chapter will receive an additional \$1,500; the 2nd place winner will receive an additional \$1,000; and the 3rd place winner will receive an additional \$500.

# Membership That Works for You



Where would USPS EAS employees be without UPMA? We are a largely volunteer organization that fights for you. Here's what we deliver:

- **Representation:** Your first year is free (no dues) if you are an EAS employee. Ongoing dues are \$15 per pay period, which entitles you to UPMA's Adverse Action Legal Defense Plan for any discipline beyond a 14-day suspension, including attorney representation when needed.
- **Pay consultations:** Guidance on increasing pay for in-house upgrades, step or multi-step promotions, carrying mail, T-time for Level-20s not authorized an SCS, and S&DC monitoring.
- **Pay equity advocacy:** Efforts to equalize office work by establishing appropriate pay-band levels.
- **Nationwide mentoring:** Support for understanding USPS programs and career advancement, including KSA critique.
- **Advocacy:** Fighting for mitigating circumstances.
- **Leave protections:** Advocacy to increase leave carryover amounts.
- **District issue escalation:** A consultative log to address district-level concerns that are not being properly addressed.
- **Training:** Educational sessions offered at every event on a wide range of topics.
- **Legislative advocacy:** Advocating on Capitol Hill for member benefits, with recent successes protecting retirement calculations, preserving the early retirement supplement for employees retiring before age 62 and strengthening long-term income security.

- **Workplace dignity:** Ongoing efforts to promote dignity, respect and fair treatment for all.
- **Associate membership:** Craft employees and 204Bs may join as associate members for \$3 per pay period. UPMA is the only postal management organization that allows craft employees to join, helping prepare future leaders through mentoring.
- **Retiree membership:** Dues are \$7 per month. Retirees serve as valuable resources for representing, mentoring, training, advocacy and consultation.
- **Online resources:** Access to UPMA's national website at [www.unitedpma.org](http://www.unitedpma.org) and chapter websites.
- **National and chapter publications:** News and updates outlining current affairs.
- **Conventions:** Opportunities to meet peers and directly address issues and concerns with USPS leaders.

“ We are a largely volunteer organization that fights for you. ”

Help us continue to prosper by getting involved in any way you can. A great place to start is by attending—and even helping organize—3-digit meetings. These meetings allow members to raise concerns, gain clarity on programs and provide meaningful input.

Always be part of the solution. There is strength in numbers.

# Let UPMA Make 2026 the Year of You



Ready to build a better you?

If you're looking to increase your professional network, branch into other areas of the Postal Service or enhance your knowledge and skills in specific areas, then 2026 is the year to expand your footprint within UPMA.

Why? Because UPMA offers events across the country that create opportunities to learn, connect and grow in a relaxed, friendly atmosphere. Attend monthly leadership trainings via Zoom, a local 3-digit meeting, your chapter convention or all of the above. We have you covered!

## Chapter Conventions Deliver Learning, Networking and Fun

Chapter conventions are likely the largest UPMA events you will find in your area, and they offer something for everyone. Each chapter holds an annual convention that includes postal-led training, networking, chapter business, education on EAS workplace rights and, yes, fun. *What's in it for you?* Professional and personal growth!

In 2025, the Postal Service underwent significant personnel changes, overhauling the organization from the top down. Postmaster General Louis DeJoy announced his retirement, paving the way for David Steiner and his team to introduce changes that could bring cultural shifts, policy changes and new standards for what is acceptable and no longer tolerated in the workplace.

At the same time, Maintenance and Mail Processing operations are experiencing nationwide realignments and reductions in force that continue into 2026. With many new leaders stepping into key roles, it is more important than ever to be in the same room with decision-makers and hear them first-hand. In most cases, district and division leaders partner with local UPMA chapters to present workshops that address pressing issues and answer your questions.

Conventions also provide an incredible opportunity to engage new people in

conversation, open new career paths, receive up-to-date and relevant job training, and

expand your resource pool. Participation benefits everyone. For higher-level management, these events often serve as informal talent searches.

Typically held over a weekend, chapter conventions provide invaluable networking time with people facing similar challenges in a supportive environment. And remember—many leaders you may view as unapproachable at times are proud, card-carrying UPMA members, just like you.

“ Chapter conventions offer something for everyone. ”

UPMA embraces a “work hard, play hard” culture. When the sun goes down and classes end, you won't have to search hard to find a hospitality room or communal area where members gather to socialize. In my experience, these after-hours conversations often provide educational opportunities on par with or even surpassing official postal-led training. Members love to talk shop, swap war stories and share effective tactics and strategies without fear of reprisal.

## Who can Attend?

**Active members:** All members are welcome to attend the entire weekend!

**Retired members:** Your career doesn't end when you stop working. Join your peers, share your wisdom and enjoy fellowship.

**Associate members:** Is your 204B looking to promote? Share this message: UPMA welcomes all postal employees seeking upward mobility, whether craft or EAS.

I dare you to make 2026 **the Year of You**. Invest in yourself, your career and your happiness.

# Celebrating UPMA's **RECORD-BREAKING** Membership Success

By **Earl Husbands**, national membership director

**U**PMA hosted its fifth annual Kickoff Meeting and Membership Academy on Jan. 17 in San Diego, marking another milestone for our organization. The meeting opened with National President Tony Leonardi highlighting UPMA's outstanding recruiting achievements for 2025. We broke records, both

for the highest number of new members recruited and an unprecedented number of members making significant contributions to membership growth—clear evidence of the dedication and commitment of UPMA members nationwide.



