

Illinois Postal News Leader



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United Postmasters and Managers of America ~ Illinois Chapter ~ est. November 1, 2016

National Convention Issue Louisville, Kentucky



2017 UPMA National Convention
Illinois Chapter

2017 ILLINOIS UPMA OFFICERS

PRESIDENTS

JOHN SERTICH
PO Box 273

Office: BELLVILLE IL 62220
618-233-0390

CELL: 618 830 6535

jmsert@HOTMAIL.COM

PATTI SADNICK

Po Box 136

Office Utica IL 61373
815-667-4801 cell 815 303 2555

PSADNICK@YAHOO.COM

SECRETARY/TREASURERS:

BEVERLY FREEHILL

109 W Walnut

Office Tremont IL 61568

309 925 5213 cell 309 925 3974

freehillbr@hotmail.com

SHELLEY ZELLERS

12646 SR 78 Havana IL 62644

Office: Havana IL 309-543-2581

Home: 217-836-2675

shelzel2@yahoo.com

EDITOR:

CHERYL QUAKA

Office: LaSalle IL 61301

office 815-223 2635 Cell: 815-685-7181

ipn_editor@yahoo.com

RETIREE PRESIDENT: ALICE WELLEN

10615 WELLEN RD. AVISTON, IL 62216-1013

618-616-7590

wellenpm@ezeeweb.com

RETIREE PRESIDENT Kathy Yager

10978 N 1325th St, Newton, Ill. 62448;

kathyyager@Yahoo.com,

(618) 783-2918 house,

(217) 508-3133 cell.

PMG Megan Brennan



COO David Williams

NATIONAL VICE PRESIDENTS

EDMUND CARLEY
PO Box 1, LINCOLN, IL 62656

Cell 217-899-9256

edmund.a.Carley

carley@att.net

Jim Maher
Chesterfield MO
Office 314 436-5248

Greg Nors
Office Hillsboro TX
Office 254 582-3572
cell 254 744-2241

ILLINOIS STATE VICE-PRESIDENTS

Meta Belford
OFFICE :WYOMING IL 61491
Office 309-695-6181
cell: 309-369-2071

Jerry Thixton
Office: Rochester IL
Office : 217 498-7212
cell : 217 836-6344

Rhonda Hitchcock
Office: Abingdon IL
office 309 653-2477
rlhcatfarm@yahoo.com

Marianne Miller
Office: Winnebago IL
Office 815 335 1179
cell 815 908-9565
home 815 449-2434

STATEWIDE COMMITTEES AND OFFICERS

Membership: META BELFORD OFFICE WYOMING IL 309-369-2071

Legislative: Marianne Miller 815-908-9565 and EDMUND CARLEY 217 899-9256

PAC: LARRY WIENEKE cell phone: 618-576-2550 larryawieneke@yahoo.com

Service Representative: GAIL SMITH 217-844-2158, gsmith07@hotmail.com

Constitution & By Laws: DEBBIE GRAVES 815-541-2546

Signature Credit Union Secretary: CAROL SUE CARNES, Brussels 62013, carnes2@frontiernet.net

Parliamentarian: RUTHIE CAUBLE 818-435-3222 HOME 618-218-5608

State Convention: Janet Spanos 815 433-1177 Patti Sadnick 815 667 4801

Scholarship: STEVE HALL WONDERLAKE IL

“Let us do together what we cannot do alone”

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UPMA Is not a union
It is a professional association
It is an organization of people who hold proud titles. It does not discriminate by race, gender, or salary level. It is a vehicle, an avenue, a method or a tool that can and does help, assist, benefit, and encourage you to be a better Postal Manager

Fill out an 1187
and
JOIN TODAY!

Retired?
Fill out an 1187R



John Sertich ~ Illinois State President

We Are One

The inaugural UPMA convention is in the books. It was extremely enjoyable and entertaining, but most of all it was successful. Illinois had a major presence at the event with over 60 attendees. Our retirees had another strong turnout. It is so good to get to see and visit with our retirees. After all they are the people who shaped and influenced the organizations and they continue to contribute. I value all of their contributions and appreciate their on-going advice.

