

**UPMA EXECUTIVE BOARD MEETING
JANUARY 15-16, 2026
SAN DIEGO, CA**

THURSDAY, JANUARY 15, 2026

National President, Tony Leonardi called the meeting to order at 8:00 a.m. Stephanie Thompson gave the invitation, and Jeremy Hanners led the group in the Pledge of Allegiance.

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

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

Tony Leonardi covered the standing rules for the executive board meeting.

Tony gave opening remarks and began discussing the vision for 2026, stating that we need to grow the organization as much as we can and as fast as possible. He stated that we must have the numbers to represent supervisors. Tony stated that the national office will be sending out letters to every nonmember to inform them about UPMA, and then a second letter to our members on how they can help grow the organization. Diversity is key, and we need to expand our membership by going into plants. Tony discussed the meeting agenda in a little more detail. Tony stated that we will form a committee to look at level 18 non-delivery offices and have them come up with additional duties that will help those offices protect their job. Tony discussed the state chapters that are struggling and what we can do to help them. He also stated that we need to develop a process to develop leaders in the chapters and figure out a way to get more members involved.

Tony went over the 2025 Financial Initiatives from a printout that was given to all board members. He outlined the additional revenue of \$750,000, the reduced expenses of \$400,000 and the total net change of \$1,150,000.

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

Tony Terwey, Jeff Jarrett, and Jim Maher gave their advisor report on the Central Area.

Kendric Comulada, Darwin Adams, and Jeremy Hanners gave their advisor report on the Southern Area.

Stephanie Thompson, Tasha Clemons and Bernadette Puodziunas gave their advisor report on the Atlantic Area.

Tasha Clemons, chair of diversity, talked about all parts of diversity and will work towards putting something together to add in the chapter convention presentation that will be given this year.

Bernadette Puodziunas discussed mental health/workplace balance. She asked board members to attend scheduled zoom trainings. She also stated that she wants to do more with retirees, since they do not have an EAP resource. Bernadette thanked team members, Mari Beth Kirkland and Padric Fisher, for their assistance.

Earl Husbands discussed the communication team, with Drew Martin being the national communications director/committee chairman, and Kevin Terry being a committee advisor. Earl stated that four area communication coordinators have also been added.

Mari Beth Kirkland discussed the education schedule and stated that we had a good schedule last year and the use of Headquarters for training worked out well. Stephanie Thompson and Jeremy Hanners will be part of the team for 2026. FESA will sponsor Thursday night trainings.

BREAK

Jim Dunlap presented a snapshot of the legal defense plan costs and compared 2024 with 2025 numbers.

Jim Maher led the presentation of UPMA policy review for 2026. It was moved by Padric Fisher and seconded by Tony Terwey to adopt changes made to the UPMA Time and Travel Policies. Motion carried. It was moved by Jeff Jarrett and seconded by Louise Nix to adopt changes made to the UPMA National Executive Board Fiscal Policy. Motion carried. It was moved by Jeff Jarrett and seconded by Jeremy Hanners to adopt changes made to the UPMA National Secretary-Treasurer Policy and Compensation Package. Motion carried. It was moved by Greg Nors and seconded by Darwin Adams to adopt changes made to the UPMA Internal Financial Control Policy. Motion carried. It was moved by Jeff Jarrett and seconded by Tony Terwey to adopt changes made to the UPMA Chapter Special Assessment Request. Motion carried. It was moved by C. Scott Christiansen and seconded by Jeff Jarrett to adopt changes made to the UPMA Articles and Bylaws Committee Guidelines. Motion carried. It was moved by Louise Nix and seconded by Padric Fisher to adopt changes made to the UPMA National Election Policy. Motion carried. It was moved by Padric Fisher and seconded by Louise Nix to amend the proposed changes made to the UPMA Membership Policy. Motion carried. It was moved by Tony Terwey and seconded by Kendrick Comulada to adopt the changes made to the UPMA Star Chapter Award. It was moved by Stephanie Thompson and seconded by Jeff Jarrett to strike the UPMA Personnel Policies since it no longer applies. Motion carried. It was moved by Stephanie Thompson and seconded by Jeff Jarrett to strike the UPMA Personnel Policies since they no longer apply.

LUNCH

Jim Maher gave the annual Ethics Training presentation.

An Ethics Committee drawing was conducted. The 2026 Ethics Committee will consist of Tony Leonardi, Louise Nix, Greg Nors, and two by random draw were Stephanie Thompson and Jim Maher.