*National President Tony Leonardi gave a State of UPMA address, highlighting 2025 achievements.*



*James Sayles (center) accepted the 2025 Membership Star Chapter award on behalf of the Louisiana Chapter.*



*UPMA Executive Vice President Jim Maher accepts an award for recruiting more than 100 new members.*



*Record EAS recruitment reflects the hard work of many UPMA members.*

Throughout the event, we celebrated achievements and recognized the exceptional contributions of individuals and chapters that helped make our recruitment success possible.

Dynamic speakers and member role-plays offered best practices and strategies for effective office visits, warm phone calls, and maximizing career conferences to strengthen recruitment strategies.

We also introduced the new UPMA mobile app, a powerful new tool that makes it easier for members to connect and access resources; see page 18 for more information.



Scott Christiansen, this year's top recruiter, brought in a record-setting 801 new members



Second place winner, James Sayles, recruited 503 new members.



Third place winner, Dominick Spadaro, recruited 423 new members.

# 2025 Membership Awards & Records

## New Member Recruitment

- 5,482 new EAS members
- 3,234 associates
- 8,716 total new UPMA members

*These are all-time records, with EAS member recruitment finishing 29% higher than last year.*

## Top Performing Recruiters

- **C. Scott Christiansen**, WA, 801  
*New single-year record!*
- **James Sayles**, LA, 503
- **Dominick Spadaro**, NC, 423

## Membership Star Chapter Award Winner

- Louisiana

## 1st Place Chapter Recruitment Award Winners

- **Florida:** 155% of goal (Div. A)
- **Missouri:** 360% of goal (Div. B)
- **Alabama:** 376% of goal (Div. C)
- **Idaho:** 300% of goal (Div. D)

## Record Participation

- 973 UPMA members recruited at least one new member
- 55 recruited 30+ new members
- 30 recruited 50+ new members
- 19 recruited 100+ new members
- 3 recruited 400+ new members

UPMA National Communications Director Drew Martin took the stage to discuss our Communication Team's commitment to enhancing engagement efforts and keeping members informed and connected. He introduced four new Area Communications Coordinators, who will work with Drew and me to ensure email messages from the chapter presidents reach members in their respective chapters. This new collaborative approach will help us better engage members at the chapter level through invitations



*National Executive Board Membership Adviser Jeff Jarrett*

to 3-digit meetings, chapter conventions, career conferences, or other fun activities such as bowling events, luncheons or family-and-friends picnics.

Debra Alums, the National Career Development Team lead, shared updates on the Career Development KSA Assistance Program launched on April 1, 2025. The program has been highly successful, contributing to UPMA signing up more than 3,000 new associate members in 2025—the most ever in a single year. Debra outlined the upcoming Interview Assistance Program, set to launch on April 1, 2026, to help members prepare for job interviews. She encouraged members to volunteer for both programs to ensure their continued success.



*Membership Team members Kathy Frame and Stacy Taplin role-play effective recruitment approaches.*

Next, we reviewed the 2026 goals for new EAS and associate members, along with details of all contests. Those goals and contest information can be found on page 20.

Overall, the 2026 UPMA Kickoff Meeting and Membership Academy set a positive tone for what promises to be an impactful year. Thank you all for your continued dedication and efforts!



*National Membership Director Earl Husbands kicked off this year's membership efforts.*



*Florida Chapter: Division A Recruitment Award winner*



*Missouri Chapter: Division B Recruitment Award winner*



*Alabama Chapter: Division C Recruitment Award winner*



*National Communications Director Drew Martin announced a new area coordinators structure for supporting chapters' communication with members.*



*Debra Alums, National Career Development Team lead, announced the new Interview Assistance Program launching in April.*



*Idaho Chapter: Division D Recruitment Award winner*



*National Membership Team, front (l to r): Tammy Powell, SC; Stacy Taplin, TX; Earl Husbands, National Membership director; Tony Leonardi, National president; Dawn Woods, KY; Kathy Frame, PA. Back (l to r): Michael Beutel, MO; David Ortona, FL; Alex Paulsen, MI; James Sayles, LA; Katrina Frey, NE; Dominick Spadaro, NC; Susan Rice, AL; Scott Christiansen, WA.*



*National Membership Team Chair  
C. Scott Christiansen*



*UPMA members learned recruitment strategies from role-play sessions.*



*The New York Chapter accepted a Membership Star Chapter certificate.*



*The Washington Chapter accepted a Membership Star Chapter certificate.*



*Membership Team member Katrina Fray accepted an Outstanding Recruiter award.*



## Your Path to Success

Debra Alums, National Career Development Team lead

# Career Development KSA Assistance Benefit: More Growth in 2026



What a difference a year makes! Last year, at the 2025 Membership Kickoff, a new Career Development KSA Assistance Benefit was announced to roll out April 1, 2025, under the vision of President Leonardi and led by Membership Director Earl Husbands. Building a website, developing the team and creating standardized training was a big task in a short timeframe. Once team leads were selected, the group went to work—and they got it done. Members responded quickly: The program had more than 500 inquiries before the National Convention in Dallas.

team leads had recruited assistants to share the workload, but we underestimated the member response—a great problem to have! We also underestimated the number of applicants from outside the typical clerk or carrier applying for EAS-17 Supervisor or EAS-18-18b Postmaster positions.