We elected our first National Secretary/Treasurer my good friend Jim Maher from Missouri. I know Jim will do an outstanding job with the stewardship of our resources at the national level. (I have seen him review bar tabs and dinner receipts; believe me our funds are in good hands) And rest assured Jim will make sure all sides are represented on our Executive Board. We elected our first slate of National Vice Presidents which includes our out-going Secretary/Treasurers Stephanie Jett and Dan Heins. We are fortunate that they continue their service on the board. I had the good fortune to meet Stephanie and her husband Robert, who serves with me on the National Adverse Action Committee at our state convention in April. It was good to visit with them again.

We also elected the first slate of national retiree officers. Congratulations to my friend Jack Wilkins on being elected the first UPMA Retiree President. I was a city carrier when Jack was Postmaster in Granite City IL. (Yeah I know what you're thinking. No, I did not start working at the Post Office when I was 16; I think Jack got appointed Postmaster when he was 21!) Jack and his Nevada Chapter are hosting next year's National Convention in Reno. That should be a blast.

We have a training conference scheduled in November and urge all of you to consider attending part if not all of it. We plan to have a session dedicated to Adverse Action Committee training; in other words Member Representation. Why is that important? If you have been paying attention Postal finances are on life support. First class mail volume continues to erode and that will shrink revenue by nearly \$2 billion (that's Billion with a B) in FY 2017. Moreover, now we learn that Standard volumes are receding. The only volume growth realized is in package services which we all know is an extremely competitive market niche. Why is this worth noting, other than for obvious reasons? Because, negative pressure on the bottom line results in adverse pressure on employees and operations managers. Suffice to say, it's rolling downhill.

The number of phone calls I get requesting representation for investigative interviews, mediations and appeals has increased. The Chapter needs more people to serve on the Adverse Action Committee. We should have a presence for zip codes 600-605, 610-613 and in each of the areas in 609, and 614 through 629. I am asking every member to consider serving on this committee. You do not need years of experience or hours of formal training. Representing people in times of need is more a work of art than science. You need to be a good listener and understand the rights of EAS employees are

extremely limited when it comes to disciplinary action. Those rights expand for adverse actions, which the national committee handles. Ideally there should be 15 people on the chapter committee and one chair person.

I have represented Postmasters for 15 years and it has been very rewarding. Oft times higher level managers see us as the voice of reason and more apt to exchange in meaningful dialogue as opposed to dealing directly with their employee. If you have the slightest inclination, please call or email me to inquire about serving. I look forward to seeing you at the Training Conference and to you joining the committee. I say this again, with the current state of the Postal Service we need each other now more than ever.

John M. Sertich, Co-President
Illinois UPMA
P O Box 273
Belleville IL 62222-0273

jmsert@hotmail.com



Shelley Zellers ~UPMA Illinois State Treasurer

From the UPMA President's Hand book

The UPMA State Chapter Treasurer can best serve the State President and the Chapter by recording and supplying financial data to chapter officers and members. The needs of the Membership which are the responsibility of the Treasurer must be provided in an efficient manner without delay and on a continuing basis. Close liaison must be maintained with the Chapter Membership Chair and the Chapter President.

Official Duties

- Collect all membership dues and monies and fully understand all information relative to the collection and remittances of dues, both cash and withheld.
- Act as custodian of all Chapter equipment; keep a list of all equipment belonging to the chapter and request a signature when this equipment is transferred.
- Disburse all monies in accordance with the Chapter policy.
- Furnish bond, if required by the Chapter.
- Maintain close liaison with National Secretary-Treasurer and National Membership Chair.
- Attend annual Chapter and National Conventions and participate in trainings.
- Maintain a bookkeeping system that should be designed to meet the needs of the Chapter budget.
- Maintain an accounting procedure that should be kept as simple as possible to meet the needs of the chapter.
- Verify expense vouchers; this is needed to satisfy Internal Revenue Service regulations in case an audit is performed. All expenditures must conform to established policies which will be accepted by IRS.
- File reports to the IRS on a calendar year basis.



Edmund Carley~ National VP Western Area

The Postal Service has painted itself into a corner and Postmasters are suffering because of an unworkable combination of agreements with the clerk union.

First of all, there is the 15-hour restriction on clerk work level 18 Postmasters can perform in a work week. I won't go into the history of this provision nor the definition of clerk work. Before POSTPlan, in many offices, this work was being performed exclusively by Postmasters. The story of how, for the first time in history, an arbitrator took work from one employee group and gave it to another will have to wait for another article. Suffice it to say, Postmasters are not allowed to perform more than 15 hours of certain work in their offices in a week. A typical level 18 office earns 55 hours a week.