Earl Husbands gave the membership presentation. Earl went over a comparison of the last two years, discussed monthly membership reports, and presented 2026 membership goals and contests. Earl also discussed the new UPMA phone app.

BREAK

President Tony shared information on the success of the KSA Assistance Team. The board discussed ideas on how to recognize team members and Tony stated that we will allocate money for this category.

Heather and Leslie with Crisp Meetings and Events gave us updates on registrations for national events and compared the numbers with 2024 data. They also discussed events for 2026 for 2027, shared information on the national convention in Puerto Rico, and on sponsorships moving forward. They also discussed future planning for the national conventions for 2028 and 2029, as we will be selecting sites at this year's national convention.

President Tony talked about the current awards given at the national convention each year. Tony wants to establish a committee for awards and add more awards like Leader of the Year, Legislative Leader of the Year, Advocate of the Year, and Recruiter of the year. Tony referred us to the red tab in our books to discuss committees that have been formed. Tony assigned new members to all committees. Dawn Woods has been added to the National Membership Representation Committee.

Greg Nors gave the audit report that was conducted on January 9-10, 2026, by Jim Maher, Jeff Jarrett and himself. Greg discussed the findings of the audit and offered suggestions made by the audit committee. It was moved by Jeff Jarrett and seconded by Louise Nix to accept the audit report. Motion carried.

Brian McLaughlin gave a legislative presentation and talked about issues affecting the USPS. Brian reviewed 2025 accomplishments and discussed plans for 2026.

It was moved by Padric Fisher and seconded by Bernadette Puodziunas to adjourn. Motion carried.

FRIDAY, JANUARY 16, 2026

National President, Tony Leonardi called the meeting to order at 8:00 a.m. Tasha Clemons gave the invocation, and Tony Terwey led the group in the Pledge of Allegiance.

President Tony gave us a recap of what was done yesterday and went over agenda items for the remainder of the meeting.

C. Scott Christiansen and Jeff Jarrett gave a membership presentation and led a discussion on membership.

Mari Beth Kirkland, Executive Assistant to the National President, gave us a presentation on her duties and responsibilities at the national office. She touched on 2025 accomplishments and gave us her goals for 2026. She discussed programs and systems that she uses for her job.

Jim Dunlap gave a presentation on his duties as UPMA Executive Director. Jim covered his fiduciary responsibilities, record keeping, bylaw updates, PAC, AADLP, postal issues, labor issues, and payroll responsibilities. He also monitors the monthly budget and has periodic meetings with the National Secretary-Treasurer. Jim also discussed case costs and the AADLP caseload.

Krysten Park and Rick with Paychex zoomed a presentation to the NEB. They discussed the onboarding process for their company. They covered Expense Management and ExpenseWire. They also covered the process of submitting an expense voucher and the costs associated with their services.

BREAK

Michael Elston, USPS VP Labor Relations, addressed the NEB. He mentioned pay consultations and stated that we will do it better in the future. He stated he valued UPMA's input and inquiries. Mike talked about the 10 Year Strategic Plan as we are now five years in. He stated that the PMG will be addressing UPMA at the Legislative Summit on March 16, 2026.

It was moved by Jim Maher and seconded by Greg Nors to move into executive session to include the UPMA office staff and Mike Elston. Motion carried. It was moved by Jim Maher and seconded by Jeff Jarrett to come out of executive session. Motion carried.

LUNCH

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

Greg Nors gave an expense voucher presentation. Greg went over all parts of the expense voucher and covered the monthly reconciliation of credit card statements.

It was moved by Jim Maher and seconded by Jeff Jarrett to approve the 2027 national convention registration rates as presented. Motion carried.

Troy Oaks, UPMA CPA, led an audit discussion for the board. Troy stated that he will be doing the annual audit in March of this year. He stated that the hiring of the Paychex company was a good idea and he recommends it.

Katie Tesch gave a PAC report and stated how much money has been collected by the NEB.

President Tony led a discussion on the Complimentary Membership Policy.

Tony Leonardi and Jim Dunlap led a discussion on the Budget Review. It was moved by Jim Maher and seconded by Jeff Jarrett to adopt the 2026 budget. Motion carried.

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

It was moved by Padric Fisher and seconded by Katie Tesch to issue a \$2,500 merit award to the three office staff employees. Motion carried.

It was moved by Jim Maher and seconded by Katie Tesch to pay the expense voucher for the baggage fees in question, and table the amending of the UPMA Time and Travel Policies. Motion carried.

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

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

Respectfully submitted,

Greg Nors, National Secretary-Treasurer