In 2025, UPMA recruited over 3,000 associate members! While we can't say the Career Development Benefit was the reason for every new member, by all accounts, the program has far exceeded expectations.

Career Conferences, *UPMA Leader* articles and shared success stories provided great visibility for the program, and associate members from all crafts joined for assistance. The

**“ Knowledge is power. Even small steps in the KSA process are an important first step toward upward mobility. ”**

Where do we go from here? We have been using a member-by-member survey to gauge the opinions of those who received assistance, and the results are overwhelmingly positive.



Of course, not every applicant gets the promotion or even an interview, but members consistently report how much they learned about the KSA process.

A Zig Ziglar quote on the KSA rail card states, “You don’t have to be great to start, but you do have to start to be great.” Even learning a few new things in your first interaction with the KSA assistance benefit—perhaps that the 6,000-character limit includes spaces, that the Situation-Task-Action-Result (STAR) format is suggested but not required, or that a review board scores your submissions from 0-3 to determine who will get interviews—is an important first step toward upward mobility.

With each new experience, opportunity, and detail, your demonstrated performance can increase your review board score. Scoring goes like this: 0 = not demonstrated, 1 = minimal demonstration, 2 = strong, 3 = excellent. A “0” on any requirement removes the applicant from the interview selection. Knowledge is power.

In 2026, we are preparing for KSA growth by recruiting additional assistants and seeking subject matter experts (SMEs) in various USPS fields, including logistics, plant positions, maintenance, and headquarters jobs. If you have the time and interest to make a difference in others’ lives and build the USPS bench of future leaders, we have a place for you!

We are moving to a more inclusive evaluation survey and focusing on better documenting member contact in the portal to avoid oversights. Additionally, we are providing more articles for chapter newsletters, offering more presentation options at meetings and developing new ways to engage potential members while also tracking interview and promotion success stories.

We need chapter assistance to celebrate these successes. As promotions occur, please encourage Postmaster installations, celebrate Supervisors at 3-digit meetings, post promotions on websites or Facebook pages, and use your state convention to highlight how UPMA is building the USPS bench of future leaders.

If you want to make a difference, do something you have the strength, talent and ability to do—and do it with others who want to make a difference. People of value *add value*, and as challenges escalate, the need for teamwork increases.

Leadership expert John C. Maxwell said, “One is too small a number for greatness.” UPMA is moving toward great benefits that make a difference in members’ lives. That return on investment is one of the most rewarding experiences you can have. UPMA has a place for everyone; if you are interested in helping with career development in the KSA or interview preparation programs, please contact Membership Director Earl Husbands at (703) 683-9027.

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## Mental Health Matters in the Postal Workplace

*(continued from page 17)*

**Seek professional help.** Consult a physician or mental health professional for serious symptoms like sleep problems, extreme pessimism or rage.

**Talk to coworkers.** Check in on friends and coworkers who may be struggling, especially after an injury, and encourage them to seek help.

**Use and share resources:**

- Call or text **988** for the Suicide & Crisis Lifeline for help. In an emergency, please call **911**.
- If you or someone you know is seeking help for mental health concerns, visit the National Alliance on Mental Health (NAMI) website or call 1-800-950-NAMI (6264).

- For confidential treatment referrals, visit the Substance Abuse and Mental Health Services Administration (SAMHSA) website or call the National Helpline at 1-800-662-HELP (4357).

Let’s keep the conversation going. One of my district managers once said, “Work is work, but life is hard.” That has stuck with me and helps keep things in perspective.

Until next time, remember: You are amazing!

# Delivering Gold Standard Member Representation

**John Sertich**, National Member Representation Committee chair



I want to send a huge thank-you to the National Member Representation (NMR) Committee and express my deep appreciation for their hard work representing members in need. Alongside our Merit Systems Protection Board (MSPB) attorney, Tamika Sykes, NMR Committee members' efforts have saved countless jobs.

Thank you, team! Your efforts—made without fanfare and often without a simple “thank you”—are producing results and are appreciated more than you know.

In 2025, 125 adverse action cases were referred to the NMR Committee, including more than 100 involving removals. The committee resolved half of these cases during mediation or appeal. Sykes handled 31 cases forwarded for appeal. Their combined efforts reduced legal defense costs by \$41,000 over the same period last year. It goes without saying that the NMR Committee achieved positive results in 2025.

2026 brings changes. Paul Joseph is stepping away from the committee. Paul did an excellent job as a national member representative. He handled each of his cases thoroughly and professionally and managed the majority to a successful conclusion. Thank you for your service, Paul, and best of luck to you in the future.

We welcome two new NMR Committee members: Steve Lenoir, Postmaster from South Carolina and Dawn Woods, Postmaster from Kentucky. Both are extremely experienced, and I look forward to working with them as we continue to deliver UPMA's “gold standard” of representation.

Despite challenges, we conducted four Chapter Member Representation Academies in 2025—two standalone sessions and two held at annual area meetings. Approximately 200 chapter member representatives and officers attended, and feedback was positive.

I want to thank President Tony, Jim Dunlap, Jim Maher and the National Executive Board for their support in making this project a reality. Plans for future academies are underway and will be announced once finalized. We will continue exploring ways to increase attendance and enhance the value of these academies.