Next is the agreement that only career employees can work in level 18 offices, at least on the window. A Postal Support Employee (PSE) assigned to a level 18 office can perform certain duties, however, unless there are at least four window-trained career employees in the unit, a PSE cannot work the window. In addition, a PSE assigned to a level 4 Remotely Managed Post Office (RMPO) cannot be used in an APO. Nor can these PSEs readily loan into another APO cluster; there is a memorandum of understanding that speaks to a pecking order for doing this, but it ONLY pertains to Sunday Amazon delivery! This is another agreement that seems harmless in a vacuum, but combined with all the other agreements makes scheduling next to impossible.

Lastly, managing RMPOs includes the requirement to cover other offices in the APO cluster. Postmasters or other management cannot perform any work in a level 6 or a level 4 RMPO. If the NTFT clerk is on leave, a PTF from your APO must be the replacement. This is the same when a level 4 PSE is on leave. All employees earn annual leave, career and pre-career alike. However, PSEs require a break in service that needs to be covered. There is also sick leave and other unscheduled absences that must be covered as well. The question is, by whom? Take for example a level 18 Postmaster with one career clerk in office and a PSE in the RMPO who is on their break in service: the clerk is sent to cover the RMPO, but who is available to backfill the clerk? The first 15 hours of the week can be covered by the Postmaster, but then what? Remember, most offices have more than 50 hours of clerk work each week.

I have presented this problem to every level of the Postal Service, but I am always met with blank stares. I am told that offices can borrow clerks. My question is, from where? As mentioned previously, you can't borrow a PSE. You can't borrow regulars and PTFs don't exist in level 21 and above offices. Almost every level 18 (and 20) is short staffed, so where will this clerk come from to borrow – a magical pool?

My position is that every level 18 office MUST be staffed with at least two career clerks in order to adequately meet the obligations of the service and the contract as currently written. I am pushing this to the District, Area, and Headquarters every chance I get. Unless the agreements cited above are tweaked somehow, Postmasters are being asked to violate the contract whenever there is leave – scheduled or unscheduled – in their APO cluster. It is time to strip away the painted corner and allow Postmasters the ability to manage their offices efficiently.

Edmund A Carley



Illinois UPMA in Louisville





Rhonda Hitchcock ~ Illinois State VP

The One-Minute Manager

Recently, I was surfing through books on Amazon.

I came upon an old book written in the 80's by Ken Blanchard and Spencer Johnson called The One-Minute Manager. I remembered the title, but had never read it. It is a very short book written like a fable, about a young man that is searching for an effective manager. He finally finds one and learns three simple but highly effective practices that will increase productivity and also create a happy workforce. With the new focus on Employee Engagement in our organization, this short read could help you reach these goals and increase your Gallup office score.

The first practice is to set one-minute goals for your employees.

Put them in writing and make sure that they don't take more than a minute to read. Make sure that the goal or task explains exactly what to do. Doing this provides immediate feedback to the person, and that creates motivation. Knowing exactly what is expected of them provides a target to reach and gives a sense of accomplishment.

The second practice is to provide one-minute praisings.

Catch people doing something right. People who feel good about themselves produce good results. This is different from pointing out what they do wrong. They will focus on not making that mistake again instead of trying to do their best. It is all about providing encouragement.

The third practice is called one-minute reprimands.

This should be done immediately, not in the future, and only one thing at a time. Pointing out mistakes this way makes them easier to correct and the employee will take it more seriously.

Could it really be that simple? It would be easy to implement and measurable, as well. If you haven't read the book, get a copy and give it a try!





Carol Sue Carnes ~ Credit Union

Signature Credit Union

SIGNATURE FEDERAL CREDIT UNION

What a wonderful Convention in Louisville, KY. I hope you were among the over 1,200 in attendance to enjoy the great "Southern Hospitality" all week.

We had so many come by our booth, to cash a check, make a deposit, apply for a loan, join the Credit Union, ask a question, etc. Everyday there was a long line for those stopping by for a free cup of coffee, tea or cocoa. I heard lots of great compliments on our providing this Coffee Bar.

Did you know that the Signature Federal Credit Union offers many products and services above and beyond the basic shares, loans and credit cards? We offer multiple mortgage options from the basic term mortgage loans to ARM's and even jumbo loans. If you are in the market to purchase or refinance a house, we have a loan that will fit your needs and we are currently running a promotion where we will give you \$500. towards closing costs. Check with us for details. Use our SMARTMOVE program to get a cash rebate when you buy or sell your home. Just call 800-336-0284 and speak with one of our knowledgeable lending managers.