Like many on the NMR Committee, I have been doing this a long time. Over the past few years, I have observed changes in both the issuance of discipline and the appeal process. I remember when you would get “chewed out” if you did something wrong—usually face to face with the boss, not

## National Committee Chairs/Executive Board Advisers

### Articles and Bylaws

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### Communications Team

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### Diversity and Inclusion

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### Member Representation

**John Sertich**, 618-830-6535, jmsert@hotmail.com; **Jim Maher**, adviser, 314-680-9909, jmaher300@aol.com

### Membership

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### Mental Health/Work-Life Balance

**Bernadette Puodziunas**, Wildwood, NJ 08260, 215-906-6131, poboxgirl@aol.com; **Padric Fisher**, adviser, 559-740-3617, oregonupmast@gmail.com

### PAC

**John Douds**, 302-436-7311, postaldouds@verizon.net

### VIP

**Clarence Gagner**, 218-686-5702, crgagner@hotmail.com; **Lori McDonough**, adviser, 229-815-0541, loriupma@gmail.com

on teleconferences, email or text. Being told to “straighten up” usually did the trick.

When discipline was issued and representatives met with the deciding official, we sat in a room for as long as necessary and hammered out an agreement that was fair to both parties. Today, this seldom happens. There seems to be a reluctance to reach across the table and meet in the middle—I am not sure whether it’s because they will not or cannot do so.

We frequently see members run afoul of their bosses because they fail to complete or satisfactorily complete a survey, checklist, certification or similar requirement. We’re asked, “Whatever happened to trust? Why do I need to certify the same task or data multiple times?” I understand the frustration. Still, these are established requirements that must be followed.

We hear similar frustration when calls to report a vehicle accident are met with screaming, as if you were the one driving the vehicle. Unfortunately, there are no laws prohibiting poor treatment, but the Postal Service does have policies, and ongoing inappropriate behavior needs to be addressed.

If this type of thing is happening across the country—and I believe it is—we have to ask where it originates. I have said before, and it bears repeating: “People may follow instructions out of fear, but they follow people out of respect. When you face a decision between doing what is right and what is simply demanded, I hope you do the right thing.”

Always do the right thing! When you face a difficult decision, call a friend, a chapter officer, or one of us. There is strength in numbers, and it is reassuring to have friends and mentors to rely upon. Take care.

## Legislative Team

## COMMITTEES

# A New Year on Capitol Hill

Katie Evertsen-Tesch, National Legislative Committee chair



I am thrilled to step into my new role as chair of the UPMA National Legislative Committee! I have been an enthusiastic and dedicated UPMA member since 2015, and I am honored to serve our association in this

new capacity.

By way of background, I served as vice president of membership for the Utah Chapter from 2016 to 2021 and was elected national vice president for the West from November 2021 through December 2024. I currently serve as Utah Chapter president, a role I’ve held since 2021.

Many of you may also recognize me from my time as the National Membership Team chair from 2021 to 2025. During that period, I had the privilege of collaborating with an exceptional team, and together we expanded our membership to over 30,000 members.

I am excited to remind you about the upcoming Legislative Summit, scheduled for March 15–18

in Washington, D.C. We welcome everyone to join us! Registration is now open, and be sure to secure your hotel accommodations before our room block fills up. Additional information and a registration link are available on page 6.

We will host a training session featuring guest speakers on Monday, March 16, followed by meetings with congressional offices on Capitol Hill on Tuesday, March 17. With both the House and Senate in session during our visit, this year’s summit promises to be especially impactful. We strongly encourage everyone to schedule one-on-one meetings with your members of Congress and their aides to help build meaningful, lasting relationships.

Please also mark your calendars for our monthly Zoom meetings, held on the second Tuesday of each month at 8:30 p.m. EST. During the March meeting, we will focus on summit preparation and what to expect.

Let’s work together to make this an exceptional year on Capitol Hill!

## Education Is Lifelong

Mari Beth Kirkland, National Education chair



When we think of education, we often think of school, from K-12 up to college degrees. But education becomes so much more than that. It is a lifelong process of gaining knowledge and skills. We all experience

different types of personal and professional learning. We gain formal learning through schools and curricula and informal learning through continuing education programs, organizations, workshops and mentorship. We also gain knowledge and skills through interaction and personal experience.

Whether you're retired or active, consider the education you have gained as a Postal Service employee. Review your USPS training record and you will see pages and pages of required training. When you participate in these training courses, it may be hard to see at the time how much they shape who you are today—but they do.

Unfortunately, professional learning for leaders has often left people feeling unsupported, stuck in a compliance mode and underappreciated. Too often, participants leave training courses with notebooks full of notes but no clear plan for applying what they have learned. Now that I'm retired, I am thankful for the USPS training I received, in part because it helped me become a stronger leader. It also sharpened my social skills, supported my decision-making and problem-solving abilities, and strengthened my empathy and understanding.

Understanding an individual's personality and learning style is so important in professional education. Over time, I have learned how to manage different types of employees and which approaches work best for each. This is so beneficial in the workplace. Leaders must remember that employees learn differently and may require different educational techniques and support.

UPMA supports education through a wide range of resources, including self-organized volunteer groups that use structured processes to support members' leadership growth. These volunteers share knowledge and skills while promoting accountability and professional development. They give their time to coach, develop and mentor fellow UPMA members, helping them move toward their career goals. The success stories are numerous.

Please, take advantage of your membership and participate in the training opportunities we offer. A wide range of training videos, podcasts and playlists are available at [www.unitedpma.org](http://www.unitedpma.org). The site includes resources that support both professional development and personal growth. Be sure to explore the Career Development tab, where you will find the KSA assistance request form, training videos, and the new UPMA LEADership Development program and related videos.

Take a moment to reflect on the employees you have coached, mentored and supported in their career advancement. Consider this thought: "A sign of a good leader is not how many followers you have, but how many leaders you create."—Anonymous

As Malcolm X said, "Education is the passport to the future, for tomorrow belongs to those who prepare for it today."

We never shut down learning—it is a daily task.



# Let's Break the Groundhog Day of Retirement Reform

John Douds, National PAC chair



If you've seen the Bill Murray movie "Groundhog Day," you know the agony of waking up to the same problem on repeat: Phil Connors smashing the alarm clock to silence Sonny and Cher's "I've Got You, Babe." That's

exactly how it feels as we push for meaningful legislation on the Hill: Over and over again, we educate on an issue, only to return and impart the same message repeatedly.

One of our current battles is H.R. 1522, introduced in February 2025—a bill that would allow temporary civilian service after Dec. 31, 1988, to finally count toward FERS retirement. But unlike Phil Connors snoozing Sonny and Cher, let's keep this one out of the unending loop!

UPMA PAC has been breaking cycles and scoring real advocacy wins in recent years. That momentum matters—and your support keeps it going.

## Why Your Contribution Matters

When legislation stalls, it's not just déjà vu—it's your future waiting for action. Your contribution helps UPMA:

- push for creditable temporary service
- meet with lawmakers who shape policy
- share real stories from affected members
- build on recent legislative successes

Every dollar helps keep Congress from hitting the "snooze" button.

## How to Contribute

You can support the PAC through:

- payroll deduction
- one-time or recurring electronic contributions
- PAC raffles and fundraising events
- chapter-level PAC drives

Legislative reform doesn't happen because we hope it will—it happens because people show up, speak up and invest in the fight. We've seen progress when members stand together, and we know we can break this cycle for good. Let's make sure H.R. 1522 is a victory and not another rerun. Support UPMA PAC and help move legislation forward, once and for all.

I am always available to help you with contribution options or to brainstorm ideas for your chapter convention PAC table. You can reach me at (302) 258-9541 or [postaldouds@verizon.net](mailto:postaldouds@verizon.net).



## The Race Is On!

Drew Martin, communications director



Membership is on a roll. Never in our history has UPMA recruited more new members than we have in the past year. As a group, we have a brighter future thanks to Membership Director Earl Husbands, President

Tony Leonardi and their team of superstars, all of whom truly understand that constantly working to grow our organization is essential to ensuring a healthy and vital organization, now and in years to come.

The National Membership Team continues to set new records for recruitment. Not long ago, the idea of signing up 100 new members in a year's time was astounding. Then, in 2024, we saw three committee members recognized for passing 300 each. In 2025, even that remarkable record was shattered—and by a long shot!

North Carolina's own charter member of the 300 Club and national all-time record holder, Dominick Spadaro, surpassed 420 new signups; Louisiana's James Sayles amazingly topped 500. Scott Christiansen of the Washington Chapter and National Executive Board—also a member of the elite 300 Club—seriously bested his previous award-winning performance, setting the new all-time record by signing up more than 800 new members!

These are high-powered performances that are inspiring many others nationwide to join the effort. As a result, the list of new recruiting stars is growing just as quickly as our membership roster. And recruitment totals for everyone who received recognition on the stage at this year's annual Membership Academy and Kickoff in San Diego prove that we are far from finished. Quite to the contrary, our National Office team—with chapter teams running alongside—is committed to inviting even more fellow postal employees to join our ranks in 2026.

Goals have been set, and our National Membership Team is off to an impressive start! National Membership Director Earl Husbands is on it, of course, sending out early reports that remind me a lot of the old films from the lively launch of a land rush. Spoiler alert: Michael Beutel's wagon bolted off the line at the starting gun, leaving everyone else eating his trail dust! We'll see if he can keep up that frenetic pace, knowing the rest of us are hot on his heels!

For our part, the national communications team will be helping Earl, Tony and their entire team—along with our chapters and their local champions—by sharing the latest updates as race leaders vie for position throughout the year.

And we'll be working in pits, too. UPMA Communications, as I announced in San Diego, now has a brand new group of area coordinators, our crew chiefs, so to speak, whose job will be to help manage the flow of information and messaging between Alexandria and the rest of the country. Their first challenge is to tune up our system to ensure all chapter leaders' profile information is up to date, and stays that way.

The main message we can all help spread is that it's never too late for anyone and everyone to enter this race. Invite your employees to sign up. Call on your neighbors and tell them we want them to be part of our growing family. New associate members (craft employees) get a great rate and so much more. Postmasters, Supervisors and Managers get a free year to check us out, plus all the benefits of membership in UPMA. In addition, you get paid incentives, along with the satisfaction of helping UPMA gain a stronger, more effective voice at L'Enfant Plaza and on Capitol Hill. Now, tell me, how many races can you think of where everyone wins?

Start your engines, everyone!

Or, spur your horses—whatever works.



# From Sessions to Sunsets:

## UPMA 2026 IN PUERTO RICO

By **Myrna I. Rosado**

Each year, the UPMA National Convention brings leaders together to learn, connect and share ideas. In 2026, we're taking that experience to Puerto Rico, and this year's convention promises to feel different—in the best possible way.