Are you thinking of getting a new car, motorcycle, RV or boat? Do you already have one financed at another institution and are paying a high interest rate? Signature FCU rates are some of the lowest around. Just call or go online to SignatureFCU.org to compare rates and see how much we can save you. We have rates as low as 1.99%.

Have you thought about sharing your Credit Union with the people in your life? Being a member of the Signature FCU doesn't just mean you have access to great rates and benefits, it also means that you can share these same great benefits with your children, grandchildren, other family members, friends, neighbors, co-workers and other people in your life. It only takes \$5.00 to start an account. Join today at bit.ly/signaturefcu-apply-now. Tell your family and friends about our Visa Credit Cards with rates as low as 8.70%, no annual fee, no cash advance fee, no foreign transaction fees and reward programs. Competitive rates on auto loans, multiple repayment terms and the same great rate on both new and used vehicles.

On Mortgages, a 3% minimum down payment required, no prepayment penalties and nationwide lending. Our Checking Accounts require no minimum balance, no monthly fees and you can even earn up to 3% APY monthly dividends.

You can access all of your accounts 24/7 on our mobile app or online and transfer funds between your local financial institution and the Signature FCU. You can even bank locally by keying in your zip code on our website home page to see the list of shared branches and FREE ATM's in your area. There are over 5,000 shared branches and 30,000 FREE ATM's across the country. Whether you are at home or traveling, the Co-OP Network helps you access your money wherever you are. You can even text your zip code to 91989 and you will get a text back with the free ATM's near you. Or for even more convenience, go to your smart phone app store to download the CO-OP ATM locator app which can track your location and show you the closest ATM's.

Until next time Carol Sue Carnes, Secretary, Signature Federal Credit Union
Retired Postmaster - Brussels, IL 62013

THANK YOU!

To all those from the Illinois Chapter who voted for me, thank you so much! I have enjoyed serving all of you in years past and will certainly continue to do so in the years ahead. If I can help you at anytime please do not hesitate to call me (618-883-2333) or email me at carnes2@frontiernet.net

Again many thanks and God's Blessings to all of you.

Carol Sue Carnes, Secretary Signature FCU
Retired Postmaster, Brussels, IL 62013

Election Report given by Chairman Ted Carrico at the Signature FCU Annual Meeting

"This year you were given the option to either vote by paper ballot or online. We had hoped this would result in less void ballots, but, this was not the case. 425 ballots were invalid due to: Not enclosing the Voter ID Slip – Unsigned Voter ID Slip – Voter ID Slip returned but with no Ballot – a few Blank Ballots and 137 people that voted for more than was allowed."

RESULTS WERE AS FOLLOWS:

BOARD OF DIRECTORS	Carol Sue Carnes	1,696
	Joseph M. Gondola	1,656
	Jacqueline (Quinn) Gurr	1,024
	Ronald Karrels	711
	William O'Halloran	443
CREDIT COMMITTEE:	Anita "Ruth" Cauble	2,577



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RETIREES CORNER



Co-Retiree UPMA President

It was Business and Pleasure, with a Few Nice Surprises!

Much business was accomplished in the few days of our First UPMA National Convention. There were over 1200 attendees with more than half being retirees. Jack Wilkins will be our National Retiree President and Rodney Boland will be our Vice-President for the next 2 years starting November 1. We also voted on the 2019 site for the National Convention. The Retirees vote was split among the five choices and then tallied with the actives. The 2019 UPMA National Convention will be held at the Mohegan Sun Resort in Uncasville, CT.

In an earlier publication, I had encouraged you to attend the training conference in November if you wanted to vote on the place for next year's state convention. That has changed. You are still encouraged to attend the training conference, but we will not be voting on the place. Tuesday after the general session in Louisville, IL held a caucus and voted on the place to hold our 2018 State Convention. It will be held at the Embassy Suites in East Peoria. Although not everyone was informed we would be voting on the State site, the reason to hold the vote was to move forward with the convention. A site should be selected so we have a choice of dates, a signed contract with the hotel and a chairman appointed before the changeover meeting held at the Training Conference in November.