### Stunning Setting for Learning, Connecting and Fun

Set on the eastern coast of the island, the El Conquistador Resort in Fajardo will serve as the host venue for UPMA 2026. With stunning views and all convention activities held in one location, the resort creates an environment where learning continues beyond the meeting room. Conversations flow naturally, from general business sessions to training meetings, and even during casual moments that often lead to the strongest professional relationships.

What truly sets this convention apart is the experience that surrounds it. Puerto Rico offers rich culture, history, music and hospitality that make connections feel more personal and memorable. Sharing these moments together helps break down barriers and strengthens

relationships that last well beyond convention week.

One of the resort's standout attractions is the Coquí Water Park, a five-acre, on-site water park exclusive to El Conquistador guests. Named after Puerto Rico's iconic tree frog, the Coquí Water Park features thrilling water slides, a lazy river, infinity-edge pools and dedicated areas for children and families. This unique amenity allows attendees to enjoy a true resort experience without ever leaving the property—making it especially appealing for those traveling with spouses and children.

With so much to look forward to—from engaging sessions to resort amenities—planning ahead is key to making the most of the National Convention experience. To support members in their planning, UPMA has secured affordable registration options and a special convention hotel rate.

### Convention Registration Rates

Registration fees vary by registration period and attendee category, encouraging early registration to secure the best value. Early

registration offers the lowest available date, with incremental increases closer to the convention date.

### UPMA Hotel Room Rate

- Room with 1 King bed - \$219 per night
- Room with 2 Queen Beds - \$219 per night

This exclusive rate allows members to stay at a world-class resort while enjoying significant savings.

### Join Us in Paradise

Puerto Rico 2026 is not just a destination—it is an experience that you'll carry with you long after the convention ends. For updates and more details, visit our PR & VI 2026 National Convention Facebook page or the official UPMA National Convention website.

Come for the leadership. Stay for the fun. We'll see you soon!



*Myrna I. Rosado is the 2026 National Convention chair and Postmaster of Ciales, PR*

2026 National Convention Registration Rates	Aug. 16, 2025 - Mar. 31, 2026	Apr. 1, 2026 - Jun 30, 2026	After June 30, 2026
Postmaster, Manager, Supervisor or EAS Professional	\$220	\$252	\$300
UPMA Retired, Auxiliary, Associate or Guest	\$155	\$189	\$225
Children 17 and under <small>This rate includes child's meal and Banquet</small>	\$110	\$126	\$150



These new members joined in November 2025 (continued from page 19):

Sukhuir Padda, Joseph Pak, Cylynn Palmer, Alicia Park, Alexandria Park, D'Angelo Parker, Roniya Peace, Kristin Pedaci, Lizette Peoples, Justin Philips, Mark Phillips, Danielle Pierre, Danielle Pierre, Jennifer Plummer, Mohammed Rasel, Jax Ratajczak, Caleb Raye, Anthony Reff, Travis Reid, Sergio Reyes, Kelly Reynolds, Andre Reynolds, Christopher Riley, Joseph Rivera, Leah Rizer, Jaquasia Robinson, Aaron Robinson, Yamile Rojas, Ketherine Rosado, Lizzette Rosas, Emory Ross, Maria Saldona, Nicole Samuels, Nicole Sanders, Fallon Sanders, Yaya Sanogo, Petra Scarlett, Frank Scavetta, Jeoffrey Scott, Natoya Scott, Kelesha Scott, Lela Seals, Nikhil Sharma, Ruby Sierra, Jaspreet Singh, Khaleed Singleton, Katherine Singleton, Santo Sinnott, Zachary Skiba, Jennifer Skinner, Ayanna Smith, Christina Smith, Maurice Smith, Michael Snipes, Jr., Jackquelyn Sobieraski, Leslie-Ann Sorzano, George Steck, Mauricio Stephens, Tori Streeks-Stevenson, Robert Sullivan, Christopher Swanson, Jordan Sypniewski, Denise Szwartz, Riley Talik, Adaim Tannenbaun, Joseph Tanoury, Ben Taraku, Sharon Thomas, Merchia Thomas, Frances Thomas, Stephanie Thomas, Ashley Thomas, Donna Threat, Thomas Tisa, Ramo Tokalic, Willine Toussiant, Shamim Uddin, Heather Vargas, Thomas Vargas, Yahaira Velazquez, Sami Wahid, Glenna Washington, Jasmine White, Shaniel White, Jaki White, Joseph Wilkens, Christina Wilkins, Cassandra Wilkinson, Val Worthingtin, Ronald Wright, Jr., Erkan Yilmaz, Hallie Yockey, James Zhenz,

**North Carolina**

Starlens Anderson-Steele, Derian Ballard, Zachary Barnett, Taqiyah Battle, Elizabeth Bopp, David Brown, II, Corey Coleman, Celena Cook, Melinie Dominguez, Jesse Farthing, Janece Forney, Caryn Fredsall, Patricia Gibbs, Fred Grasty, Jr., Michael Griffin, Alek Ivashuk, Ricardo Lozano, April McElroy Franklin, Angelina Murray, Michal Planicka, Travis Porter, Bobbi Price, Charles Purnell, Johnny Ray, Amy Rice, Sarada Sampson, Christopher Snoddy, Jared Stevens, Floyd

Suttle, Dwaine C Taylor, Kasandra Valentin, Robert Wheeler, Kelly White

**North Dakota**

Alex Cogdill

**Ohio**

David Ault, Carey Cates, Lori Foster, Joseph Hazelip, Danita Hill, Aric Livingston, Tashara Lurns, Reginald Truss

**Oklahoma**

Kendra Tinsley

**Oregon**

Carla Long

**Pennsylvania**

Jasmine Anderson, Harold Barr, Maurice Bellingier, Robin Blankenship, Ashley Bryant, William Carroll, Matthew Cherpak, Arthur Darr, Sharda Davis, Edward Gurt, Letasha Hall, Mark Hnasko, Joshua Holman, Yolanda Johnson, Tamara Johnson, Laura Knight, Syritta Marshall Blue, Justine Mccray, Christopher Mickus, Josh Olsavsky, Anthony Rodriguez, Mackenzie Rugar, Veronica Samuel, Mario Santa Colombo, Leo Seabrooks, Isaiah Snead, Omar Syed, Paul Vor, Sherina Washington, Lisa Watkins, Heather Wooten, Alyssa Worthington

**Puerto Rico**

Ricardo Vazquez

**Rhode Island**

Lance Bierman, Kenneth Khoury

**South Carolina**

Adrian Martin

**South Dakota**

Jeni Atkinson, Kerry Bollack, Ms. Lynette Jungemann, Alex Montreal, Staci Rumpza, Casey Stevens

**Tennessee**

Jessica Beason, Nefertia Edwards, Maurice Ellis, Brian Hensley, Job Madapat, Tony Osborne, Sarah Osborne, Sherrita Scott, Christy Stockholm

**Texas**

Jared Beggs, Ishama Blackshear, Brenda Davis, Lacey Dunn, Steven D Fuhr, Frederick Gardner, Roman Garza, Asmita Ghimire Bujukchhe, Randy Hoffmann, Ada Hughes, Gina Jaworski, Ebony Johnson, Kim Jones, Tabitha Jovi Kearse, Natalie Krag, Miguel Lucero, Kevin Meredith, Danera Mixson, Claudia Munoz, Kenya Nicholson, Joe A. Ortiz, Kenneth Payne, Gabriel Salinas, David Shaw, Kadreen Simpson Cameron, Shawonda Smith Moss, Jontell Triplett

**Virginia**

Benjamin Baynton, Brian Jarrell, Sonha Kim, Keira Riccioni, Anthony Smith, Stewart Thacker

**Washington**

Elaine Austin, Joey Orosa, Sarab Singh, Shelly Weaver

**West Virginia**

Joseph Bartlett, Taylor Braley, Evan Carfagna, Tara Conner, Kelly Davis, Melisa Hudson, Tara McKown, Andrea Mitchell, Karlee Osborne, Clinton Parsons, Bradley Pitsbarger, Grace Rose, Emily Runyon, Kimberly Snyder, Toni Stiltner, Tori Toney, Brandy Williams, Wesley Wriston, II, Justin Young

**Wisconsin**

Travis Anderson, Frederico Bell, Sandra Cahill, Shawn Garczynski, Joseph Hanus, George Harvey, Jane Jahnke, Monique LaRouche, Laurie Martin, Samantha Mc Murray, Benjamin Reed, Tracy Topper, Nicole Young

Welcome!

PICTURES FROM THE PAST

Anthony Iezzi, deltiologist

Here is a real-photo postcard of the Knowles, Okla., post office in 1910.

In 1907, the Post Office Department approved a postal designation for Knowles. The name honored the Knowles family, as Alice Knowles Lundy was the first Postmaster. I therefore assume the lady on the left side of this image is the Postmaster, Alice.

The written message on the back of the postcard talks about newlyweds, America and Geo., who were married two weeks prior.

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



# Serving Retirees Through Community, Support and Information

Louise Nix, national president

As I step into my role as president of UPMA Retired, I am filled with gratitude, humility and optimism for the year ahead. I am honored by the trust you have placed in me, and I look forward to working alongside each of you to strengthen our association.

UPMA Retired exists for one clear purpose: to serve retirees. In the coming year, our focus will be on expanding and engaging our membership, improving communication, and ensuring every retiree feels valued, informed and supported. Whether you retired recently or years ago, UPMA Retired should remain a meaningful part of your life—not just a name on a card, but a community.

I have two major goals as president:

**1. Grow and strengthen our membership.** Membership is our organization's lifeblood. A strong, active membership means a louder voice, greater resources and more opportunities to advocate for retiree interests. This year, we will place renewed emphasis on outreach—welcoming new retirees, reconnecting with inactive members and reminding everyone why UPMA Retired matters.

Growth, however, is not just about numbers; it's about involvement. An engaged membership brings fresh ideas, energy and experience that help our organization thrive.

**2. Serve retirees well—today and tomorrow.** Our retirees face evolving challenges, from benefits and health care concerns to staying socially connected and informed. UPMA Retired must continue to be a reliable source of information, support and fellowship. We will strengthen programs addressing these needs and explore new ways to serve retirees more effectively.

### Your Involvement Makes the Difference

Your feedback and participation will guide our efforts. The best solutions come from those living the experience. I encourage every member to become more active: Attend

meetings, volunteer for committees, reach out to fellow retirees, or simply stay informed and share ideas. You don't need a title to make a difference. Every contribution, big or small, strengthens our association.