A few nice surprises were mentioned during sessions! Congratulations to Larry and Kay Wieneke and their granddaughter! She had won one of the twelve \$1000 national scholarships given out at convention! That's quite an honor; congratulations! I hope she applies for the Illinois Scholarship next year. Also, congrats to Karen Muyskens! She has the honor of her photo being published in next year's UPMA calendar! It received an Honorable Mention. It is a beautiful picture. Other congratulations, include the Illinois Chapter being a Star Chapter and the IPN receiving 2nd place for the publication award for the states with 800+ subscriptions. Well done!

Conventions are not all work. The IL Retirees and their guests ate together on Tuesday evening before the river cruise. Thank you to all those that attended. Sometimes, we are so busy during the convention itself, it was a pleasure to get together for a couple of hours. On behalf of Kathy and I, we enjoyed seeing everyone. We had beautiful weather all week. It seemed especially nice on Tuesday evening for the cruise.

The Training Conference will be held Veteran's Day weekend in November at the Embassy Suites in East Peoria. There was talk about doing something Friday afternoon. That is all I know about it right now. I am hoping more information is available to us elsewhere in this IPN. November is coming up quickly. Hope to see you there.

A couple of get-togethers the retirees are hosting in Marion and Vandalia is coming soon. These are open to all retired Postmasters and Managers, guests, & friends, including active Postmasters and Managers. The one in Marion will be held on September 20 at 12:00 noon at Mackie's Pizza 2704 Walton Way Marion IL. The one in Vandalia will be held on October 18 at 11:00 am at the Ponderosa Steakhouse 2727 Veterans Pky Vandalia. These are not formal meetings, just a fun time to catch up with friends. Plan now to attend one or both.

Blessings,
Alice



Kathy Yager Co-Retiree UPMA President

Apologies to Cheryl for this being late. Know we frustrate the heck out of her and trying to get to the deadline.

Loved the 1st UPMA convention in Ky. A special thanks to all who worked to make our convention a wonderful time, and what a city Louisville Ky is. No matter how you say it, that is one fun and great city. The "Talk Derby to Me" hat and style show with DJ was really over the top.

Please, be vigilant over the next few months. Seems many in Congress are using National tragedies and other event to cover what I call "Backdoor Policies" Where they pass things in the closed rooms, dead of night and when the public finally learns about the action, it is already on the books. Now it is soooooo easy to contact your Rep or Senator, for that matter, any and all. I frequently send emails to many who are not from my state. What they do affects us all so keep them honest (?). Numbers do count and keep the emails flowing, just go to UPMA site, look up legislation and learn who and where to contact. So much easier than olden days. Vote your morals, job and patriotism.

Politics is like lots of other traditions, buying a Chevy, Ford, Dodge, etc just cause Granddaddy did; staying a Republican or Democrat just cause "we have always been that". With the internet look up what each stands for, and if they are what you want --- stay, but if things have changed, be brave and vote what you believe in. Fair warning, neither is best in all things.

Lost another Sister-in-law, this partially to hospital errors years ago.

Autumn seems to have arrived ahead of calendar and I love it.

Keep strong and viligant.

Kathy Yager
Co-President Retirees

Phyllis Fisher Vergennes Il 62994

Hello everyone,

I hope you are having a great summer. It is already time for our final get together for the 2017 year. It will be at Mackies Pizza in Marion at 12:00 noon on Wed. Sept. 20, 2017.

We always look forward to seeing everyone and catching up on each others activities. Please feel free to bring any family or friends. If you know a retiree that is not coming please let them know about the meeting or send me their name and I will let them know. Looking forward to seeing everyone on Sept. 20th.

Phyllis Fisher Vergennes Il 62994 Cell 618-534-0224 Home 618-457-479



Meta Belford ~ Illinois State VP

Recruit, recruit, recruit, those are important words to keep our organization strong. UPMA has had a presence at all the Career conferences that were put on by the USPS this past spring and summer and we have signed up several new members! If you know of a Career Conference in your area let me know and I'll be sure there is someone there to talk to the attendees about UPMA and the benefits from joining!! I'd

like to thank everyone who has helped in any way with membership. I recognize I'm the elected membership officer but it is all of our responsibility to talk to new supervisors, postmasters and anyone who wants upwards mobility! I do appreciate everyone's help, especially if you hear about someone in your area that is eligible to join and remember everyone is eligible to be a member! If you (or I) can't talk to someone personally about joining let me know and I'll send them a folder I've put together for potential new members. Thanks Marianne Miller for the great idea, I wish I was half as creative as you!! I'm going to start listing new members here in this space so if you know of someone let me know and I'll be sure their name gets printed here. These are our new members from the Career Conference in Oak Lawn:

- Shirelle Williams—River Grove Postmaster
- Charlene Redman-Bogusz—Supervisor Berwyn Post office
- Jennifer Rogers—Bulk Mail Clerk South Suburban
- Maureen Wright—PSE Clerk Midlothian
- LaNora Dabner-Lewis—PSE Clerk Bedford Park
- Tatiana Valentine—Mail Processing Clerk South Suburban
- Debra Blake-Moench—Supervisor Ottawa
- Latrece Jenkins—Caller Services Aurora
- Candice Vilt—Supervisor Pontiac

If you know any of these new members be sure and tell them welcome and remind them of our training conference coming up in November, better yet why don't you see if they would like a ride to Peoria!! Remember someone reached out to you when you were new!

See you in Peoria!!



Cheryl Quaka ~ UPMA State Editor

The Good Shepherd

There once was a successful farm that encouraged the health and welfare of its herd. The Shepherd's main responsibility was to keep the herd healthy, productive and safe; each Shepherd was rewarded for his efforts.

The farm grew larger so they hired managers to manage the Shepherds and then Managers to manage the managers of the shepherds. It was decided that the Shepherds should be required to start filling out more reports so their managers could monitor each Shepherd's productivity. After a while, a few reports turned into twenty or more.

The farm grew so big that more managers and specialists were hired; some of these people had never seen

a sheep let alone worked with one. However, everyone wanted to justify their jobs so they made up more reports and forms and ways to track the specialists, the managers and the shepherds and finally, the sheep. To “help” the Shepherd they gave him more technology to help with their reports; unfortunately in the places where the good food and best performing sheep lived there was no signal to be able to use the new technology. So to stay off the report list most Shepherds had to hike off the mountain leaving the sheep unattended to get a signal. While the sheep were unattended many sheep related accidents occurred; some sheep fell off cliffs or were attacked and bitten by wolves. Some sheep wandered away from the herd and the specialists sent the Shepherds reports the next day asking why the sheep got away from the herd.

The Shepherds became disgruntled, they talked about the good old days when they had a caring farmer, which had knowledge of sheep, who could help them, or make suggestions on how to improve the herd that made sense in a not always perfect world. They talked about when there were fewer reports and less specialists, managers and managers of managers, who thought that their job was to belittle, bully and cajole the Shepherds to make them more efficient. There were so many specialists, managers and managers of managers needing something from the Shepherds every day, it was confusing on who needed what reports and when! The specialists made lists, the managers then made lists to manage the lists. The Shepherds worked more and slept less, the families and health of the Shepherds suffered; they also made every Shepherd take Kung Fu lessons!

Many Shepherds retired, some moved on to other jobs, some were lucky and had great Farmers, but most Shepherds suffered. Many of them had a Manager who acted like they hated sheep, some Shepherds ended up not liking sheep themselves anymore. Being a Shepherd became very unpopular, but the good Shepherds worked hard to be successful. They cared for the comfort and strived for peacefulness of their herds. They tried to cull the bad sheep and reward the good sheep. They tended to the herd in spite of all the reports required. They did the best they could to stay off the list. Most were terrible at Kung Fu.

Since no one has ever figured out how to have a sheep farm with no sheep, Shepherds and Farmers. Maybe the Specialists, Managers and Managers of Managers should be required to work with Sheep at least once in a while. They would have to protect the herd and get all of the reports done that have become required of the Shepherd. Maybe this way, a system can be devised that would save the farm from going out of business, or at least the Good Shepherds from going out of their minds...



Publication of the year award received by Illinois Postal Leader 2017



UPMA EDUCATION CONFERENCE

Veteran or Newbie... We all can learn something when we gather together.

United Postmasters and Managers of America (UPMA) will host an Education Conference on Saturday/Sunday, November 11 & 12, 2017 at the Embassy Suites Hotel and Conference Center in East Peoria, Illinois. Join us on Friday afternoon for a day trip*...destination to be determined. I have been working at securing speakers and have commitments from the following facilitators:

Patty Hart, Mgr. Accounting Services, Washington D.C. H Rich Springer, Postmaster, Clinton, IA
Steve Kochersperber, Sr. Research Analyst, Washington D.C. Kerry Nichols, Postmaster, Blue Grass, IA
Sara Martin, Strategic Communication Spclst., CapMetro Area William Misinski, MPOO, Lakeland Ditric
Joan Pfeifer, USPS Human Resource Spclst., Retired John Sertich, Postmaster Belleville, IL
Special Guest Speaker: Mr. Jeffrey Williamson, Chief Human Resources Officer and Exec. Vice-President, Washington D.C. (Please note: A delegate may present if a scheduling conflict arises).