UPMA Retired is not run by one person or one board—it is powered by its members. Together, we can build an organization that honors our shared service, supports our retirement years and leaves a strong foundation for those who follow.

Thank you for your continued commitment and support. I look forward to a productive, inclusive and successful year.

## Communicating with Congress 101

Dave Cook, Legislative chair

It is not too early to start contacting your members of Congress regarding our UPMA Legislative Summit, which will be held March 15-18 at the Hyatt Regency Crystal City at Reagan National Airport in Arlington, Va.

Communication is key. Bear in mind that all legislators respond better if you are a constituent. There are several ways to get information to your elected representatives in a timely and efficient manner:

**Email.** Most congressional offices respond better to email than to letter mail. All legislators' websites include contact information, including an email address. When you send an email, always leave your contact information, or your representative will not be able to respond. While most offices read every message received, whether it is a standard form or a customized message, individualized messages receive more attention.

**Fax.** While fax messaging has not typically been the favored means of communication, its use has grown in recent years.

**Letters.** Written letters are the most popular choice of communication with congressional offices. When addressing all correspondence, avoid the words "congressman" or "congresswoman." "Representative," "Senator," and "Member of Congress" are preferred titles because they are gender-neutral.

**Telephone calls.** Using the telephone is a practical communication strategy. Call the office and ask for the member of Congress or an aide. Explain that you are the legislator's constituent and state an opinion about the issue. Ask what the legislator's opinion is.

**Face-to-face or Zoom meetings.** Meetings are especially important and are likely to get a direct response to your issues. A successful visit with policymakers includes:

1. **Clear purpose:** Prepare to make a case for the issues you wish to discuss and know how your representatives have expressed their ideas on those topics.
2. **A scheduled appointment:** Schedule meetings with your elected officials in advance. You may meet with an aide who handles your issues rather than the elected official. Prior to your visit, call their local or Washington, D.C., office to discuss an appointment date and the reason for your meeting request.
3. **A designated spokesperson:** One person should be prepared to speak; other group members can be assigned specific roles if necessary. However, an orchestrated plan does not preclude spontaneous participation. Be prepared for idle conversation.
4. **Prompt arrival:** Gather at a designated location before the meeting time, then enter the office together. Promptness is essential.
5. **Fact sheets:** Leave behind a brief written summary of the points you are making regarding your issues.
6. **Follow-up:** After the visit, send brief letters to everyone involved in the meeting, thanking them for their time, regardless of their stance on the issues.

Visit your legislators' websites for information regarding their local and Washington, D.C., offices. These are helpful websites: [www.house.gov](http://www.house.gov) and [www.senate.gov](http://www.senate.gov). If you have any questions or concerns, please do not hesitate to contact me at [cook.david29@aol.com](mailto:cook.david29@aol.com).

## Advice for a First Class Retirement

LeAndra Beckemeyer, Postmaster of Howe, TX, retired

The decision about when to retire is arguably the hardest one in your career.

Postmasters' and Managers' identities are often tied to the responsibilities of the office. When you realize you are no longer the one making sure every truck arrives on time or every clerk or carrier is supported, there's an emotional shift. Many feel a profound mix of relief and "phantom stress"—the feeling that you should be checking the logs or answering a 5 a.m. call, only to realize the ship is sailing without you.

Saying goodbye to the team you've coached through peak seasons and personal hardships can be the most difficult part of letting go. Being a Postmaster or Manager often involves "unseen" work such as carrying the mental load of others' well-being and the weight of keeping employees safe during ice storms, heatwaves and other global events. Setting down this emotional weight can feel like a relief, but also a loss.

In smaller ZIP codes, the Postmaster is a civic leader. You are not just retiring from a job; you're stepping down from a role that represents stability and government service to your neighbors. Postmasters see the pulse of a town: the wedding invites, the baby and graduation announcements as well as the death notices. Retiring means letting go of that intimate, silent connection to the town's life cycles. When you retire, you don't just leave an office; you leave a legacy of reliability.

So, it can be hard to prepare for the last turn of the key: the literal act of locking the office for the last time and seeing the empty desk. You are no longer responsible for grievances, employee schedules, budget reports or leave requests. Then there is the bittersweet feeling of walking into the post office as a customer, only to stand on the other side of the counter.

As you start retirement—truly a "second life"—it's good to take a few months to decompress before jumping into a new job or big commitment. Don't forget to fill out your 1187R so you can stay updated on current postal events in the state and national newspapers, as issues still affect you in retirement.

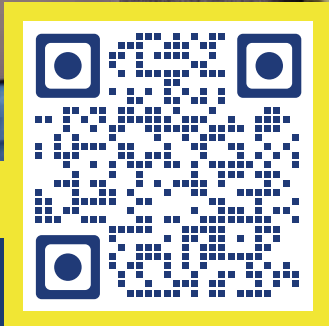
Many retirees find that they miss the community connection. Consider staying active and involved with your management association's retirees. UPMA retirees frequently mentor younger employees on navigating their own careers. Attending conferences and conventions allows you to stay involved, knowledgeable and relevant to current events. There are many opportunities to volunteer, run for office and continue friendships with postal colleagues. You can be part of the team that signs up new members and become part of their future story.

If you are interested in politics, there is a place for you on the PAC team. Each year, current and retired UPMA members gather for a Legislative Summit in Washington, D.C., where you will meet with representatives and discuss current postal issues, including retiree benefits.

You are welcome and needed in the organization!



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