Date: Saturday, November 11 & Sunday, November 12, 2017

Place: Embassy Suites Hotel & Conference Center

100 Conference Center Dr.

East Peoria, IL 61611

Ph: 309-694-0200

Rooms may be reserved under the UPMA rate of \$91.00 a night + tax/fees. Conference Fee: \$25.00.

*Please let me know if you plan on attending the Day Trip on Friday that I may make appropriate arrangements.

Time: Saturday - Registration opens at 9:30 a.m. Classes: 10:00 a.m. – 6:00 p.m. (Lunch included).

Sunday – Registration: 8:30 a.m. Classes: 9:00 a.m. – 1:00 p.m.

Contact info: Marianne Miller H: 815-449-2434; C: 815-908-9565 (Text Available); e: Damaracat@aol.com.

NAME: _____

HOME ADDRESS: _____

CITY: _____ STATE: _____

ZIP: _____

PHONE: _____

Home Email: _____ (For registration confirmation)

TITLE: _____

OFFICE: _____ ZIP: _____

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Havana, IL 62644

Amount Pd: \$ _____

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Marianne S. Miller~ Illinois State VP

Training Conference Information

For those interested in attending the Career Conference this November, the following is a quick synopsis of the topics being prepared by the scheduled facilitators below

- Patty Hart, Mgr. Accounting Services, Washington D.C. HQ – An overview of any upcoming updates and enhancements to our accounting and customer service systems.
- Rich Springer, Postmaster, Clinton, IA – A review of Office Suite programs and maneuvering adeptly within them.
- Steve Kochersperber, Sr. Research Analyst, Washington D.C. HQ – Veteran’s Day and Postal History. How are we linked together. Steve will also be critiquing eCareers and giving pointers on how to improve them.
- Kerry Nichols, Postmaster, Blue Grass, IA – HRSSC forms and “untangling” the WebCoins program.
- Sara Martin, Strategic Communication Spclst., CapMetro Area – How to prepare and plan for upward mobility through tools such as the IDP (Individual Development Plan). Sara will also be critiquing and coaching people with their eCareers. Please remember to bring them along to receive the greatest benefit of their expert advice.
- William Misinski, MPOO, Lakeland District - TBD
- Joan Pfeifer, USPS HR Benefits Coordinator, Retired – Preparing for retirement; Using your benefits wisely.
- John Sertich, Postmaster Belleville, IL – How to act and react to an Adverse Action situation.
- Mr. Jeffrey Williamson, Chief Human Resources Officer and Exec. Vice-President, Washington D.C. – Explaining the new H.R. system; its benefits and processes.

I have been contacted by a few other people and organizations interested in presenting at the conference, therefore the schedule is subject to change. Please reference our website (IllinoisNAPUS.org), or contact me directly with any questions.

Remember to bring a friend or colleague to the event. It makes no difference what “rank” they are, we all learn when we gather together. I look forward to seeing you in November!

God Bless~
Marianne Miller



Illinois Postal News Leader
Cheryl Quaka
PO BOX 1611
La Salle, IL 61301-1611

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POSTMASTER REPS
JOHN SERTICH CHAIRMAN
 PM BELLVILLE IL 62220 ST CLAIR COUNTY
 CELL: 618 830 6535
 JMSERT@HOTMAIL.COM

RUTHIE CAUBLE
 RETIRED PM
 FRANKLIN COUNTY
 CELL: 818 435 3222
 HOME: 618 218 5608
 NAPUSPM@HOTMAIL.COM

EDMUND CARLEY
 PO Box1
 LINCOLN,IL 62656
 CELL 217 899- 9256

MORRIE SMITH
 JACKSONVILLE ,IL
 CELL 217-473-0650
 MORRIESMITH60@GMAIL.COM

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**Upcoming
 Events**

Training Conference
 Nov 11-12th
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Legislative Event
 Washinton DC
 Feb 26-27th 2018

State Convention
 Peoria, IL
 TBA

National Convention
 Reno, NV

